



Palm Beach Gardens Predators 2019/20 Club Handbook

Welcome to Palm Beach Gardens Predators! As we enter our first season in the Girl's Development Player League (DPL) I am extremely excited to have you as a part of our Technical Staff and look forward to helping you develop as a coach while learning from you at the same time. This document will better understand how we operate at Palm Beach Gardens Predators. Please feel free to contact me should you have any immediate questions or concerns.

Sincerely,

Adam Gee
Director of Coaching

Anti-Bullying Policy

Palm Beach Gardens Predators (PBG Predators) is committed to providing players a fun, positive, and secure environment in which to learn and enjoy the game of soccer. We do not tolerate bullying at any practice, game or other PBG PREDATORS sanctioned event. We will promote a TELLING atmosphere. This means that anyone who knows that bullying is taking place is expected to report the incident. Players and parents should be assured that they will be supported when bullying is reported.

Definition of Bullying

Bullying is defined as conduct, gestures or comments which are insulting, intimidating, humiliating, hurtful, malicious, degrading or otherwise offensive to a player, group of players and/or teammates, and which create a hostile or intimidating environment, or which negatively affects a player's physical and/or emotional well-being. Bullying is any written, verbal or physical act, or any electronic communication, whether it is a single incident or a series of incidents that results in intentional pain and distress to the victim.

Signs and Symptoms

A child may indicate he or she is being bullied through various signs and symptoms. While some children are prone to report bullying to their parents, coaches or adults, others will not, due to fear, intimidation or other factors. Coaches and parents should be aware of possible signs indicating that bullying may be taking place. These signs and behaviors could indicate other problems, but bullying should be considered a possibility and should be investigated.

Procedures for Parents, Coaches, and the Director of Coaching/Technical Director

- Parents should report bullying incidents to the team coach or manager. If the problem persists, reach out to the Palm Beach Gardens Predators Director of Coaching or Technical Director. If necessary and appropriate, police may be consulted.
- In all cases of reported bullying, parents of the player who was bullied shall be informed immediately and may be asked to meet with the respective team coach and/or coaching director to discuss the incident. In all cases, strict confidentiality shall be maintained. It is not our goal to make a public example of reported incidents.
- The negative behavior must be investigated, and the bullying stopped immediately. The parents of any player who is reported to be bullying will be contacted immediately by the respective team coach, coaching director, or PBG PREDATORS technical director and asked to meet to discuss the incident to help the bully or bullies change their behavior.

Consequences of Bullying

- In a first offense situation involving bullying, an attempt will be made to encourage the bully (or bullies) to modify their behavior for their benefit, for the benefit of the person bullied, and for the team. An attempt will be made

by the coach, manager, or parent(s) to reconcile the situation between players (age and level of maturity and or severity of offense must be considered).

- If the bullying persists, disciplinary action against a player may be taken by the team coach and/or PBG PREDATORS Director of Coaching which may include, but is not limited to, immediate suspension from participation in practices or game(s) for a period of time.
- After the incident/incidents have been investigated and addressed, the situation will continue to be monitored by the respective team coach, team manager, and players' parents to ensure the problem is resolved.

Coach Compensation and Fine Structure

Coach Expectations

All members of the Palm Beach Gardens Predators coaching staff are to see themselves as role models and ambassadors for the Club. We ask that our coaches be aware of how they represent themselves, their team, and Palm Beach Gardens Predators. It is imperative that our coaches are respectful to all around them including parents, opposing teams, and referees. We expect our coaches to exhibit professional behavior at all times, both on and off the field. Disciplinary action will be taken against any member of the coaching staff whose actions bring the Club into disrepute.

Palm Beach Gardens Predators coaches should aspire to be experts in player development and seek feedback and education, both formal and informal, that will help them down that path. We provide a variety of educational opportunities and resources for our coaches, including the coaching portal, to help our coaches be the best they can be. We ask that our coaches prepare for trainings by reviewing the session and curriculum materials provided.

Palm Beach Gardens Predators coaches must embrace the Club philosophy and take pride in the development of each individual player assigned to them. We are committed to building a consistent style of play across our programming with the help of our dedicated coaches.

Coach Right to Refuse

Palm Beach Gardens Predators reserves the right to refuse any coaches for any reason, except for reasons of race, color, national origin, age, disability, sex, gender identity, religion, reprisal, political beliefs, marital status, familial or parental status, sexual orientation, or if all or part of an individual's income is derived from any public assistance programs. Most importantly, majority of reasons include perpetual negative or abusive sideline behavior.

Coach Right to Terminate

The Club reserves the right to remove any volunteer coach or paid coach for any reason at any time. Additional action may be required if necessary, including banning coaches from attending games as spectators and removing any future coaching rights. If coaches refuse to cooperate, they and their children may be banned from the club immediately and possibly permanently. Any further refusal to cooperate can result in police interaction.

Coach Sideline Behavior Policy

Palm Beach Unite has a zero-tolerance policy regarding aggressive coach sideline behavior. Excessive coaching is strongly discouraged, and only positive reinforcement should be provided to our players by coaches and sideline spectators. Coaches will be removed from the program for consistent violations of this philosophy. There should be no negative interactions between coaches and referees, coaches and opposing coach/players, or coaches and visiting parents.

Drug Policy

Palm Beach Gardens Predators has a zero-tolerance policy regarding the use of alcohol, drugs, and tobacco products at any youth-related PBG PREDATORS event. A youth-related event is described as any event with youth present under 21 years of age. We are a drug free organization at all times if youth under the age of 21 are present. For clarity, read the following guidelines:

- Alcoholic beverages, tobacco, and drugs (including marijuana and misuse of prescription medication) are not permitted at any youth-related PBG PREDATORS event, including practices and league games;
- No coach or volunteer shall participate in any youth-related PBG PREDATORS activity while under the influence of drugs or alcohol; and
- Smoking or use of tobacco products is not permitted in or around youth sports practices or games.

Guest Playing Outside the Club

Players registered with Palm Beach Gardens Predators must ask for permission from the appropriate director of coaching to participate in outside events with other clubs. The technical staff wants to make sure players are getting enough rest and are fulfilling the training to game ratio that has been set forth in the beginning of each year. To manage the players development and time on the field, the directors will approve or not approve the request. If the request is approved, the director will need to fill out guest player paperwork and provide the player pass.

Hot Weather Policy

The risk of heat related illness from vigorous sports activity increases with the temperature. The body generates heat which cannot be dissipated readily when the ambient temperature exceeds 85 degrees F, depending upon the humidity. Hot weather is considered at any point where the Heat Index reaches or exceeds 90.

Coaches should follow the following procedures based on conditions:

- Heat Index up to 89°: Normal Play. Regular hydration patterns
- Heat index of 90° - 95°: Mandatory water breaks every 25 minutes.
- Heat index of 96° -102°: Mandatory water breaks every 15 minutes.
- Heat index over 103° (at start of training): All outside activity cancelled

Make Up Practice and Game Policy

Sessions/games/practices may be required to be played on non-traditional days, including Sundays, weekdays, and doubleheaders. Game and practice schedules may be changed throughout the season due to, but not limited to, teams folding, bye weeks, quality of fields, lack of fields, flighting issues, weather problems, and other instances that may be out of our control. Palm Beach Gardens Predators aims to provide a safe and positive environment for all our teams.

Media Release Policy

Palm Beach Gardens Predators reserves the right to use photographs, video, voice, and likeness of players, parents, coaches, and referees participating in our programming without compensation. The media obtained by PBG PREDATORS may be used on our website, social media, publications, and etc. By participating in Palm Beach Gardens Predators, members agree to the following statement:

I grant PBGYAA dba, Palm Beach Gardens Predators and their respective successors and assign the perpetual worldwide and royalty-free rights to use my child's voice, photograph, and likeness in any media related to my performance in or observation of the club including, without limitation, a videotape recording of such programming without compensation to me, or my personal representatives, assigns, heirs, children, dependents, spouse and relatives.

Medical Release Policy

In considerations of Palm Beach Gardens Predators, allowing my child to participate in the Palm Beach Gardens Predators programming, I agree not to sue and forever release, waive and discharge Palm Beach Gardens Predators, and their respective employees, governors, affiliates, agents, partners, owners, members, parents, subsidiaries, representatives, officers, attorneys and players (hereinafter referred to collectively as "Releasees" from any and all liability to me, my child and his or her personal representatives, assigns, heirs, children, dependents, spouse and relatives for any and all claims, causes of action, losses, judgments, liens, costs, demands or damages that are caused by or arise from any injury (including death) to his/her person or property regardless of the cause(s) of such injury. I assume all risks associated with my child's participation in and observation of the Palm Beach Gardens Predators.

I certify that my child is in good mental and physical condition. My child and I understand the inherent risks associated with participation in the club, and we also understand the inherent risks of participating in the sport of soccer at this level on a grass, artificial-turf and blacktop surface. I recognize the possibility of physical injury associated with soccer, and in consideration of above organizations discharge and otherwise indemnify the organizations, the affiliates and sponsors, their employees and associated personnel (whether paid or volunteer) as well as the owners of the fields and facilities utilized for the programs, against any claim by or on behalf of the registrant as a result of the registrant's participation in the programs.

I, the parent/legal guardian of the registrant, authorize the Palm Beach Gardens Predators (PBG Predators) staff to seek medical treatment for the Participant as they deem necessary at local medical facilities. I understand that this authorization is given in advance of any specific diagnosis, treatment or hospital care, and that it is given to provide the Palm Beach Gardens Predators staff authority to seek medical treatment as he/she judge's necessary to the above-named Participant. I accept responsibility for payment of all services rendered; I authorize any medical facility that renders services to release medical information necessary for the processing of insurance claims; and I authorize the payment of insurance claims directly to the medical facility. I understand that whenever possible, Palm Beach Gardens Predators will make a good faith effort to contact me or the above named person(s) before seeking treatment. If this is not possible, I understand that the Palm Beach Gardens Predators staff will notify me, or my designee, as soon as possible of any and all diagnoses and treatments. I also hereby give consent for emergency medical care prescribed by a duly licensed Doctor of Medicine or Doctor of Dentistry. This care may be given under whatever conditions are necessary to preserve the life, limb, or well-being of my dependent.

Movement Between Teams

Palm Beach Gardens Predators finds it very important to make sure all players are playing at the correct level and being challenged just enough to help their development. Sometimes the coaching staff will find the best option to be moving a player to a new environment. If a player is moved this can result in an increase or decrease of fees for the remainder of the season or year. As soon as this move is approved by the appropriate technical director your player will be moved in the system and the fees will be updated according to the amount of games and events left for the new team.

No Pet Policy

For the safety of PBG Predators players and families, dogs are not are permitted on the premises of any PBG Predators practice, game or event, even if dogs are permitted at that facility, park or field.

Parents Code of Conduct

Youth soccer is for the players. All parents associated with Palm Beach Gardens Predators are invited to share in the pleasure of watching their children participate in the world's most popular sport, so long as their behavior does not distract the players and officials from the free flow of play which is the trademark of the sport. Palm Beach Gardens Predators prides ourselves on having respectful and engaged families, and we ask that parents and guardians continue to adhere to these guidelines.

A parent or guardian should:

- Foster an environment of respect for referees, players, coaches, and spectators of the opposing team through words of encouragement and support.
- Applaud superior play, effort, and sportsmanship by players on both teams.
- Support your coaches and managers consistently regardless of the results on the field. Coaches contribute many hours of their time to your children. They deserve your congratulations when the team wins and your encouragement when the team doesn't.
- Communicate any concerns to the coach at the appropriate time (recommended 24 hour cool off period) away from the playing location and players.
- Always remain at least two yards from the playing field so our young players have room to play and enjoy the game.
- Your cooperation with these standards before, during, and after each game or practice will make Palm Beach Gardens Predators more enjoyable for everyone.

A parent or guardian must:

- Never use foul language or obscene gestures at a game or practice site.
- Avoid comments and gestures that express disagreement with referee decisions.

- Cooperate with any request by the game officials.
- Never consume alcoholic beverages on the field location at practices or games.

A parent or guardian understands that:

- Any parent or spectator who fails to adhere to these standards will be required to leave the playing area, and play will be suspended until he or she does so.
- Palm Beach Gardens Predators reserves the right to suspend or terminate a player's enrollment for his or her parent's persistent or extreme sideline misbehavior, and there will be no refunds of player fees in such cases.
- Parents or guardians are responsible for their guests' behavior and must inform their guests of the applicable rules of conduct.

Any breaches of this Code of Conduct can result in your child's suspension and a member's removal from Palm Beach Gardens Predators. Comments and behavior of any member which contradict the mission statement or disrupt the functioning of a team can result in the suspension and/or removal from Palm Beach Gardens Predators.

Player Pick Up Policy

Palm Beach Gardens Predators paid coaches are required and our volunteer coaches are requested to stay at the field until the last player is picked up. This policy applies to players from age 4 through age 18, and is designed to ensure your child's safety. Additionally, all coaches are requested to have a "two deep" player policy, meaning, coaches should never find themselves in a position being alone with a child. As a result, it is important that parents and guardians drop off and pick up their players from practice on time.

While we understand that many parents have hectic schedules and getting to and from practices can present challenges, it is important to note that we rely on many volunteer and professional coaches who similarly have demanding schedules and often need to leave immediately following your child's practice. Should a coach need to leave the field area while children are still present, children may only be left with an adult (this includes parents) that has completed a volunteer disclosure form and submitted the form to the Palm Beach Gardens Predators Competitive Director.

Player Release Policy

After a player commits to a team and completes registration with Palm Beach Gardens Predators, the player is considered registered to the Club. Each player is bound to the Club for the entire seasonal year for competitive teams and full year registrations, which runs from August 1 of one year through July 31 of the following year. For players who are registered for a season, August 1 - November 1 and April 1 - June 1, they are considered part of the Club during these time periods. Each family is obligated to the full financial commitment.

PBG PREDATORS will not consider a request for a release from the program during the soccer year until that player has paid his/her entire financial obligations to the Club and team for the soccer year. If approved, all fees for the entire seasonal year must be paid in full before the release can be authorized. This will include a reasonable estimate for coach travel expenses, any other fees that might be due after the player has transferred from the team as well as a \$250 club-processing fee. Players receiving financial assistance will not be released during the seasonal year unless they pay the full expenses associated with the year, including any portion of granted assistance.

Player Right to Refuse Policy

Palm Beach Gardens Predators reserves the right to refuse participation for any reason, except for reasons of race, color, national origin, age, disability, sex, gender identity, religion, reprisal, political beliefs, marital status, familial or parental status, sexual orientation, or if all or part of an individual's income is derived from any public assistance programs. Most importantly, majority of reasons include perpetual negative or abusive parent/guardian or player behavior or repeated non-payment of registration fees without resolve to cure. Reasons for refusal may include negative or abusive parent/guardian behavior, negative or abusive player behavior, or repeated non-payment of fees.

Refund Policy

It is the policy of Palm Beach Gardens Predators to refund registration fees only if your player moves more than 50 miles from his/her primary residence prior to the start of the season or if the player is unable to participate due to a season ending injury or illness as documented by a physician.

No refund, credits or fee transfers will be allowed for any other reasons. If Palm Beach Gardens Predators is unable to place your child on a team, a full refund will be issued. Conflicts with practice schedules are not grounds for refunds. Refund requests due to injury must be made within 2 weeks of injury or illness and must have a physician's note included. There will be no reimbursements granted for any programming cancelled due to weather, acts of God, or forfeits.

Registration Fee Policy

Players will ONLY be allowed to participate with Palm Beach Gardens Predators's organized teams if one of the requirements below have been met:

- Player participation fees have been paid in full prior to the first scheduled game.
- Participation fees have been partially paid prior to the first scheduled game with a written commitment to pay the remainder of the fees before the fourth scheduled game.
- A scholarship form has been received by the Palm Beach Gardens Predators staff before the deadline and communication has been made with the scholarship applicant about payment plans.

Unless otherwise communicated, all participation fees must be paid in full by the first scheduled game, unless on a payment plan.

Palm Beach Gardens Predators will make an effort to collect past due fees as appropriate with potential for removal of current and future playing privileges. Please remember that PBG PREDATORS is an organization that survives off registration fees. Not paying fees as indicated could result in increased playing costs for all players.

Competitive Programs

After a player commits to a competitive team and completes the registration, the player is considered registered to the Club. Each player is bound to the Club for the entire seasonal year, which runs from August 1 of one year through July 31 of the following year. Families have the option of paying in full at the time of registration or choosing a payment plan which allows the total to be divided equally into four or eight installments. The first payment must be made by the registration deadline. Each family is obligated to the full financial commitment, regardless of the choice made.

Release of Information Policy

It is Palm Beach Gardens Predators' policy to not release any information regarding any participants participation within Club structured programming, including, but not limited to team name, practice date, practice time, practice location, game date, game time, game location, coach name, coach contact information, or any other information pertaining to the player's participation in Palm Beach Gardens Predators. Information will only be released to the contact person on the Palm Beach Gardens Predators player's account. If you'd like information to be released to additional guardians or individuals, please have the main contact person on the account add those individuals to the account or call Palm Beach Gardens Predators to add them.

Solicitations, Promotions, and Distribution of Materials Policy

Any solicitations, promotions, distributions of written or other materials or any other advertisement not previously approved by Palm Beach Gardens Predators is strictly prohibited at practices, games, or other activities sponsored by the club.

Team Travel Policy

See separate Palm Beach Gardens Predators' travel policy documents.

Uniform Policy

Palm Beach Gardens Predators' official apparel and equipment sponsor is Nike. This relationship is critical to the success of both on and off-site programming. As such, all uniforms, training gear, cold weather gear, bags and training should be Nike branded.

Players registered to Palm Beach Gardens Predators teams must purchase a uniform and training gear package at the beginning of the season from our retail partner, AuthenticSoccer.com. Players are required to wear appropriate PBG PREDATORS issued gear to each training session and game. There are no exceptions to this policy. Players are responsible for upkeep of this gear. Continuing players will have the opportunity to reuse the uniform if it is in the current style.

Competitive uniform purchases happen on a 2-year cycle on odd years. New uniforms must be purchased on a 2-year cycle regardless of need. Uniform numbers will be assigned by the Club for all competitions.