



Davis Legacy Soccer Club Private Training Policy

This policy provides the necessary structure for the provision of private training involving Davis Legacy Soccer Club (DLSC) facilities and coaches.

General Recitals

- Unless otherwise provided pursuant to an executed agreement authorized by DLSC, DLSC facilities exist solely for the benefit of club members.
- The cost to maintain and operate DLSC facilities is a burden placed on club members through the payment of their club dues.
- DLSC facilities provide opportunities to host practices and games in a centralized location, and at consistent times, which eliminates the difficult scheduling burdens faced by other soccer clubs.
- Situations that conflict with, or in any way delay, the ability of teams or coaches to utilize DLSC facilities for team practices or games must be avoided at all times.
- Private training can provide substantial benefits to players and can add to the performance of DLSC teams.
- Private training results in a fiscal benefit to coaches who provide such training by providing a centralized location to conduct the private training, access to club goals, and eliminating other potential out of pocket expenses.

Policy

Section 1. General

- **Private training on DLSC facilitates (including any contracted facilities) is only authorized for players who are active members with DLSC.** An active member means any player currently on a roster of an active team or program and who is not more than two months behind on club dues.

- Private training on DLSC facilities (including any contracted facilities) can only be provided by coaches that are currently under contract or employed with DLSC.
- **Coaches under contract with DLSC who are providing private training to active club members are prohibited from providing private training for monetary gain to any active club member on their team, within their team's age group, or the age group below their team.** This provision applies regardless of whether DLSC facilities are used to provide the training.
- Nothing prohibits a Coach from providing training to a player on their team on a volunteer basis. However, the coach must make this opportunity available to all players on their team.
- Nothing prohibits a Coach from providing training to an individual that is not an active club member as long as that training does not occur on DLSC facilities (including any contracted facilities).
- Any private training session utilizing DLSC facilities cannot commence unless there is a team also conducting training at the DLSC facility, or unless the coach receives prior approval from the Executive Director of Coaching, or his or her designee. However, a private training session that begins while a team is also conducting training may continue beyond the time when the team ends their training session. In this circumstance, the coach providing the training will be responsible for locking the DLSC facility. Failure to properly secure the DLSC facility will result in a revocation of the coach's ability to provide private training on DLSC facilities.
- Coaches conducting private training sessions shall agree to provide up to 16 hours of volunteer service at club hosted events over the course of a calendar year, as directed by the Executive Director of Coaching.
- Coaches conducting private training sessions shall report monthly to the DLSC Executive Director of Coaching the names of the club members who received training from them during the previous month.
- Nothing prohibits an active club member from receiving private training from any person not contracted with the club where such training is not conducted on DLSC facilities (including contracted facilities).

Section 2. Handling of Reported Violations of Private Training Policy

- The Club Director of Administration and Finance shall address all reported concerns/violations and shall notify the DLSC Board of Directors within ten business days of reported concerns/violations.
- All reported concerns/violations will be promptly investigated by the Club Director of Administration and Finance in consultation with DLSC Executive Director of Coaching, and appropriate corrective action, up to and including contract termination, may be taken if warranted by the investigation. In addition, any action taken must include a conclusion and/or follow-up with the complainant for complete closure of the concern. The Club

Director of Administration and Finance shall also report any action taken to the Board of Directors.

- Anyone reporting a concern must act in good faith and have reasonable grounds for believing the information disclosed indicates an improper conformance to the policy. The act of making allegations that prove to be unsubstantiated, and that prove to have been made maliciously, recklessly, or with the foreknowledge that the allegations are false, will be viewed as a serious disciplinary offense and may result in discipline, up to and including dismissal from DLSC.

All reports of concerns/violations, and investigations pertaining thereto, shall be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation. Disclosure of reports of concerns to individuals not involved in the investigation will be viewed as a serious disciplinary offense and may result in discipline, up to and including dismissal from DLSC. Such conduct could also give rise to other actions.

Section 6. Acknowledgement of Policy Contents

- Each Coach shall sign as part of their teams contract their acknowledgement and understanding of this policy at the beginning of each season. Each contract shall contain a link to the webpage that contains the public posting of this policy.