

Article VIII

The PFC Board of Directors may adopt Policies and Procedures with regard to discipline, dismissal, rules of behavior for coaches, players, and parents and may establish volunteer requirements. The PFC Board of Directors is authorized to form Hearing and Appeals Committees to establish a grievance procedure, hold hearings and issue decisions with specific findings of fact.

Hearing and Appeals

The Pittsburgh Football Club recognizes the rights of its participants to have a fair hearing regarding any matter of discipline. The Pittsburgh Football Club also recognizes the right of its participants to appeal any decision made by the Pittsburgh Football Club pertaining to them directly.

Disciplinary matters

All disciplinary decisions will be heard using the following procedures:

A hearing shall be heard by a panel appointed by the Director of Coaching of the Pittsburgh Football Club for all players receiving red cards and other disciplinary matters. The subject of the hearing shall be notified in writing as to the date, time, location and reason for the hearing. The notice will be sent no less than 7 days prior to the scheduled hearing. The decision of the hearing panel will be mailed within 7 days of the hearing date. The decision should include all evidence considered and the reasoning for the decision.

Non-disciplinary matters

Appeals of non-disciplinary decisions will be heard using the following procedures:

The appeal must be made in writing by certified mail to the President of the Pittsburgh Football Club. The letter should include the reason for the appeal, which must describe the PFC, PA West, USYSA, or USSF rule that has been violated, and any evidence believed to be relevant to the issue at hand. A hearing shall be heard by a panel appointed by the President of the Pittsburgh Football Club, composed of at least three members of the Pittsburgh Football Club Board of Directors. The Pittsburgh Football Club will attempt to schedule a hearing within 30 days of receipt of the appeal. Issues that are subject to a time deadline will attempt to be dealt with prior to that deadline. The appeal hearing will allow all parties to present evidence on their behalf. Both parties must provide the other with a list of witnesses and evidence to be presented at the hearing. The decision on the appeal shall be mailed by certified mail within ten, (10), days of the hearing date. The decision should include a discussion of the reasoning for the decision.

All decisions of the appeal panel will be final.

Adopted by the Pittsburgh Football Club on February 15, 2005