

CHRVA Junior Girl's Recruiting Policy

(updated Aug 2011)

Purpose

The purpose of the CHRVA Junior Girl's recruiting policy is to allow players and their agents to make informed decisions about selecting a club without the influence of such clubs in an aggressive or biased manner. This policy is designed to govern the conduct and sanction of clubs and staff that are in violation of this policy.

Definitions

Agent - for purposes of this document, "agent" refers to an athlete's parent, guardian, family member, or any other such person who acts on behalf of the athlete.

Recruiting – is defined as any contact with a prospective junior player or her agent in an effort to commit that player to that respective club.

- Contact includes but is not limited to:
 - In person
 - Phone or Fax
 - Electronic (email, text)
 - Correspondence directly to player or her agent such as letters, post cards, etc., addressed specifically to said player
- *The distribution of generic club materials is permitted at any time*
- *High School or other school coaches are permitted to have contact with prospective players provided that the contact is not directed toward recruiting for the club, which the coach represents.*

2011/2012 Calendar

Open Period	July 5 – October 31	Club staff may make recruiting contacts with prospective player or her agent
Tryout Period	November 1 - teams 13 and under November 6 - teams 14 and over	No recruiting contacts can be initiated with a prospective player or her agent unless said player has first made contact with the club on their own or has attended a tryout for the respective club. <i>Players or their agents may initiate contact with clubs, and clubs may respond to such contact in a reasonable manner.</i>
Competition Period	January 1 – end of Junior National Tournament	No recruiting contacts shall be made to any players who have committed to another club. If the player has not registered at all with a club for the current season, the prospective player may be contacted.

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Tryouts / Clinics / Camps

A **tryout** is an organized event for the purpose of evaluating prospective players. They may be private (invitation only) or open to the public (preferred).

- Tryouts may not begin until the dates listed above.

Clinics are organized events for the purpose of coaching and training. They may be private (club only) or open to the public (preferred). *Clinics are not to be used for recruitment purposes.*

- Clinics may be offered at any time during the year. However if they are offered during the Competition Period (January 1 – end of Junior National Tournament), they are only open to current club members or players who are not committed to another club.

Camps organized or operated by clubs are permitted to be held at any time during the year for the purpose of player development, but **not** for recruitment.

Commitments / Offers

A commitment to a club is a written agreement between the club and the prospective player or her agent for such player to play for the prospective club.

- Written commitments cannot be offered or accepted from any prospective player or her agent prior to November 1 for teams 13 and under and November 6 for teams 14 and over.
- **48 Hour Rule** - players are to be granted a grace period of no less than 48 hours from the start date and time of the first tryout at that club by the player. This means that the club cannot pressure the player for a commitment until the conclusion of the 48 hours. This affords the player ample time to review her decision. That player's spot on the team would be guaranteed for the 48 hour grace period. The player may accept the position prior to the expiration of this grace period if she chooses. However, she must be made aware that the position is not in jeopardy of being lost within the grace period.
- Verbal commitments can be made, but are not binding in any circumstance.

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Incentives

An **incentive** is the perceived belief that a prospective player or her agent receives some form of a benefit based on the commitment to a particular club.

- Clubs are not permitted to offer discounts, scholarships, or other financial offers to any one or a group of prospective players in exchange for commitment to the respective club unless those same opportunities are available to all players and are public knowledge.
- Clubs are not permitted to offer targeted "special" terms or "guarantees," gifts, or the threat of consequences if targeted prospective player(s) do not commit to respective club.
- Unless the club/team is a non-profit corporation recognized by the IRS in a manner that makes it permissible to offer such items, a club/team cannot offer discounts, scholarships, etc. Any such "privilege" given to players not done in this manner can jeopardize a player's NCAA eligibility.

Player Eligibility (NCAA)

Each club must understand that its actions may result in the prospective players' NCAA eligibility being jeopardized based on respective recruiting attempts.

- If at any time an NCAA recruiting rule is violated and is the direct result of a club's recruitment of such player, the club will be held liable for such actions.
- If an NCAA rule is violated, the violation will be reported to the appropriate parties.

Reporting a Recruiting Violation

Recruiting violations must be reported within 30 days of the infraction or discovery of the infraction. Reports must be submitted in writing, via USPS or email to the Juniors Ethics Chairperson or any member of the CHRVA Board of Directors. Include the details of the violation, the player(s), the club involved as well as the name, phone, and address of the individual filing the complaint. Phone calls and in person conversations are not considered valid reports. Confirmation of the complaint will be sent to the complainant within seven (7) business days.

Sanctions

Once a decision has been made by the Chesapeake Region, a response will be sent to the appropriate parties. The decision could result in a sanction, which may include action against individual(s) and or a club. Appeals can be made to the Regional Commissioner. All sanctions will be issued in accordance with the CHRVA Handbook.

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Recruiting Recommendations

- Do not make excessive contacts with prospective players. One or two contacts should be sufficient.
- Do not talk negatively about other clubs or coaches.
- Be honest about your club. Let the club promote itself.
- Encourage prospective players to go to other tryouts. Let them make informed decisions about which club to choose.
- At your tryout, give written letters to the players you select. Make sure the date is shown, since prior to December 1, you must give them 48 hours to accept the position.
- Do not place restrictions on your commitments. You may force the player to choose another club because of them.

If you have any questions, or wish to report a recruiting violation, please email jr.ethics.chair@chrva.org.