



## DEARBORN HEIGHTS SOCCER CLUB

1 August 2002

To all DHSC coaches, parents, and players:

In order to develop and maintain our coaching staff within the DH Soccer Club, it has been necessary to enforce rules and regulations that the Great Lakes Soccer League (GLSL) has promulgated over the years. The GLSL organization exists in order to ensure that basic rules of the game are consistently adhered to by all clubs sanctioned by the GLSL. DHSC is no exception when it comes to its coaches meeting all rules and abiding by any decision that the DHSC Executive Board makes when it concerns any coaching guidelines or issues.

Having a family-friendly environment encourages team spirit and good sportsmanship that children will learn and maintain for the rest of their lives. The Head Coach is revered at times, and as the coach tries to teach the game of soccer, at times they instill their values to the players. DHSC wants to continue that sort of mentoring role that its coaches play, and every coach is encouraged to act in that role on and off the field.

As often as we think, not all coaches have the same ability to manage their teams, teach their players, and deal with GLSL rules/regulations during a game –all effectively and without any instances of poor sportsmanship or breaking of the rules. Some coaches do not return after coaching for one season because of the overwhelming nature of being a coach –especially if they do not play soccer themselves – along with making a commitment that may impede their other personal or work activities.

**The board wishes to very strongly remind every coach, parent, and player that any GLSL and DHSC rule that is violated by any DHSC coach will require written proof and/or verbal feedback from more than one person in order to substantiate a concern that someone has with a DHSC coach. Any instances of coach misbehaviour must be reported, and the following guidelines will apply to the CRC policy.**

Please address your comments to the DHSC, P.O. Box 159, Dearborn Heights, MI 48127 or email them to [dhsoccer@dhsoccer.org](mailto:dhsoccer@dhsoccer.org).

Thank you for your commitment to the Dearborn Heights Soccer Club!

Sincerely,

The Executive Board  
Dearborn Heights Soccer Club



## Coaches Resolution Committee Policy

The following policy will be immediately implemented:

- 1) The Coaches Resolution Committee (CRC) will consist of at least 3 members, with the DHSC Vice President chairing the committee. The CRC members must be either DHSC coaches, parents, or Executive Board members. Non-DHSC members (GLSL or other soccer club representatives) will not be allowed to participate in the CRC meetings but can be used as a consultant as needed.
- 2) Any parent, player, referee, or any other concerned individual will be required to put into writing (email or letter) their concern with any DHSC Coach. The coach will not harass or impede the concerned person from bringing their issue firstly to any DHSC Executive Board member and then to the CRC members. If no written documentation is available but more than one concerned person contacts a CRC member, then that verbal evidence will be used in place of documentation. {If the concern involves a CRC member, then the concerned person may go directly to another DHSC Executive Board member with their concern}.
- 3) Once the CRC members have received the concern in writing, they will convene within 72 hours to make a decision concerning the behavior of the DHSC coach in question
- 4) Any coach who has been brought forth to the CRC will be allowed to give their side of the story, and any supporting documentation (or supportive parent or asst. coach) will be allowed during a CRC meeting. Any coach who refutes the concern brought to the attention of the CRC must respond immediately in writing.
- 5) Any DHSC coach found in clear violation of a DHSC, GLSL, or other lawful soccer rule (and substantiated in writing within 24 hours) will immediately be contacted by a CRC member and asked to sit out at least one game until the CRC decides what punishment will be imposed on the DHSC coach.
- 6) If there exists an issue (that is communicated within 72 hours of the incident to either the President or Vice President) between a DHSC coach and another team or organization, the DHSC coach will be asked to sit out one game until the issue is resolved. Example is a referee giving a Red



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- Card to a DHSC coach and documenting it onto the game report. Given that the report will go to GLSL, the game report will be seen as evidence that an issue existed and requires CRC involvement.
- 7) Once the punishment has been decided upon by the CRC, the affected coach will receive in writing within 72 hours. They must respond verbally or in writing to the letter directly to any CRC member as early as possible or by the next season.
  - 8) Even if there was no punishment imposed by the CRC, any affected coach will receive a written letter acknowledging that an issue was brought forth to the CRC at the end of the season.
  - 9) If the affected coach does not abide by the CRC's decision, they will not be allowed to be Head or Assistant Coach on any team's roster within DHSC. Attempting to take their child out of a DHSC team will not constitute enough reason for a refund of DHSC registration costs, and if the affected coach attempts to disband their team, the Registrars will not refund monies to the players' families.
  - 10) Once the coach has been removed, the CRC will contact the team parents within 72 hours about their decision to remove their coach from their team, but will not impede the former coach from participating in practices or games as a spectator.
  - 11) Each DHSC Executive Board members will receive a copy of the CRC letter outlining the decision by no later than the end of the season. Master copy will be maintained for at least 3 years.

The coach sets the tone of the team. If there is misbehaviour on the part of the coach, then the players and parents will deem the behaviour as commonplace and may not view it as a violation or as a possible safety issue (eg. Playing without proper attire). The challenge that all coaches have is to teach as many skills as necessary to play soccer, and that includes good Sportsmanship.

Every player will be treated fairly, as well as their family members, by the DHSC coaching staff. The CRC does not wish to take away any freedom from the coach and will support any DHSC coach who has been wrongfully accused by a concerned person. Soccer is all about fun, for both the coaches and the players. The CRC will ensure that breaking rules or being "a poor sport" on the part of the coach will NOT become a trend within the DH Soccer Club.



## DEARBORN HEIGHTS SOCCER CLUB

Vice President  
PO Box 159  
Dearborn Hts., MI 48127

1/1/2002

Coach Yxxx  
222 Boulevard  
Dearborn Hts., MI 48127

Dear Coach,

Please be advised that you were brought forward to the Dearborn Heights Soccer Club (DHSC) Coaches Resolution Committee (CRC) during the Spring 20xx season for various reasons. The following issues occurred during the Spring 20xx season:

**Incidence of breaking the following GLSL rules for xxx.**

The DHSC CRC is mandating the following disciplinary action against you or your team.

- Serve a 2-game suspension beginning on 1/2/20xx
- Do not appear as Head Coach of your team during a game against RRR club unless a DHSC Board member is present
- Attend a coaching clinic managed by a bonafide soccer organization; make a copy of the receipt of said coaching clinic for the DHSC CRC
- Go through the next soccer season without any further coaching incidences.

Failure to abide by any of these requirements will mean that you will not make an effort to improve your coaching skills such that no further issues on your behalf will occur. We are involved in the DHSC for the sake of the players, and any misconduct or coaching issues on your part will reflect negatively on DHSC families and your own team.

Your coaching experience within DHSC has been noted, and the team parents have approached the DHSC CRC about your coaching skills and great rapport with the team. Nonetheless, you are responsible for conduct before, during, and after the soccer match –from one season to another. DHSC must maintain a professional coaching staff at all times, and we expect you to abide by rules that you know have existed for some time now.

If you have questions, please call me. My email address is xxx@yy.com, if you wish to communicate with me privately.

Sincerely,

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Vice President  
DHSC

Cc: CRC, DHSC  
DHSC E.Board members