

Injured Player Policy

This policy provides the necessary structure for the provision of allowing the SF Elite to suspend an injured player's Financial Obligations to the club.

General Recitals

- SFE members on each team pay a significant amount of money for participation within the club.
- Membership and Financial Obligation agreements are to be understood and signed within one (1) month of accepting a spot on a team.
- Injuries during SFE-sanctioned events are possible and players who suffer an injury may not be able to participate in league, state cup, tournaments, and trainings as a result of an injury.
- Appropriate medical documentation will be required and only injuries during SFE-sanctioned events will be considered under this policy.
- SFE recognizes that an appropriate policy is needed to guide the decision making surrounding player injury and financial obligations to the club.
- The Club Administrator shall be designated as the club representative responsible for enforcing and implementing this policy.

Policy

- A player injured at a "SFE sanctioned event" may petition one of the designated club representatives for a waiver of their financial obligations starting with the 3rd full month of the player's injury if the injury results in the player being unable to train or participate in league or tournament matches for a period of time exceeding two (2) full months.
- "SFE-sanctioned events" shall only include sanctioned team trainings, NorCal league matches (fall, winter, or spring), state cup matches, and team attended tournament matches.
- When petitioning for a waiver, the petitioning player must submit medical documentation supporting the inability of the player to participate for a period longer than two (2) months along with the form attached to this policy.
- Any request for a waiver must be approved by the Technical Director
- If a waiver is granted the player shall 1) not be authorized to participate in any club sanctioned event until they receive medical clearance, which must include a note from their medical provider stating they are healthy to participate, and 2) starting with the 3rd full month will not have to pay their club dues, in accordance with the board approved payment schedule, until cleared by their medical provider.
- Upon receiving clearance to participate in club sanctioned events from their medical provider the player shall immediately begin paying their dues in

accordance with the board approved payment schedule.

- No months shall be prorated when implementing this policy. • Injuries resulting from guest playing outside of SFE are NOT covered as part of this Policy (e.g. playing for another Club).
- A player who suffers an injury during a SFE-sanctioned event must be in good financial standing prior to receiving a waiver from their financial obligation as part of this Policy.
- All medical documentation must be specific to the injury in question and any additional documentation (Physical Therapy, Status & Follow-Up with primary medical doctor/team) must be submitted upon request of a designated club representative.

Handling of Reported Violations

- The Club President shall address all reported concerns/violations of this policy and shall immediately notify the SFE Board of Directors within ten business days, of reported concerns/violations.
- All reported concerns/violations will be promptly investigated by the Club President and appropriate corrective action will be recommended to the Board of Directors, if warranted by the investigation. In addition, action taken must include a conclusion and/or follow-up with the complainant for complete closure of the concern.
- 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 SFE.
- 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 SFE. Such conduct may also give rise to other actions, including civil lawsuits.
- All medical documentation provided in support of a player's petition shall be kept strictly confidential.

Player Injury – Financial Obligation Waiver Request Form

Player Name:

_____ Player's

Team and Coach: _____

Requestor (circle one): Coach/Family. Name: _____

Reason for Request/Injury Date:

Event Type (NorCal League – Fall, Winter, Spring, and State Cup, US Club
Regional and related matches, Team-approved Tournaments):

Medical Recommendation & Documentation of Months to be missed: _____

Medical Point of Contact (Name & #):

_____ Injury Type:

_____ **Financial**

Obligation Waiver Request Approval

Director of Administration and Finance Approval (signature):

----- **Player Return Date/Status:**

_____ **Player Status (Date/Notes/**

Supporting Medical Documentation/Attachments)

