

**USSF POLICY AMENDMENTS AFFIRMED AT
FEBRUARY 2007 ANNUAL GENERAL MEETING**

The following policy amendments were passed in the last year, were affirmed by the National Council in February 2007, and will be added to the full Policy Book in its next printing:

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Policy 102(4)-1

► REDLINED VERSION

Policy 102(4)-1 U.S. Open Cup

* * *

Section 203. Player Eligibility

(a) Teams entering the Open Cup shall use their official league roster as their Open Cup roster. Except as specified in this Policy or except as the result of discipline matters imposed by U.S. Soccer, all players on an official league roster will be eligible for Open Cup competition, regardless of any status (e.g.: injured reserve) each player may have with regard to league competition. Players on loan from another team or league may not be included on an Open Cup roster, with the exception of the following: 1) Loaned players originating from teams/ competing in leagues that are not active participants in the Open Cup Tournament or qualifying process (professional indoor leagues, foreign clubs, etc.); or 2) players on loan from other US clubs for a period of greater than 90 days, and players on loan under the existing loan agreement between Major League Soccer (Division I) and United Soccer Leagues professional teams (Division II and Division III) may be included on an Open Cup Roster. A team may list up to 18 players on its game day roster. Professional teams may have no more than 5 foreign players listed. Amateur teams are not restricted as to the number of foreign players they may list. Foreign players shall be those players who are not US Citizens or Green Card holders.

(b) Two weeks prior to the first Open Cup Round in which ~~a that~~ team participates, ~~it~~ that team shall submit to the Open Cup Commissioner its Open Cup roster, together with additional player information that has been requested by the Commissioner. A team's Open Cup roster shall not be frozen at any time during the competition. For Open Cup matches, a team may add players to or drop them from its league roster under the league rules currently in place. However, teams shall update any changes to their roster when they occur, and in any event Any changes to a team's roster must be communicated to the Open Cup Commissioner and all clearances obtained, including approval from U.S. Soccer's player registration department, no later than 24 hours prior to any Open Cup match.

(c) Except as otherwise provided in subsection (ed) of this section, any player who plays in any part of an Open Cup match for a team, may not be included in the Open Cup roster or play for any other team in the Open Cup competition for that year.

* * *

(d) If any team plays an ineligible player in an Open Cup match, that team is subject to fines or other penalties, including game forfeiture, as determined by the Open Cup Committee Adjudication and Discipline Panel.

* * *

Section 204. Entering the Cup

* * *

(b) The annual Open Cup application fee shall be as follows:

- | | |
|--|----------------------|
| (1) Each Adult Council team | \$200 |
| (2) Each Division III Outdoor Professional League team | \$300 350 |
| (3) Each Division II Outdoor Professional League team | \$400 550 |
| (4) Each Division I Outdoor Professional League team | \$500 650 |

* * *

Section 303. Match Play

(a) Each team will be allowed to select not more than 18 players from its official league roster who shall be designated for its match day roster. No later than 60 minutes prior to the start of the match, each team will provide to the referee and the other team a match day roster designating not more than 11 starting players and the other players (not more than 7) as the pool of players from which substitutions may be made. A team may use not more than 4 substitutes from its match day roster. Once a player leaves the match and is replaced by a substitute, the player leaving may not re-enter the match. A player originally selected for the match day roster of up to 18 who is deemed not able to play may be replaced prior to kickoff by another player on the team's official league roster with the consent of the referee and will not be eligible to compete in the match in which he was replaced. The replacement of such a player (if originally listed as a starting player) shall not reduce the number of substitutions available to his team. The referee shall communicate any such change to the opposing team.

(b) Each match shall be comprised of two 45-minute halves, with a halftime interval not to exceed 15 minutes. If the match is tied at the end of the second half, there will be a five-minute break followed by two 15-minute "golden goal" overtime periods, in which the first goal scored ends the overtime play with a one-minute interval between periods for teams to change ends of the field. If neither team scores during ~~If the match is still tied at the end of the two overtime periods, the winner will be decided by kicks from the penalty mark as described in the FIFA Laws of the Game. If, in the opinion of the Match Commissioner, there may not be sufficient light to safely complete both overtime periods and kicks from the penalty mark, the Match Commissioner (in consultation with the referee) may shorten the overtime periods by equal amounts, shorten the break between regulation and overtime periods, and/or cancel the overtime periods entirely. Such a decision must be made and communicated to the teams no later than the start of the first overtime period.~~

* * *

(d) The team or the Federation hosting the match shall provide the ball for the match. In the event that the game is to be televised, the Federation ~~shall~~ may elect to provide the ball.

* * *

Section 308. Cancelled and Terminated Matches

* * *

(c) If a match is cancelled because of weather or other act of God, ~~a rescheduled date shall be determined~~ the match must be rescheduled by the next business day for a date within 7 days of the originally scheduled match date. If the teams involved cannot reach agreement, the Commissioner will set the date.

* * *

► **NEW VERSION**

Policy 102(4)-1 U.S. Open Cup

* * *

Section 203. Player Eligibility

(a) Teams entering the Open Cup shall use their official league roster as their Open Cup roster. Except as specified in this Policy or except as the result of discipline matters imposed by U.S. Soccer, all players on an official league roster will be eligible for Open Cup competition, regardless of any status (e.g.: injured reserve) each player may have with regard to league competition. Players on loan from another team or league may not be included on an Open Cup roster, with the exception of the following: 1) Loaned players originating from teams competing in leagues that are not active participants in the Open Cup Tournament or qualifying process (professional indoor leagues, foreign clubs, etc.); or 2) players on loan from other US clubs for a period of greater than 90 days. A team may list up to 18 players on its game day roster. Professional teams may have no more than 5 foreign players listed. Amateur teams are not restricted as to the number of foreign players they may list. Foreign players shall be those players who are not US Citizens or Green Card holders.

(b) Two weeks prior to the first Open Cup Round in which a team participates, that team shall submit to the Open Cup Commissioner its Open Cup roster, together with additional player information that has been requested by the Commissioner. A team's Open Cup roster shall not be frozen at any time during the competition. For Open Cup matches, a team may add players to or drop them from its league roster under the league rules currently in place. Any changes to a team's roster must be communicated to the Open Cup Commissioner and all clearances obtained, including approval from U.S. Soccer's player registration department, no later than 24 hours prior to any Open Cup match.

(c) Except as otherwise provided in subsection (d) of this section, any player who plays in any part of an Open Cup match for a team, may not be included in the Open Cup roster or play for any other team in the Open Cup competition for that year.

* * *

(d) If any team plays an ineligible player in an Open Cup match, that team is subject to

finest or other penalties, including game forfeiture, as determined by the Adjudication and Discipline Panel.

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Section 204. Entering the Cup

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(b) The annual Open Cup application fee shall be as follows:

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|--|-------|
| (1) Each Adult Council team | \$200 |
| (2) Each Division III Outdoor Professional League team | \$350 |
| (3) Each Division II Outdoor Professional League team | \$550 |
| (4) Each Division I Outdoor Professional League team | \$650 |

* * *

Section 303. Match Play

(a) Each team will be allowed to select not more than 18 players from its official league roster who shall be designated for its match day roster. No later than 60 minutes prior to the start of the match, each team will provide to the referee and the other team a match day roster designating not more than 11 starting players and the other players (not more than 7) as the pool of players from which substitutions may be made. A team may use not more than 4 substitutes from its match day roster. Once a player leaves the match and is replaced by a substitute, the player leaving may not re-enter the match. A player originally selected for the match day roster of up to 18 who is deemed not able to play may be replaced prior to kickoff by another player on the team's official league roster with the consent of the referee and will not be eligible to compete in the match in which he was replaced. The replacement of such a player (if originally listed as a starting player) shall not reduce the number of substitutions available to his team. The referee shall communicate any such change to the opposing team.

(b) Each match shall be comprised of two 45-minute halves, with a halftime interval not to exceed 15 minutes. If the match is tied at the end of the second half, there will be a five-minute break followed by two 15-minute overtime periods, with a one-minute interval between periods for teams to change ends of the field. If the match is still tied at the end of the two overtime periods, the winner will be decided by kicks from the penalty mark as described in the FIFA Laws of the Game. If, in the opinion of the Match Commissioner, there may not be sufficient light to safely complete both overtime periods and kicks from the penalty mark, the Match Commissioner (in consultation with the referee) may shorten the overtime periods by equal amounts, shorten the break between regulation and overtime periods, and/or cancel the overtime periods entirely. Such a decision must be made and communicated to the teams no later than the start of the first overtime period.

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(d) The team or the Federation hosting the match shall provide the ball for the match. In the event that the game is to be televised, the Federation may elect to provide the ball.

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Section 308. Cancelled and Terminated Matches

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(c) If a match is cancelled because of weather or other act of God, the match must be rescheduled by the next business day for a date within 7 days of the originally scheduled match date. If the teams involved cannot reach agreement, the Commissioner will set the date.

* * *

Policy 521-1

► REDLINED VERSION

Policy 521-1 - International Games

* * *

Section 5. Participation in Competitions in Other Territories

The Federation is only authorized to organize and coordinate competitions held within the United States. No Organization Member, league, club, or team may participate in a competition outside of the United States without the authorization and approval of the Federation and FIFA and/or CONCACAF.

► NEW VERSION

Policy 521-1 - International Games

* * *

Section 5. Participation in Competitions in Other Territories

The Federation is only authorized to organize and coordinate competitions held within the United States. No Organization Member, league, club, or team may participate in a competition outside of the United States without the authorization and approval of the Federation and FIFA and/or CONCACAF.

Policy 531-4

► REDLINED VERSION

Policy 531-4 -- Referee Uniform

The official uniform for referees shall be set forth by the ~~Referee Committee, subject to~~ Board of Directors ~~approval~~.

► NEW VERSION

Policy 531-4 -- Referee Uniform

The official uniform for referees shall be set forth by the Board of Directors.

Policy 531-9

► REDLINED VERSION

Policy 531-9 -- Misconduct Toward Game Officials

* * *

Section 2. Rule Application

(A) This policy shall supersede ~~any inconsistent~~ rules of Organization Members that pertain to assaults or abuse upon Federation referees, assistant referees, the manner and means of hearings, appeals, and rehearings in matters pertaining thereto.

(B) Nothing in this policy rule shall be construed to restrict or limit any league, event/tournament or ~~Organization Member~~~~State Association~~ from applying equal or greater restrictions to anyone not listed in section 4(a)(1) of this policy (i.e., a spectator associated with a club or team).

(C) This policy shall not apply to players, coaches, managers, club officials, or league officials while participating in Professional League Member activities.

Section 3. Terms and References

* * *

(2) “Hearing” means a meeting of at least three neutral members, one of ~~whom~~~~which~~ is designated or elected to serve as chairman. The hearing shall be conducted pursuant to guidelines established by the ~~State Association~~~~Organization Member~~.

* * *

(4) (a) Referee abuse is a verbal statement or physical act not resulting in bodily contact which implies or threatens physical harm to a referee or the referee’s property or equipment.

(b) Abuse includes, but is not limited to the following acts committed upon a referee: using foul or abusive language toward a referee ~~that implies or threatens physical harm~~; spewing any beverage on a referee’s personal property; ~~or~~ spitting at (but not on) the referee; ~~or verbally threatening a referee~~.

~~(c) Verbal threats are remarks that carry the implied or direct threat of physical harm. Such remarks as “I’ll get you after the game” or “You won’t get out of here in one piece” shall be deemed referee abuse.~~

Section 4. Jurisdiction and Hearings

(A) General

(1) When any amateur or professional player, coach, manager, club official or game official assaults or abuses a referee, the original jurisdiction to adjudicate the matter shall vest immediately in the responsible ~~State Association~~Organization Member which is affiliated with the United States Soccer Federation.

(2) When an allegation of assault is verified by the ~~State Association~~Organization Member the person is automatically suspended until the hearing on the assault.

(3) The ~~State Association~~Organization Member must hold a hearing within thirty (30) days of the verification by the ~~Member Association~~ of the abuse or assault or, if applicable, the thirty-day period provided by subsection ~~(bB)~~(3) of this section. If the ~~Member Association~~ does not adjudicate the matter within that period of time, original jurisdiction shall immediately vest in the Federation’s Appeals Committee to adjudicate the matter, to which the same provisions as to the term of suspension shall apply.

(4) Failure to hold the initial hearing shall not rescind the automatic suspension.

~~—(5) In cases of report of referee abuse, a hearing is held only when requested by the alleged assailant or otherwise deemed appropriate by the convening authority.~~

(B) Events and Tournaments

(1) In the event an assault or abuse of a referee occurs in an event outside the alleged offender’s home state, the referee shall (A) immediately notify the Event/Tournament Chairman, and (B) forward a copy of the game report and his/her comments on the incident to the Event/Tournament Chairman.

(2) The Event/Tournament Chairman shall have the right to immediately convene a hearing at the site of the Event/Tournament, at which the alleged offender, the coach of the alleged offender when the offender is a player, and the game official should be present. Information presented at this hearing shall promptly be relayed to the alleged offender’s ~~State Association~~Organization Member President by the Event/Tournament Chairman, both orally and in writing; however, failure to provide written information shall not restrict the offender’s ~~home State Association~~Organization Member from taking action with regard to any referee abuse or assault.

(3) Final jurisdiction shall vest with the alleged offender’s ~~home State Association~~Organization Member. A hearing shall be held by that Organization

~~Member~~State Association within thirty (30) days of the receipt of the initial report of the abuse or assault on a referee.

Section 5. Penalties and Suspensions

(A) Assault

(1) The ~~person~~player, coach, manager, or official committing the referee assault ~~must be~~is automatically suspended as follows:

(a) for a minor or slight touching of the referee or the referee's uniform or personal property, at least 3 months from the time of the assault;

(b) except as provided in clause (i~~e~~) or (ii~~d~~), for any other assault, at least 6 months from the time of the assault;

~~(i~~e) for an assault committed by an adult and the referee is 17 years of age or younger, at least 3 years; or

~~(ii~~d) for an assault when serious injuries are inflicted, at least-5 years.

(2) An ~~State Association~~Organization Member adjudicating the matter may not provide shorter period of suspension but, if circumstances warrant, may provide a longer period of suspension.

(B) Abuse

The minimum suspension period for referee abuse shall be at least three (3) scheduled matches within the rules of that competition. The ~~State Association~~Organization Member adjudicating the matter may provide a longer period of suspension when circumstances warrant (e.g., habitual offenders).

Section 6. Appeals

~~(A) Assault~~

A ~~person~~player, coach, manager, or official who is found to have committed the ~~abuse~~an/or assault may appeal to the Appeals Committee by following the procedures of Federation Bylaw 705 within ten (10) days from receipt of the decision of the ~~Organization Member~~State Association.

~~(B) Abuse~~

~~A player, coach, manager, or official who is found to have committed the abuse may appeal to the Appeals Committee by following the procedures of Federation Bylaw 705 within ten (10) days from receipt of the decision of the Organization Member~~State Association.

Section 7. Procedure for Reporting Assault and Abuse

(A) Procedures for reporting of referee assault and/or abuse shall be developed and disseminated by the National Referee Committee to all Federation registered referees ~~for use in their National State Association.~~

(B) Referees shall transmit a written report of the alleged assault or abuse, or both, within 48 hours of the incident (unless there is a valid reason for later reporting) to the designee of the ~~State Association Organization Member~~ and the State Referee Administrator. For tournaments or special events, the referee shall transmit a written report to the tournament director on the day of the incident and to his home state SRA within 10 days of the incident.

► NEW VERSION

Policy 531-9 -- Misconduct Toward Game Officials

* * *

Section 2. Rule Application

(A) This policy shall supersede any inconsistent rules of Organization Members that pertain to assaults or abuse upon Federation referees, assistant referees, the manner and means of hearings, appeals, and rehearings in matters pertaining thereto.

(B) Nothing in this policy rule shall be construed to restrict or limit any league, event/tournament or Organization Member from applying equal or greater restrictions to anyone not listed in section 4(a)(1) of this policy (i.e., a spectator associated with a club or team).

(C) This policy shall not apply to players, coaches, managers, club officials, or league officials while participating in Professional League Member activities.

Section 3. Terms and References

* * *

(2) “Hearing” means a meeting of at least three neutral members, one of whom is designated or elected to serve as chairman. The hearing shall be conducted pursuant to guidelines established by the Organization Member.

* * *

(4) (a) Referee abuse is a verbal statement or physical act not resulting in bodily contact which implies or threatens physical harm to a referee or the referee’s property or equipment.

(b) Abuse includes, but is not limited to the following acts committed upon a referee: using foul or abusive language toward a referee that implies or threatens physical harm; spewing any beverage on a referee's personal property; or spitting at (but not on) the referee.

Section 4. Jurisdiction and Hearings

(A) General

(1) When any amateur or professional player, coach, manager, club official or game official assaults or abuses a referee, the original jurisdiction to adjudicate the matter shall vest immediately in the responsible Organization Member which is affiliated with the United States Soccer Federation.

(2) When an allegation of assault is verified by the Organization Member the person is automatically suspended until the hearing on the assault.

(3) The Organization Member must hold a hearing within thirty (30) days of the verification by the Member of the abuse or assault or, if applicable, the thirty-day period provided by subsection (B)(3) of this section. If the Member does not adjudicate the matter within that period of time, original jurisdiction shall immediately vest in the Federation's Appeals Committee to adjudicate the matter, to which the same provisions as to the term of suspension shall apply.

(4) Failure to hold the initial hearing shall not rescind the automatic suspension.

(B) Events and Tournaments

(1) In the event an assault or abuse of a referee occurs in an event outside the alleged offender's home state, the referee shall (A) immediately notify the Event/Tournament Chairman, and (B) forward a copy of the game report and his/her comments on the incident to the Event/Tournament Chairman.

(2) The Event/Tournament Chairman shall have the right to immediately convene a hearing at the site of the Event/Tournament, at which the alleged offender, the coach of the alleged offender when the offender is a player and the game official should be present. Information presented at this hearing shall promptly be relayed to the alleged offender's Organization Member President by the Event/Tournament Chairman, both orally and in writing; however, failure to provide written information shall not restrict the offender's Organization Member from taking action with regard to any referee abuse or assault.

(3) Final jurisdiction shall vest with the alleged offender's Organization Member. A hearing shall be held by that Organization Member within thirty (30) days of the receipt of the initial report of the abuse or assault on a referee.

Section 5. Penalties and Suspensions

(A) Assault

(1) The person committing the referee assault must be suspended as follows:

(a) for a minor or slight touching of the referee or the referee's uniform or personal property, at least 3 months from the time of the assault;

(b) except as provided in clause (i) or (ii), for any other assault, at least 6 months from the time of the assault:

(i) for an assault committed by an adult and the referee is 17 years of age or younger, at least 3 years; or

(ii) for an assault when serious injuries are inflicted, at least 5 years.

(2) An Organization Member adjudicating the matter may not provide shorter period of suspension but, if circumstances warrant, may provide a longer period of suspension.

(B) Abuse

The minimum suspension period for referee abuse shall be at least three (3) scheduled matches within the rules of that competition. The Organization Member adjudicating the matter may provide a longer period of suspension when circumstances warrant (e.g., habitual offenders).

Section 6. Appeals

A person who is found to have committed the abuse an/or assault may appeal to the Appeals Committee by following the procedures of Federation Bylaw 705 within ten (10) days from receipt of the decision of the Organization Member.

Section 7. Procedure for Reporting Assault and Abuse

(A) Procedures for reporting of referee assault and/or abuse shall be developed and disseminated by the National Referee Committee to all Federation registered referees.

(B) Referees shall transmit a written report of the alleged assault or abuse, or both, within 48 hours of the incident (unless there is a valid reason for later reporting) to the designee of the Organization Member and the State Referee Administrator. For tournaments or special events, the referee shall transmit a written report to the tournament director on the day of the incident and to his home state SRA within 10 days of the incident.

Policy 531-10

► REDLINED VERSION

Policy 531-10 -- Misconduct of Game Officials

Section 1. Terms and References

* * *

(D) “State Association” shall be that State Association through which the game official is registered or referee development is appointed. Where a state has both Amateur ~~and~~ Youth National State Associations, the reference shall mean that State Association which has legal authority within its state to administer the registration of the referee or the appointment of the referee development program person charged.

Section 2. Procedures

* * *

(D) Upon receipt by the appropriate Organization Member of a verified written complaint, a hearing shall be conducted within 30 days from verification pursuant to guidelines established by the Organization Member having jurisdiction as provided by subsection (A) or (B) of this section. The guidelines may include referring the complaint to the State Referee Committee for the hearing. The hearings and appeal process ~~within the Organization Member~~ shall provide for adequate due process for the accused person including proper notice of charges, the right to bring witnesses in defense, and the right to confront and to cross-examine the accusers.

* * *

Section 3. Penalties

* * *

~~(C) — When deemed appropriate by the decision-making body having jurisdiction, the accused individual may be temporarily suspended from active Federation participation during investigation of the complaints and conducting of any indicating hearings. The temporary suspension shall not exceed ninety (90) days.~~

(CD) Any individual while under suspension may not take part in any activity sponsored by the Federation or its members.

* * *

► **NEW VERSION**

Policy 531-10 -- Misconduct of Game Officials

Section 1. Terms and References

* * *

(D) “State Association” shall be that State Association through which the game official is registered or referee development is appointed. Where a state has both Amateur and Youth National State Associations, the reference shall mean that State Association which has legal authority within its state to administer the registration of the referee or the appointment of the referee development program person charged.

Section 2. Procedures

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(D) Upon receipt by the appropriate Organization Member of a verified written complaint, a hearing shall be conducted within 30 days from verification pursuant to guidelines established by the Organization Member having jurisdiction as provided by subsection (A) or (B) of this section. The guidelines may include referring the complaint to the State Referee Committee for the hearing. The hearings and appeal process shall provide for adequate due process for the accused person including proper notice of charges, the right to bring witnesses in defense, and the right to confront and to cross-examine the accusers.

* * *

Section 3. Penalties

* * *

(C) Any individual while under suspension may not take part in any activity sponsored by the Federation or its members.

* * *

Policies 701-1, 705-1, and 705-2

► REDLINED VERSION

Policy 701 -1 Hearing Procedures

... These minimum rights apply to hearings conducted by ~~State Association~~Organization Members and their members or other hearing body. ...

* * *

(B) If the ~~State Association~~Organization Member or member of the ~~State Association~~Organization Member (“Complainant”) is represented ...

(C) ... in accordance with the ~~State Association~~Organization Member’s hearing rules and procedures. All Federal, State or local Rules of Evidence or Civil Procedure shall not be applicable.

(D) An ~~State Association~~Organization Member may provide, as part of its hearing rules and procedures, that an individual assisting a party may be allowed to speak on behalf of the party, make requests or ask questions at the hearing.

(E) Regardless of whether the ~~State Association~~Organization Member allows the individual ...

* * *

(I) Nothing contained in this policy shall prevent an ~~State Association~~Organization Member from allowing greater rights to assistance than those set forth in Paragraphs A-H above. For example, an ~~State Association~~Organization Member may, but shall not be obligated to, allow more than one individual to assist a party at any given time.

(J) The rights, either mandatory or permissible under this policy, shall be consistently applied, and the ~~State Association~~Organization Member should not arbitrarily allow or disallow the rights set forth above to those individuals assisting a party in the presentation or defense of the party’s case.

Policy 705-1 -- Appeals Committee

* * *

Section 8. The decision rendered by an ~~State Association~~Organization Member from which an appeal is taken ...

Policy 705 -2 Appeals Record

The appeals record shall be submitted by the ~~State Association~~Organization Member using the format attached hereto. . . .

► NEW VERSION

Policy 701 -1 Hearing Procedures

. . . . These minimum rights apply to hearings conducted by Organization Members and their members or other hearing body. . . .

* * *

(B) If the Organization Member or member of the Organization Member (“Complainant”) is represented

(C) . . . in accordance with the Organization Member’s hearing rules and procedures. All Federal, State or local Rules of Evidence or Civil Procedure shall not be applicable.

(D) An Organization Member may provide, as part of its hearing rules and procedures, that an individual assisting a party may be allowed to speak on behalf of the party, make requests or ask questions at the hearing.

(E) Regardless of whether the Organization Member allows the individual

* * *

(I) Nothing contained in this policy shall prevent an Organization Member from allowing greater rights to assistance than those set forth in Paragraphs A-H above. For example, an Organization Member may, but shall not be obligated to, allow more than one individual to assist a party at any given time.

(J) The rights, either mandatory or permissible under this policy, shall be consistently applied, and the Organization Member should not arbitrarily allow or disallow the rights set forth above to those individuals assisting a party in the presentation or defense of the party’s case.

Policy 705-1 -- Appeals Committee

* * *

Section 8. The decision rendered by an Organization Member from which an appeal is taken

Policy 705 -2 Appeals Record

The appeals record shall be submitted by the Organization Member using the format attached hereto. . . .

Policy 704-1

An entirely new policy is affirmed, as follows:

► NEW VERSION

Policy 704-1. Grievance Procedures

Section 1. Hearing Procedures.

For all grievance hearings held pursuant to Bylaw 704, the following hearing procedures shall apply:

- (1) If the Hearing Examiner determines that a hearing is required as provided by section 3(c) of Bylaw 704, the USSF staff shall consult with the Hearing Examiner and the parties to the grievance and determine a mutually convenient time and place to hold the hearing, subject to the requirement of section 3(c) that the hearing take place no later than 90 days after the complaint was filed.
- (2) The USSF staff shall provide written notice to all parties of the date, time, and location of the hearing.
- (3)
 - (a) The written notice required in paragraph (2) of this section 1 shall also include a date by which each party shall provide to the other parties and to the Hearing Examiner: (i) a complete list of any witnesses the party will call to testify at the hearing; and (ii) a complete set of any documents, pictures, or other evidence the party will rely upon at the hearing. The date by which this material is due shall be no later than seven (7) days prior to the hearing date, and each party shall be permitted to supplement its list of witnesses and/or submit additional documents, for purposes of rebuttal only, within three (3) days of receipt of an opposing party's submissions. Except for good cause shown, or where an opposing party consents, the Hearing Examiner shall not accept any written evidence or allow the testimony of any witness not already disclosed pursuant to this subparagraph (a).
 - (b) If a complainant files a brief or other statement in support of its complaint prior to the hearing, its brief or other statement is due not later than 10 days prior to the hearing. If a respondent files a brief or other statement in opposition to the complaint prior to the hearing, its brief or other statement is due not later than 5 days prior to the hearing.
 - (c) The Hearing Examiner may allow the parties to file written closing statements after the hearing by the date established by the Hearing Examiner. Those statements shall not exceed 5 pages in length, double-spaced, on 8½ x 11 inch paper, unless specifically permitted by the Hearing Examiner.

- (4) (a) Unless otherwise agreed to by the parties, each party shall have equal time to present its case, not to exceed 3 hours. However, if there is more than one complainant, the complainants shall divide the maximum allocated time of not more than 3 hours among the complainants. If there is more than one respondent, the respondents shall divide the maximum allocated time of not more than 3 hours among the respondents. The order of presentations shall be as follows:
- (i) opening statement(s) of complainant(s)
 - (ii) opening statement(s) of respondents
 - (iii) presentation of evidence by complainant(s)
 - (iv) presentation of evidence by respondent(s)
 - (v) presentation of rebuttal evidence by complainant(s)
 - (vi) presentation of rebuttal evidence by respondent(s)
 - (vii) closing statement(s) by complainant(s)
 - (viii) closing statement(s) by respondent(s)

The Hearing Examiner shall have full discretion to grant requests to change the order of presentation, add or subtract presentation windows, or alter the time limits as he/she sees fit.

(b) The following shall be charged against the time allocated to the complainant(s) to present their case: items (i), (iii), (v), and (vii) specified in subparagraph (a) of this paragraph (4), all time used in arguing matters regarding the respondent's opening statement(s) and closing statement(s) of respondent(s), and the cross-examination conducted during the presentation of the case by respondent(s) under items (iv) and (vi) specified in subparagraph (a).

(c) The following shall be charged against the time allocated to the respondent to present their case: items (ii), (iv), (vi), and (viii) specified in subparagraph (a) of this paragraph (4), all time used in arguing matters regarding the opening statement(s) and closing statement(s) of complainant(s), and the cross-examination conducted during the presentation of the case by complainant(s) under items (iii) and (v) specified in subparagraph (a).

(d) For any motion or other matter presented at the hearing, each party will be allowed up to 5 minutes to argue the motion or other matter without any time being charged either party. However, if additional time is needed by a party, the additional time shall be charged against the time allocated to that party.

(e) The Hearing Examiner shall have full discretion to grant requests to change the order of presentation.

- (5) At the hearing, minors, whether they be witnesses or principals to the grievance, who have not attained the age of 18 must be accompanied by a parent or legal guardian.

- (6) If witnesses cannot be at the hearing, they may give telephonic testimony if the Hearing Examiner and the parties can hear the telephonic testimony and ask questions of the witness.
- (7) An attorney or other advisor may counsel a party at a hearing, and may present oral arguments and question that party's own witnesses. Unless permitted by the Hearing Examiner, however, neither a party or the party's advisor shall be permitted to cross-examine the opposing party's witnesses directly. A party may direct questions to the Hearing Examiner, who will ask the appropriate individual for an answer if the Hearing Examiner deems the question relevant.
- (8) For all other hearing procedures not specifically addressed in this Policy or the Bylaws, the hearing shall be governed according to the American Arbitration Association's Commercial Arbitration Rules, except that the Hearing Examiner shall have the full discretion to alter those rules and procedures as the Hearing Examiner sees fit.

Section 2. Hearing Examiner's Decision.

A decision of a Hearing Examiner is final unless appealed as provided by section 4 of Bylaw 704 and section 4 of this Policy.

Section 3. Amicus Briefs.

As provided by section 3(b) of Bylaw 704, any USSF Organization Member who is not a party to the grievance shall have the right to file an amicus brief with the Hearing Examiner, setting forth any issues, arguments, or other matters that it feels are relevant to the grievance and the Hearing Examiner's resolution thereof. In addition, USSF shall have the right to file a brief with the Hearing Examiner, with copies to all parties, providing relevant information that USSF believes would be helpful to the Hearing Examiner, so long as such brief does not offer an opinion as to how the grievance should ultimately be resolved. Any such brief shall be no longer than ten pages in length, double-spaced, on 8 ½ x 11 inch paper. Any such brief filed in support of the complainant shall be filed and served on all parties on the earlier of (i) 15 days after the answer to the complaint is filed, or (ii) 15 days prior the hearing. Any such brief filed on behalf of the respondent, and any USSF brief, shall be filed and served on all the parties on the earlier of (i) 10 days after the filing of the last such brief filed in support of the complainant, or (ii) 10 days prior to the hearing.

Section 4. Appeals.

- (1) Upon issuance of a written decision by the Hearing Examiner resolving the grievance, either party may appeal this decision to the USSF Board of Directors. Any such appeal must be submitted within ten (10) days of official receipt of the decision. An appeal is initiated by sending the following items to the attention of the USSF Secretary General:
 - (a) A written submission stating the grounds for appeal, including all arguments in support of the appeal. This written submission shall be no longer

than ten pages in length double-spaced, on 8 ½ x 11 inch paper. The appealing party shall send a copy of this written submission to all other parties to the grievance.

(b) A money order or cashier's check in an amount equal to the appeals fees determined under section 3 of Bylaw 705.

(2) Any non-appealing party in a grievance shall have the right to submit a brief in opposition to the appeal within ten (10) days of receipt of the appeal. No other briefs or submissions shall be accepted in connection with the appeal.

(3) The appealing party's written submission and any opposition briefs shall be presented to the Board of Directors for final resolution of the appeal. As provided by section 4 of Bylaw 704, the Hearing Examiner's decision may be overturned or amended only by a two-thirds vote of the Board of Directors. There shall be no further right of appeal to any other Federation body from a determination of the Board of Directors.