

## **US Club Soccer Risk Management Policy**

### **Rule 101. Policy Guidelines**

US Club Soccer is committed to providing a safe environment for its Members and participants, and to preventing abusive conduct in any form. Every Organization Member and its personnel are responsible for protecting participants and ensuring their safety and well being while involved in sponsored activities.

To this end, the following guidelines of behavior and procedures have been adopted for US Club Soccer Organization Members, staff, volunteers and participants. All Organization Members, as well as parents, spectators and other invitees, are expected to observe and adhere to these guidelines.

Violation of these guidelines may be used as a basis for an Organization Member or its staff's suspension or other disciplinary action, or a staff's disqualification from registration.

(1) Abuse of any kind is not permitted within the Organization. Physical, sexual, emotional or verbal abuse or misconduct from our players, coaches, officials, volunteers, parents or spectators shall not be tolerated.

(2) Physical and sexual abuse, including, but not limited to, striking, hitting, kicking, biting, indecent or wanton gesturing, lewd remarks, indecent exposure, and any form of sexual contact or inappropriate touching, are strictly prohibited within the Organization.

(3) Emotional abuse or verbal abuse is also prohibited. These include, but are not limited to such forms of abuse as: insulting, threatening, mocking, demeaning behavior, or making abusive statements in regard to a person's race, gender, religion, nationality/ethnicity, sex or age.

(4) The Organization is committed to providing a safe environment for players, participants and staff. Every Member of this Organization is responsible for reporting any cases of questionable conduct or alleged mistreatment toward our Members by any coach, official, volunteer, player, parent, sibling or spectator.

- Provide one-on-one training or individual coaching with the assistance of another adult or the child's Buddy.
- If you must have a private conversation with a youth participant, do it within view of others, in the gym or on the field, instead of in a private office.
- Coaches and other adult members of this organization should not socialize individually with participants outside of sponsored activities.

(5) The Organization will respond quickly to any and all allegations of abuse within this organization. This information will be communicated to the authorities for investigation and will be reviewed by the Organization Board. The alleged offender will be notified of such allegations promptly.

(6) The Organization promotes good sportsmanship throughout the Organization and encourages qualities of mutual respect, courtesy and tolerance in all participants, coaches, officials and volunteers. The Organization advocates building strong self-images among the youth participants. Children with a strong self-image may be less likely targets for abuse; similarly, they may be less likely to abuse or bully others around them.

#### OTHER RECOMMENDATIONS:

(7) Buddy System: It is recommended that every activity sanctioned by the Organization establish a "Buddy System". Each youth participant should be assigned a buddy during sponsored activities. No child should go anywhere--to the bathrooms, locker rooms, or other location- -without his or her buddy.

(8) To further protect youth participants, as well as coaches, officials and volunteers, it is strongly recommended that no adult person allow him/herself to be alone with a child (unless their own child) or with any group of children during sponsored activities. In particular, it is recommended that coaches or other adult Members of this organization:

- Do not drive alone with a child participant in the car.
- Do not take a child alone to the locker room, bathrooms or any other private room.

(9) Supervision/Chaperone ratio: It is recommended that for any sponsored activity, the ratio of adults to youth participants be 1:8, or 1 adults for every 8 children, with a minimum of 2 adults for every activity.

(10) When traveling overnight with youth participants, children should be paired up with other children of the same gender and similar age group, and with chaperones in separate, but nearby rooms.

(11) We want to empower our children to trust their feelings and let them know that their concerns, fears and hopes are important by listening to them. Open communication between children and parents, or between children and other adults in the organization may help early warning signs of abuse to surface.

#### **Rule 201. Staff Registration Obligations**

All coaches and administrators who are required to register with US Club Soccer pursuant to Rules 105 and 106 of the US Club Soccer Player Rules shall, as part of that registration process, provide the Organization with a completed risk management form for coaches and administrators, which is available on the US Club Soccer website.

## **Rule 202. Disqualification of Individuals**

(1) The Organization may deny registration to and disqualify any individual, or deny Membership to or otherwise discipline any Club which continues to employ or utilize any individual who either fails to comply with the these registration procedures, or as a result of such procedures is determined by the Organization to be unfit to continue in his current position, and is disqualified.

(2) The Organization may use any information and its absolute discretion in determining disqualification, but at a minimum such information can include conviction of any felony, gross misdemeanors, violation of these guidelines, or driving offenses, including loss of license, to reckless driving, impaired driving, or a DUI

(3) Any person accused of sexual or physical abuse may be asked to resign voluntarily or may be suspended by the Board until the matter is resolved. Regardless of criminal or civil guilt in the alleged abuse, the continued presence of the person could be detrimental to the reputation of the organization and could be harmful to the participants. A person, who is accused but later cleared of charges, may apply to be reinstated within the Organization. Reinstatement is not a right, and no guarantee is made that he or she will be reinstated to his/her former position.

(4) In addition, an individual's actions may give rise to a suspension instead of a disqualification under the Organization's Disciplinary Rules.

(5) The Organization and its members shall further comply with U.S. Soccer's Risk Management Bylaws, Rules, and Policies, including Bylaw 212, and Policies 212 and 601-10.