

**Subject: Fwd: Referee Abuse Prevention Update and Interim Guidance**

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From: Doug Ryan <[DRyan@nbod.ayso.org](mailto:DRyan@nbod.ayso.org)>

Sent: Thursday, April 10, 2025 9:31 PM

All,

Over the past couple of weeks, we have unfortunately experienced two referee abuse incidents involving AYSO coaches in our Core program—one in Florida and another in Alabama. These incidents prompt this communication, as we aim to provide interim guidance while the Phase 3 reporting element is still under development. After conversing with Linda Kovar, we provide the following guidance.

At AYSO, we believe it is crucial to properly document all referee abuse incidents through both referee match reports and incident reports. Following that, the Disciplinary Review process, as outlined in the AYSO Reference Manual, should be initiated. If the review confirms the occurrence of abuse, the applicable sanctions should be determined using the sanctions list. A formal letter should then be issued to the offender, outlining the sanctions and their right to due process.

It is important to note that even if the offender resigns following the incident, the review process should still proceed, and a sanction letter should be issued in accordance with our policies. Documentation of the incident, along with the outcome, should be sent to Linda Kovar at [nrpa@ayso.org](mailto:nrpa@ayso.org). This will help facilitate courtesy communication with the USSF State Referee Administrator (SRA) and ensure proper record-keeping on the AYSO system end.

As you may know, the US Soccer Referee Abuse Prevention Working Group is still finalizing Phase 3—Reporting of Referee Abuse. The goal of this phase is to provide a system for tracking individuals who have been sanctioned, so that we can identify and prevent them from moving within the broader US Soccer ecosystem. Until Phase 3 is fully implemented, we encourage sharing incidents with your USSF State Referee Administrator as a courtesy. This will help ensure that those sanctioned for abuse do not transfer to other programs within the ecosystem.

We appreciate your cooperation in maintaining the integrity of our programs and keeping our referees safe. Please share this with your Area Directors and Regional Commissioners.

Thank you for all you do for the kids and AYSO!



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