

Auckland Football Federation Player Poaching Policy 2018



'Player poaching' is considered unethical behaviour and a serious offence by Auckland Football Federation and its member clubs. This document establishes a clear policy on what is considered acceptable and unacceptable behaviour in relation to player recruitment for junior and youth aged players from 5-17 years.

Unacceptable behaviour

It is never acceptable for any club representative to directly or indirectly approach a player, or parent/guardian of that player, who is actively registered with another club with a view to encouraging them to join their club or to play for their club in another tournament/competition.

It is never acceptable for any club representative to offer inducements to a player, or parent/guardian of that player, who is actively registered with another club.

- *Club representative* includes but is not limited to: coach, manager, administrator, Director of Football
- *Direct contact* includes but is not limited to: person to person conversation via face-to-face, telephone, email, social media, messaging services
- *Indirect contact* includes but is not limited to: asking another person to make direct contact on behalf of the club openly or discretely
- *Inducements* is defined as persuasion by enticement, threat or urging to pursue a particular course of action
- *Actively registered* is defined as being marked as 'active' in COMET to a club

Acceptable behaviour

It is acceptable for a player, or parent/guardian of that player, to initiate contact with another club with a view to joining that club or to play for that club in another tournament/competition, providing the contact was not influenced in any way through direct or indirect contact by that club.

If a club wishes to recruit a player from another club for a tournament/competition, then the club wishing to recruit the player must make direct contact with the player's club to seek permission. Under no circumstance can a club (i.e. representatives of a club) talk to the player, or parent/guardian of that player, without permission from the club they are actively registered to.

Advertising for club programmes and for player registrations is not considered poaching. If a player actively registered with a club (Club A) has indicated they would like to attend an event (e.g. trials/trainings) for another club (Club B) then it is recommended that Club B make contact with Club A to advise them.

All clubs should take an open and honest approach to communicate player movement.

NZF Regulatory Framework

Clubs will be held accountable to this policy, and it is therefore the clubs' responsibility to ensure their representatives are acting in an acceptable way. The following NZF Regulations are applicable:

NZF Code of Ethics

- 9.3 Persons bound by this Code shall show commitment to an ethical attitude. They shall behave in a dignified manner and act with complete credibility and integrity.
- 6.1 Breaches of this Code are punishable by the sanctions contained in the NZF Disciplinary Code, as relevant. In addition, breaches of this Code may be punished by football-related community service.

NZF Disciplinary Code

- 1.3 Object and Scope

This Code applies to every match and competition organised by NZF or its Regional Associations. Beyond this scope, it also applies if a Match Official is harmed and, more generally, **if the statutory objectives of NZF or FIFA are breached**, especially with regard to forgery, corruption and doping. It also applies to any breach of NZF or Regional Associations regulations that does not fall under the jurisdiction of any other Judicial Body

Process

Should an instance of unacceptable behaviour (as outlined above) occur clubs can submit an incident report regarding the circumstances and AFF will investigate as per the current process applied to all competitions.

As per NZ Football Disciplinary Code, where ruled necessary, the AFF Disciplinary Committee will be engaged to make a determination in the matter. Any sanctions, where ruled as being appropriate, will be applied from within the scope provided for in the NZ Football Disciplinary Code.