** KSA's Zero Tolerance Policy**

**for Interaction with a Referee**

Keller Soccer Association (KSA) exists to foster and advance soccer programs that promote Good Sportsmanship, Honesty, Loyalty, and Courage through organized athletic competition. Our mission is to provide a safe, clean, and exemplary atmosphere for the children and parents of the KSA program to enjoy the game of soccer. The Zero Tolerance policy further ensures that the playing experience meets these ideals and principles.

**KSA's Purpose**

The purpose of the Keller Soccer Association (KSA) is to foster and advance soccer programs that will promote the ideas of Good Sportsmanship, Honesty, Loyalty, and Courage through organized athletic competition. Our mission is to provide a safe, clean, and exemplary atmosphere for the children and parents of the KSA program to enjoy the game of soccer. The Zero Tolerance policy is intended to further ensure that the playing experience is in accordance with these ideas and principles.

**POLICIES REGARDING REFEREES**

Effective immediately, the following referee policies will be followed by all referees at all outdoor soccer matches officiated at: Keller Soccer Complex or any other location under the authority of KSA Soccer. These policies apply to all KSA and Northern Mid-Cities Soccer League recreational matches.

**ZERO TOLERANCE POLICY**

All persons responsible for a team and spectators (coach, assistant coaches, and team managers) and all players shall support the referee team. Failure to do so undermines the referee’s authority and potentially creates a hostile environment for the players, the referee’s, and all other participants and spectators. Consequently, the following policy is effective immediately:  
  
**NO ONE IS TO ADDRESS THE REFEREE DURING THE MATCH!!!!!**   
  
Exceptions during a Match:

* Responding to a referee who initiates communication
* Asking for a substitution
* Pointing out emergencies or safety issues
* At half-time or at the end of the match:
* A coach may ask a referee to explain a rule(s) in a polite and constructive way. This is not an invitation to debate!
* Polite and friendly feedback can be given to a referee
* Absolutely NO sarcasm, harassment or intimidation  
    
  **Penalties:**
* 1st Minor infraction         -         Referee shall ignore or give verbal warning
* 2nd Minor infraction        -         Referee shall give verbal warning/Caution
* 3rd Minor infraction         -         Dismissal
* 1st Serious infraction      -         Caution or Dismissal depending on seriousness of infraction.(Dissent = Caution; Offensive, insulting, abusive = Dismissal)  
    
  *Note: It is important to remember that the seriousness of the infraction is solely the opinion of the referee responsible for the match. There is no questioning of a Caution or Dismissal at the field, to the head referee, a field marshal, or any KSA Board Member. The only avenue for appeal is a properly constituted Appeals and Disciplinary (A&D) hearing conducted according to the KSA, NMCSL, or NTSSA Playing rules or By-Laws.*

**SPECTATORS**

Exceptions during a Match:

* Referee initiating a communication
* Pointing out emergencies or safety issues

**Penalties**

* 1st Infraction – Referee shall stop the match and ask the coach to quiet the offending spectator
* 2nd Infraction – A verbal warning. Referee shall stop the match and ask the coach to warn the spectator that the next infraction will result in dismissal of the coach or the referee will abandon match, resulting in a forfeit for the responsible team.
* 3rd Infraction – Referee shall instruct the coach to direct the spectator to leave the field. The referee shall abandon the match if the spectator does not leave the field. (i.e., out of sight and sound), resulting in a forfeit for the responsible team.  
    
  *Note: Any caution, ejection or dismissal requires a signed NTSSA Outdoor Misconduct Report detailing the incident. Include just the facts, and what was said, verbatim, especially if the language is profane, foul, or threatening. In cases where a match is abandoned by the referee, the status of the match can ONLY be determined by the proper league or Association authority.*

If a KSA Board Member witnesses inappropriate or violent behavior by a coach, assistant coach, team manager, spectator or player, they are encouraged to inform the offender that they need to adhere to the Zero Tolerance Policy or leave the premises. If the behavior continues, KSA board members can and should send in a report to the A&D chairman and Referee Director for further review up to and including a suspension. This will aid the association in protecting all referees; especially our younger refs who might feel intimidated applying a reprimand to adults.

**POLICIES REGARDING MEMBERS**

All members of the KSA (coaches, parents and players) in accordance with the Association By-Laws shall support the board of directors and other members of the Association. Failure to do so undermines the position of the board, the support of the other members, the direction of the KSA program, and puts in jeopardy the value that these volunteers provide to the players, parents and spectators alike. Any concerns that an individual(s) has with the KSA program or its members can be directed in a polite and constructive manner to any board member at the convenience of the board member, or directly to the President of the Association. In addition, any member of the Association is welcome to address the board during the regularly scheduled monthly meeting, provided a minimum of 3 days notice is given in writing to the Association President. Depending on the nature of the concern, the Association and its board members have the right to delay the hearing as deemed necessary (i.e. if an additional investigation is required). Any contact with any association member (phone, e-mail, in-person, etc.) considered verbally or physically insulting, threatening or abusive will be considered for disciplinary actions through an Association A&D hearing by the A&D chairman and nominated committee. The necessary punishment shall be deemed by the decision of the A&D committee.