



Policy Attachment A

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) US Club Soccer 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.
- (5) US Club Soccer will respond quickly to any and all allegations of abuse within the Organization. The alleged offender will be notified of such allegations promptly.
- (6) Each staff who is required to be registered shall also submit to a background check. Failure to submit a background check application before participating with US

Club Soccer registered players, or falsifying the application in any way, shall be grounds for immediate suspension from US Club Soccer. The staff's Member organization may also be terminated if they are aware of a staff falsifying an application, or are in active non-compliance with this Policy. Any staff who completes an application on behalf of another staff is also subject to suspension or other discipline, and in addition may be subject to criminal or civil liability.

Rule 102. Staff Background Check Obligations

All coaches and other staff 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, complete a risk management application, which can be accessed online via the US Club Soccer website. The required frequency and other procedures for the background check shall be posted on the US Club Soccer website. Failure to complete or falsification of the application can result in immediate disqualification or suspension.

Rule 103. 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 these registration procedures, falsifies information, completes an application on behalf of another, or as a result of such procedures is determined by the Organization to be unfit to continue in his current position, and is thereby disqualified.

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

(3) Any person accused of a sexual crime or one involving physical violence may be asked to resign voluntarily or may be suspended by US Club Soccer 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.

Rule 104. Mid Year Reporting of Potential Risk Management Problems

Irrespective of any reporting requirements or periods, between such reporting periods, all Organization Members, including clubs, teams, and leagues, shall have an affirmative duty to report potential risk management problems that they become aware of which involve their US Club Soccer registered staff, pursuant to the procedures the Organization may establish. Failure to so report, shall subject the Member to the discipline set forth above.

Rule 105. MEMBER CONDUCT RECOMMENDATIONS

While the following are considered guidelines, failure to establish or comply with these or similar internal organization policies and procedures may be considered as evidence of non-compliance with the US Club Soccer Risk Management Policy.

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

(B) 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.

(C) 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 games, practices, or other 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.
- Private conversations with youth participants should occur within the view of others, in the gym or on the field, instead of a private office.
- Coaches and other adult members of the organization should not socialize individually with participants outside of sponsored activities.\

D) Supervision/Chaperone ratio: It is recommended that for any sponsored activity, especially on overnight trips, 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.

(E) 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. It is the responsibility of the chaperones to supervise the activities of the players at all times.

(F) No child should be left alone at a training session or at any other time until they are picked up by their parent, older sibling, or other designated adult.. It is recommended that the last adult in addition to the coach or trainer wait at the site as well until the child is picked up.

(G) 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.