



Chargers Soccer Club

2020-21 Policy Packet

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FYSA Risk Management Policy

Purpose:

Florida Youth Soccer Association (hereinafter referred to as FYSA) establishes this policy to protect youth soccer players in the State of Florida.

Applicability:

This policy applies to the following:

Any coach, assistant coach, team trainer, volunteer, team manager, referee, member president, member delegate, member official, member representative, FYSA administrator, FYSA Board of Directors member, contract labor employee, or any other individual over the age of 18 seeking affiliation with FYSA or FYSA affiliated leagues who has direct or indirect contact or influence on a youth player shall be known collectively as “Adult Members” for the purposes of this policy.

For the purposes of this policy, “Youth Participants” will be considered any registered player of FYSA or minor registered referee of the Florida State Referee Committee (FLSRC).

US Center for SafeSport Requirement:

As a covered organization under the Protecting Youth Victims from Sexual Abuse and Safe Sport Authorization Act of 2017 (S. 534), FYSA shall adhere to the polices developed by the US Center for SafeSport to prevent the emotional, physical, and sexual abuse of youth participants.

FYSA shall adhere to all policies, procedures, trainings, guidelines, etc. mandated by the Center for SafeSport immediately upon implementation. Requirements outlined in this policy shall not supersede the obligations of FYSA in accordance with the most recent Protecting Young Victims from Sexual Abuse and SafeSport Authorization Act of 2017, the most current SafeSport Code, Minor Athlete Abuse Prevention Policies (MAAPP), S. 534, or any mandate by the Center for SafeSport.

Prohibited Conduct:

FYSA takes a firm stance against abuse of any kind directed at children. FYSA prohibits any and all forms of child abuse.

Child Sexual Abuse/Harassment:

Any sexual activity involving a youth participant is prohibited. This includes sexual contact with a youth participant that is accomplished by deception, manipulation, force or threat of force, regardless of the age of the participants, and all sexual interactions between an adult member and a youth participant, regardless of whether there is deception or the child understands the sexual nature of the activity.



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Examples of conduct that may constitute sexual abuse and/or harassment and are prohibited by this policy include, but are not limited to:

- Unnecessary touching, patting, hugging, pinching, or brushing against a person's body;
- Staring, ogling, leering, or whistling at a person;
- Continued or repeated verbal abuse of a sexual nature;
- Sexually explicit statements, sexual flirtations, advances, propositions, subtle pressure for sexual activity, comments, questions, jokes, or anecdotes;
- Graphic or degrading comments about a person's clothing, body or sexual activity;
- Sexually suggestive objects, cartoons, posters, calendars, or pictures;
- Suggestive or obscene letters, notes or invitations;
- Harassing use of electronic mail, electronic or instant messaging, or telephone communication systems;
- Other physical or verbal conduct of a sexual nature.

Power Imbalance

Any sexual interaction between a youth participant and an individual with evaluative, direct or indirect authority is prohibited. Such relationships involve an imbalance of power and are likely to impair judgment or be exploitative. This section does not apply to a pre-existing relationship between two spouses or life partners.

Bullying

Intentional, persistent and repeated pattern of committing or willfully tolerating physical and non-physical behaviors that are intended, or have the reasonable potential, to cause fear, humiliation or physical harm in an attempt to socially exclude, diminish or isolate the targeted youth participant(s), as a condition of inclusion are prohibited. Bullying does not include group or team behaviors that

- Are meant to establish normative team behaviors, or
- Promote team cohesion.

Hazing

Coercing, requiring, forcing or willfully tolerating any humiliating, unwelcome or dangerous activity that serves as a condition for joining a group or being socially accepted by a group's members are prohibited.

Hazing does not include group or team activities that

- Are meant to establish normative team behaviors or
- Promote team cohesion.

Emotional Misconduct

Emotional misconduct in all forms is prohibited. Emotional misconduct is a pattern of deliberate, non-contact behavior that has the potential to cause emotional or psychological harm to another person. Non-



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contact behaviors include verbal acts, physical acts, or acts that deny attention or support; or any act or conduct described as emotional abuse or misconduct under federal or state law (e.g. child abuse, child neglect).

Emotional misconduct does not include professionally accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline or improving athletic performance.

Physical Misconduct

Physical misconduct in all forms is prohibited. Physical misconduct is defined as contact or non-contact conduct that results in, or reasonably threatens to, cause physical harm to another person; or any act or conduct described as physical abuse or misconduct under federal or state law (e.g. child abuse, child neglect, assault).

Physical misconduct does not include professionally accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline or improving athletic performance. For example, hitting and punching are well regulated forms of contact in combat sports but have no place in soccer.

Mandatory Reporting:

Pursuant to the Protecting Youth Victims from Sexual Abuse and Safe Sport Authorization Act of 2017 (S. 534), all adult members of FYSA who are permitted to interact with youth participants must report ANY suspected child abuse to the proper authorities, including sexual abuse, within 24 hours of receiving the allegation. All adult members of FYSA are mandated to report any suspected child abuse regardless of the circumstances in which they received the information.

All FYSA adult members and youth participants who, acting in good faith, make a report or otherwise provide information or assistance in connection with a report, investigation, or legal intervention shall be immune from civil and criminal liability arising out of such actions (per the Protecting Youth Victims from Sexual Abuse and Safe Sport Authorization Act of 2017).

FYSA and its members shall take no retaliatory action against those who report claims of child abuse if the claims are made in good faith.

FYSA shall provide an avenue to report suspected child abuse of any kind. This avenue for reporting shall be communicated to all FYSA youth participants and adult members.

Sexual Abuse Awareness and Prevention Training

FYSA shall offer and provide sexual abuse awareness and prevention training to all adult members (SafeSport training). Adult members are required to complete the sexual abuse awareness and prevention



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training before any interaction with youth participants. A refresher course is required on an annual basis effective the calendar year following the completion of the initial training.

FYSA shall, subject to parental consent, annually make available training to youth participants regarding prevention and reporting of child abuse.

One-on-One Interactions:

The majority of child sexual abuse is perpetrated in isolated, one-on-one situations. By reducing such interactions between youth participants and adult members, the risk of child sexual abuse is reduced. However, one-on-one time with trusted adults is also healthy and valuable for a child.

Limiting one-on-one Interactions between Adult Members and Youth Participants

Adult members are to observe the following guidelines when dealing with all youth participants:

- One-on-one interactions between a youth participants and an adult member (who is not the minor's legal guardian) are permitted if they occur at an observable and interruptible distance by another adult.
- Isolated one-on-one interactions between youth participants and an adult member (who is not the minor's legal guardian) are prohibited except under emergency circumstances.
- One-on-one interactions are to be monitored. When one-on-one interactions between adult members and youth participants occur at facilities, at least one other adult will monitor these interactions.
- Monitoring includes: knowing that the one-on-one interaction is occurring, the approximate planned duration of the interaction, and randomly dropping in on the one-on-one.
- Meetings between adult members and youth participants (multiple) occur if another adult is present, except under emergency circumstances. Such meetings must occur where interactions can be easily observed and at an interruptible distance from another adult.
- If a one-on-one meeting takes place in an office, the door to the office must remain unlocked and open. If available, it will occur in an office that has windows, with the windows, blinds, and/or curtains remaining open during the meeting.
- It is the responsibility of the adult members to obtain the written permission of the youth participant's legal guardian in advance of the one-on-one meeting.
- Individual training sessions between adult members and youth participants are permitted if the training session is observable and interruptible by another adult.
- Individual training sessions must be observable and interruptible.
- Permission for individual training sessions must be obtained at least every six months. Parents and/or legal guardians, must be allowed to observe the training session.

Supervision



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Generally, no youth participant should be left alone at a training session or at any other time until his or her parent and/or legal guardian, older sibling or other designated adult picks them up. It is required that the last adult in addition to the adult member wait at the site until the youth participant is picked up.

Non-affiliated Adults

Any adults involved in FYSA sanctioned programs/events are prohibited from interacting one-on-one with unrelated youth participants in settings outside of the program (including, but not limited to, one's home, restaurants, and individual transportation).

Establishing Boundaries & Avoiding Gifts

Individuals who groom children will often provide special gifts or privileges, as one strategy to gain the child's trust and fill a need in their life, in advance of sexually abusing the child. Accordingly, FYSA strongly discourages adult members from giving gifts or granting special privileges to youth participants and prohibits any such gift or privilege when not available to the entire team.

Appropriate Physical Contact

FYSA adheres to the following principles and guidelines regarding physical contact between adult members and youth participants. The following guidelines and principles also apply to contact between youth participants:

Physical contact with youth participants for safety, consolation and celebration has multiple criteria in common which makes it both safe and appropriate. These criteria include:

- The physical contact takes place in public
- There is no potential for, or actual, physical or sexual contact during the physical contact
- The physical contact is for the benefit of the youth participant, not to meet an emotional or other need of an adult member

Appropriate physical contact may include:

- Spotting an athlete so that they will not be injured by a fall or piece of equipment (off-field training/weight training)
- Positioning a youth participant's body so that they more quickly acquire an athletic skill, get a better sense of where their body is in space, or improve their balance and coordination
- Making youth participants aware that they might be in harm's way because of other athletes practicing around them or because of equipment in use

Celebrations are physical by definition and FYSA recognize participants often express their joy of participation, competition, achievement and victory through physical acts. We encourage these public expressions of celebration, which may include:



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- Greeting gestures such as high-fives, fist bumps, and brief “side hugs”.
- Congratulatory gestures such as celebratory hugs, “jump-arounds” and pats on the shoulder for any form of athletic or personal accomplishment

It may be appropriate to console an emotionally distressed youth participant (e.g., a youth participant who has been injured or has just lost a competition). Appropriate consolation includes publicly:

- Embracing a crying athlete in a public place or circumstance
- Putting an arm around a youth participant while verbally engaging them in an effort to calm them down (“side hugs”)
- Lifting a fallen youth participant off the playing surface and “dusting them off” to encourage them to continue competition

Massage and other Athletic Training Interactions

Any massage or other athletic training therapy or modality must be provided by a non-adult member who is a licensed athletic trainer or other certified professional. Such activities should never be done with only the youth participant and adult in the room. Where possible without compromising a youth participant’s privacy, such activities should be performed in open/public areas (e.g., but not limited to, in a training room but not behind a screen) and in any event should be in an interruptible location.

Even if a coach is a licensed professional provider, the coach shall not perform a massage or athletic training therapy or modality on a youth participant under any circumstances.

Icing and taping, though not limited to certified professionals, should, where possible without compromising a youth participant’s privacy, be performed in open/public areas (e.g., on the bench; in locker room with others present). Icing and taping near the intimate areas of the body (i.e. “bathing suit areas”) is not permitted by a non-licensed medical professional and in any event cannot be done with only the youth participant and professional alone in a room.

Communication (electronic and/or in-person)

Electronic communications are an essential aspect of communication. The specific rules below may reference certain forms of electronic communication, and the specific application of principles may change with regard to a given app, platform or method of communication, but regardless of the means, the following principles apply across all manner of electronic communication and should be used to guide adult member behavior when communicating with youth participants:

- All electronic communication originating from adult members to youth participants must be professional in nature.
- Communication or conversation (in-person or electronic) regarding illegal or age inappropriate topics (drugs, alcohol use, sexually explicit language or imagery, or discussion of adult personal life, social activities, relationship or family issues) is not permitted.



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- All communications must comply with the Prohibited Conduct sections of this policy.
- Adult members are not permitted to communicate privately via electronic communications with youth participants, except under emergency circumstances.
- Absent emergency circumstances, if an adult member with authority over youth participant needs to communicate directly with a youth participant via electronic communications (including social media), another adult member or the participant's parent and/or legal guardian will be copied.
- If a youth participant communicates to the adult member (with authority over the youth participant) privately first, said adult member must respond to the youth participant with a copy to another adult member or the minor's parent and/or legal guardian.
- Communications must be open and transparent: The content of any electronic communication should generally be group-based and should always be readily available to share with the youth participant's family, the applicable club and FYSA.
- When an adult member with authority over youth participants communicates electronically to the entire team, said adult member must copy another adult.
- Parents and/or legal guardians may request in writing that their youth participant not be contacted through any form of electronic communication by the member organization or by the adult member subject to this policy. The member organization will abide by any such request that their youth participants not be contacted via electronic communication, absent emergency circumstances.
- Adult members with authority over youth participants are not permitted to maintain private social media connections with unrelated youth participants and such adult members are not permitted to accept new personal page requests on social media platforms from youth participants, unless the adult member has a fan page, or the contact is deemed as celebrity contact vs. regular contact.
- Youth participants may "friend" a member organization's official page.
- Administrators, coaches, staff and/or volunteers may not use Snap Chat (or any similar app that automatically deletes the content of a communication) to communicate with youth participant.
- Electronic communications will generally only be sent between the hours of 8:00 a.m. and 8:00 p.m., unless emergency circumstances exist, or during competition travel.

Imagery

In posting imagery, adult members are expected to be sensitive to the status of youth participants. This means any imagery posted to a team website or social media should be soccer-related, not private (e.g., taken in public view), and age appropriate.

Under no circumstances should imagery depict any conduct that would violate any of this policy. Requests of parents and/or guardians of youth participants to remove imagery in which their child is recognizable and individually featured will be honored to the extent practicable.

Adult members will not post in any public forum imagery of youth participants that also includes youth participant information and/or location. This includes game and practice schedules, addresses, phone numbers, school information, etc.



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Locker Rooms/Changing Areas

Youth Participants are particularly vulnerable in locker rooms and changing areas due to various stages of dress/undress and because youth participants are less supervised than at many other times. The risk of youth participant-to-youth participant problems, such as sexual abuse and bullying, harassment, and hazing, is present when adult members are not monitoring youth participants. This is especially true in locker rooms.

The following guidelines are designed to maintain personal privacy as well as to reduce the risk of misconduct in locker rooms and changing areas.

- Cell phones and other mobile devices with recording capabilities, including voice recording, still cameras and video cameras increase the risk for different forms of misconduct in locker rooms and changing areas. As a result, use of a device's recording capabilities in the locker rooms, rest rooms, and changing areas or similar spaces is prohibited.
- Under no circumstances shall an unrelated adult member be undressed (disrobed or partial or full nudity where private body parts are exposed) in front of youth participants.
- At no time are adult members permitted to be alone with a youth participant in a locker room, rest room, or changing area except under emergency circumstances.
- Locker rooms, rest rooms, and changing areas should be regularly and randomly monitored to ensure compliance with these policies.
- Adult members make every effort to recognize when a youth participant goes to the locker room or changing area during practice and/or competition and, if they do not return in a timely fashion, we will check on the youth participant's whereabouts.
- Parents and/or guardians are discouraged from entering locker rooms and changing areas unless it is truly necessary. In those instances, it should only be a same-sex parent and/or guardian. If this is necessary, parents and/or guardians should let an adult member know about this in advance.
- If an organization uses a facility not under its jurisdiction (for, e.g., training or competition or similar events) and multiple constituents use the facility, adult members are nonetheless required to adhere to the rules set forth here.

Travel and Transportation:

Local Travel

Local travel consists of travel to training, practice, and competition that occurs locally and does not include coordinated overnight stay(s). Adult members who are not also acting as a parent and/or legal guardian, shall not ride in a vehicle alone with an unrelated youth participant, absent emergency circumstances, and must have at least two youth participants or another adult at all times.

Parents and/or legal guardians are advised to consult the Center for Safe Sport's Parental Toolkit as well as the One-on-One Interactions section of this policy concerning child abuse prevention before providing



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consent for their youth participant to travel alone with an unrelated adult member. FYSA encourages parents/legal guardians to pick up their youth participant first and drop off their youth participant last in any shared or carpool travel arrangement.

Fifteen (15)-passenger vans shall not be approved vehicles for use during any local travel.

Team Travel

Team travel is travel to a competition or other team activity that the organization plans and supervises. Parental/ legal guardian consent must be obtained for each youth participant prior to any team travel.

Adult members who are not also acting as a parent/legal guardian, shall not ride in a vehicle alone with an unrelated youth participant, absent emergency circumstances, and must have at least two youth participants or another adult at all times.

Fifteen (15)-passenger vans shall not be approved vehicles for use during any team travel.

Driving

In order for adult members to transport youth participants (any number) ALL of the below conditions must be met:

- Must have a valid driver's license and maintain an acceptable driving record
- Must be at least 21 years of age
- Wear seatbelt at all times and require all passengers to do so same
- Must have an approved FYSA criminal background check
- May not consume alcohol (beer, wine, liquor) during team travel
- Cellular phones should not be used while vehicle is in motion
- Cellular phones should only be used in emergency situations while vehicle is not in motion

Overnight stays

Team travel that requires overnight stays away from home occurs when a team/club sponsors, coordinates or arranges for travel so that teams can compete locally, regionally, nationally or internationally. Because of the greater distances, adult members will often travel with the youth participants.

Non-parent and/or legal guardian adult members shall not share a hotel room or other sleeping arrangement with a youth participant. In addition, no adult member should enter the hotel room or other sleeping arrangement with a youth participant alone unless necessary for the safety of the youth participant (e.g., in the event of emergency). Meetings during team travel and overnight stays shall be conducted consistent with this policy's section for one-on-one interactions and never in an individual hotel room.

Whenever possible, youth participants should be housed in interior, non-first floor rooms that are away from exits or ends of hallways. Adult member rooms may be in these areas if necessary and should keep their



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doors open whenever possible. Provide the front desk of the hotel with cell numbers for adult members supervising youth participants. If possible, identify adult members to front desk personnel and ask them to call if they ever see players leave the hotel or witness objectionable youth participant behavior. Have the front desk block pay TV channels including video games and adult channels.

When not practicing, training, competing, or preparing for competition, adult members will monitor the safety and activities of youth participants. Adult members should perform frequent, unscheduled room checks with another adult. When doing room checks, attending team meetings and/or other activities, two adults must always be present. Observable and interruptible environments should be maintained.

Adult members should encourage youth participants to engage in regular, at least daily, communications with their parents and/or legal guardians whom are not on team travel.

Youth participants typically will share rooms, with 2-4 same-sex youth participants assigned per room depending on accommodations. Youth participants should only share a room with other youth participants of the same relative age group and gender. When youth participants reach the age of 18 years old they are prohibited from sharing a room with youth participants under the age of 18.

FYSA members will notify hotel management should any special arrangements be warranted. All parent/guardian and youth participant requests for changes in room assignments should be accommodated whenever possible.

Adult members **MUST** immediately report any concerns about physical or sexual abuse, misconduct, or policy violations to FYSA, the appropriate authorities and the US Center for SafeSport.

Recommended Travel Supervisory Ratios

Age of Youth Participant	Youth Participant: Supervisory Ratio
Elementary Age	4:1
Middle/Junior High	6:1
High School	8:1



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Concussions

FYSA and affiliates shall adopt the minimum requirements for concussion management and protocol as stated in Florida Statute 943.0438.

All youth participants and their parents and/or guardians must sign an acknowledge form agreeing that they have received concussion information and are aware concussion signs and symptoms. An adult member must remove youth participants suspected of sustaining a concussion from athletic participation immediately. A youth participant, who has been removed from an activity, may not return to athletic participation until the youth participant submits to an adult member (or FYSA affiliate) a written medical clearance to return. The medial clearance must be signed by a medical professional and state that the youth participant no longer exhibits signs, symptoms, or behaviors consistent with a concussion or other head injury

Background Screening:

Every adult member is required by FYSA to apply for an FYSA Background Screen every year by using the designated risk management system prior to any interaction with youth participants.

A nation-wide criminal history background screen will be performed on every adult member submitted annually. Each application is subject to a processing fee set by the FYSA Board of Directors (payable by the affiliate or individual). Honesty and full disclosure are expected of adult members when filling out the application. Should an adult member not properly disclose his/her criminal history it may impact the approval or denial of the application. Every adult member must provide his or her Social Security Number, which will be kept confidential. Those applicants who do not have a Social Security Number (international applicants) will be required to have an additional background screening (with an additional processing fee) and provide additional documentation.

FYSA reserves the right to disqualify an adult member when presented with evidence of inappropriate communication, conduct, or contact with children or other individuals even if not charged, convicted, or tried in a court of law. FYSA also reserves the right to disqualify an adult member if that individual's behavior and/or conduct are considered detrimental to FYSA, the FYSA membership, or FYSA member affiliates even if not charged, convicted, or tried in a court of law.

Generally, FYSA analyzes offenses and/or convictions with a broad incident date ten (10) years prior to the application date. FYSA also reserves the right to review incidents that date back further than ten (10) years and disqualify the adult member, if that adult member's criminal history indicates a possible serious threat to the well being and safety of youth participants.



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FYSA also reserves the right to perform criminal history background screen(s) at random time periods on any adult member who has previously applied for a background screen during their approval who may or may not have a criminal history.

FYSA shall perform background screens that meet the minimum requirements as stated in Florida Statute 943.0438.

Florida Statute 943.0438-Athletic coaches for independent sanctioning authorities.

(1) As used in this section, the term:

(a) "Athletic coach" means a person who:

1. Is authorized by an independent sanctioning authority to work for 20 or more hours within a calendar year, whether for compensation or as a volunteer, for a youth athletic team based in this state; and

2. Has direct contact with one or more minors on the youth athletic team.

(b) "Independent sanctioning authority" means a private, nongovernmental entity that organizes, operates, or coordinates a youth athletic team in this state if the team includes one or more minors and is not affiliated with a private school as defined in s. 1002.01.

(2) An independent sanctioning authority shall:

(a)1. Conduct a background screening of each current and prospective athletic coach. No person shall be authorized by the independent sanctioning authority to act as an athletic coach after July 1, 2010, unless a background screening has been conducted and did not result in disqualification under paragraph (b). Background screenings shall be conducted annually for each athletic coach. For purposes of this section, a background screening shall be conducted with a search of the athletic coach's name or other identifying information against state and federal registries of sexual predators and sexual offenders, which are available to the public on Internet sites provided by:

a. The Department of Law Enforcement under s. 943.043; and

b. The Attorney General of the United States under 42 U.S.C. s. 16920.

2. For purposes of this section, a background screening conducted by a commercial consumer reporting agency in compliance with the federal Fair Credit Reporting Act using the identifying information referenced in subparagraph 1. and that includes searching that information against the sexual predator and sexual offender Internet sites listed in sub-subparagraphs 1.a. and b. shall be deemed in compliance with the requirements of this section.

(b) Disqualify any person from acting as an athletic coach if he or she is identified on a registry described in paragraph (a).

(c) Provide, within 7 business days following the background screening under paragraph (a), written notice to a person disqualified under this section advising the person of the results and of his or her disqualification.

(d) Maintain documentation of:

1. The results for each person screened under paragraph (a); and

2. The written notice of disqualification provided to each person under paragraph (c).



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(e) Adopt guidelines to educate athletic coaches, officials, administrators, and youth athletes and their parents or guardians of the nature and risk of concussion and head injury.

(f) Adopt bylaws or policies that require the parent or guardian of a youth who is participating in athletic competition or who is a candidate for an athletic team to sign and return an informed consent that explains the nature and risk of concussion and head injury, including the risk of continuing to play after concussion or head injury, each year before participating in athletic competition or engaging in any practice, tryout, workout, or other physical activity associated with the youth's candidacy for an athletic team.

(g) Adopt bylaws or policies that require each youth athlete who is suspected of sustaining a concussion or head injury in a practice or competition to be immediately removed from the activity. A youth athlete who has been removed from an activity may not return to practice or competition until the youth submits to the athletic coach a written medical clearance to return stating that the youth athlete no longer exhibits signs, symptoms, or behaviors consistent with a concussion or other head injury. Medical clearance must be authorized by the appropriate health care practitioner trained in the diagnosis, evaluation, and management of concussions as defined by the Sports Medicine Advisory Committee of the Florida High School Athletic Association.

(3) In a civil action for the death of, or injury or damage to, a third person caused by the intentional tort of an athletic coach that relates to alleged sexual misconduct by the athletic coach, there is a rebuttable presumption that the independent sanctioning authority was not negligent in authorizing the athletic coach if the authority complied with the background screening and disqualification requirements of subsection (2) prior to such authorization.

(4) The Legislature encourages independent sanctioning authorities for youth athletic teams to participate in the Volunteer and Employee Criminal History System, as authorized by the National Child Protection Act of 1993 and s. 943.0542.

Investigation and Adjunction:

The investigation and adjudication of matters involving allegations or reports of sexual abuse or misconduct, or other violations of this policy that involve prohibited conduct that is reasonably related to and accompanies an alleged violation involving sexualized behavior by adult members are subject to the jurisdiction of the US Center for SafeSport. FYSA shall perform investigation(s) and impose proper disciplinary action when the US Center for SafeSport declines jurisdiction.

When presented with information that could constitute a violation of this policy, FYSA is authorized to perform an investigation to determine if a violation occurred and what further action needs to be taken.

Violations:

Any alleged violation of this policy may result in disciplinary action from FYSA, US Soccer, US Youth Soccer or the US Center for SafeSport. Any disciplinary action shall be recognized by, and reported to, all of the aforementioned organizations. Disciplinary action may include but is not limited to:



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- Letter of reprimand
- A monetary fine
- Temporary suspension from FYSA, US Soccer, US Youth Soccer, etc.
- Temporary suspension from FYSA, US Soccer, US Youth Soccer, etc. while an investigation is being performed
- Permanent suspension from FYSA, US Soccer, US Youth Soccer, etc.

All disciplinary action and appeals imposed by FYSA will follow procedures outlined in the FYSA Bylaws and Rules.

Amendments:

This policy can be amended by a majority of votes of the FYSA Board of Directors with or without notice. The policy shall be considered amended automatically should there be modifications to the Protecting Young Victims from Sexual Abuse and SafeSport Authorization Act of 2017, the most current SafeSport Code, Minor Athlete Abuse Prevention Policies (MAAPP), S. 534, or any mandate by the Center for SafeSport



Code of Conduct

All players, coaches, parents, volunteers, spectators and others associated with the Chargers Soccer Club must adhere to the highest standards of sportsmanship and ethics and commit to follow this code of conduct.

Players

- I will encourage good sportsmanship from fellow players, coaches, officials and parents at all times.
- I will remember that soccer is an opportunity to learn and have fun.
- I deserve to play in an environment that is free of drugs, tobacco, and alcohol; and expect everyone to refrain from their use at all soccer games.
- I will do the best I can each day, remembering that all players have talents and weaknesses the same as I do.
- I will treat my coaches, other players and coaches, game officials, other administrators, and fans with respect at all times; regardless of race, sex, creed, or abilities, and I will expect to be treated accordingly.
- I will concentrate on playing soccer, always giving my best effort.
- I will play by the rules at all times.
- I will at all times control my temper, resisting the temptation to retaliate.
- I will always exercise self-control.
- Conduct during competition towards play of the game and all officials shall be in accordance with appropriate behavior and in accordance with FIFA's "Laws of the Game", and in adherence to FYSA's rules.
- While traveling, shall conduct themselves so as to bring credit to themselves and their team.
- Alcohol, illegal drugs and unauthorized prescription drugs shall not be possessed, consumed or distributed before, during or after any game or at any other time at the field and/or game complex.

Coaches/Volunteers

- I will never place the value of winning before the safety and welfare of all players
- I will always show respect for players, other coaches, and game officials.
- I will lead by example, demonstrating fair play and sportsmanship at all times.
- I will be demonstrate knowledgeable of the rules of the game, and teach these rules to my players.
- I will never use abusive or insulting language. I will treat everyone with dignity.

- I will not tolerate inappropriate behavior, regardless of the situation.
- I will not allow the use of anabolic agents or stimulants, drugs, tobacco, or alcohol by any of my players.
- I will never knowingly jeopardize the eligibility and participation of a student-athlete.
- Youth have a greater need for example than criticism. I will be the primary soccer role model.
- I will at all times conduct myself in a positive manner.
- Coaching is motivating players to produce their best effort, inspiring players to learn, and encouraging players to be winners.
- Coach's actions on sidelines during games shall be in the spirit of "good sportsmanship" at all times. Profanity, profane gestures, arguing, inciting disruptive behavior by spectators and/or players, or any conduct not in the spirit of good sportsmanship, shall require disciplinary action from the affiliate.
- Alcohol, illegal drugs and unauthorized prescription drugs shall not be possessed, consumed or distributed before, during or after any game or at any other time at the field and/or game complex.

Parents/Spectators

- I will encourage good sportsmanship by demonstrating positive support for all players, coaches, game officials, and administrators, at all times.
- I will place the emotional and physical well-being of all players ahead of any personal desire to win.
- I will support the coaches, officials, and administrators working with my child, in order to encourage a positive and enjoyable experience for all.
- I will remember that the game is for the players, not for the adults.
- I will ask my child to treat other players, coaches, game officials, administrators, and fans with respect.
- I will always be positive.
- I will always allow the coach to be the only coach.
- I will not get into arguments with the opposing team's parents, players, or coaches.
- I will not come onto the field for any reason during the game.
- I will not criticize game officials.
- Alcohol, illegal drugs and unauthorized prescription drugs shall not be possessed, consumed or distributed before, during or after any game or at any other time at the field and/or game complex.

Failure to comply may result in the suspension of your privilege to participate in FYSA sanctioned events, for the following periods:

1st offense -- suspension for a minimum of thirty (30) days to a maximum of five (5) years.

2nd offense -- suspension for a minimum of one (1) year to a maximum of ten (10) years.

3rd offense -- suspension for a minimum of five (5) years to a maximum of fifty (50) years.

NOTE: Any individual charged with a violation of this Code of Ethics shall be afforded due process as defined in FYSA's Rule Section 600 before the implementation of any suspension.



Goal Safety Policy

Policy Purpose and Scope

Chargers Soccer Club recognizes the inherent dangers associated with unanchored or improperly anchored soccer goals tipping over, and that care must be taken to ensure proper installation, setup, maintenance, and transportation of movable soccer goals. The purpose of this policy is to inform and instruct anyone involved with soccer goals of the potential dangers posed by soccer goals and ways to ensure safe operations around goals. This policy intends to promote the safe use of soccer goals in Chargers Soccer Club, with the purpose of preventing injury or death as a result of soccer goal tip-over. The guidelines in this policy have been adapted from safety tips provided by the U.S. Consumer Product Safety Commission (CPSC).

This policy applies to all Chargers Soccer Club management, coaches, managers, parents/guardians, spectators, and athletes. The use of the term “goals” in this document refers to metal framed soccer goals, typically with dimensions ranging from 6’ x 18’ to 8’ x 24’. Such goals may be anchored in place in the ground, or they may be moveable.

This policy does not apply to small “pop up” goals like PUGG and KICKSTER goals (usually 4’ x 6’ flexible frame goals) or plastic framed portable goals that are 4’ x 6’. These goals are deemed safer than larger, metal framed goals; however, much of the information on the safe usage of portable goals that follows still may still be taken into consideration when handling these smaller goals.

Policy Overview

A primary objective of Chargers Soccer Club is for youth athletes to have access to safe recreational areas. This policy includes details governing the safe use, movement, and storage of soccer goals and can effectively be summarized by the following guiding principle.

“Any use of a soccer goal that is inconsistent with soccer-related activity, including without limitation, playing, climbing, or hanging on any part of the soccer goal is strictly prohibited.”

Goal Use

The following policies are in place to keep goals and nets secure and youth athletes safe. Coaches, parents/guardians, and spectators should advise children, youth athletes, and any other person accompanying them for whom they are responsible of these policies.

Any use of a soccer goal that is inconsistent with soccer-related activity, including without limitation, playing, climbing, or hanging on any part of the soccer goal is strictly prohibited.

This especially applies to children climbing on or hanging from nets or goal frames.

If a coach, parent/guardian, or spectator observes any child inappropriately using a soccer goal or net, they are to immediately and politely ask that child to stop. If the activity continues, they are to notify a coach, referee, or the child's parent, if known, as soon as possible.

According to the U.S. Consumer Product Safety Commission, playing, climbing, or hanging on any part of a soccer goal can result in serious injury, including death.

Properly Anchored Goals

The following policies relate to properly anchored goals:

- All goals used by Chargers Soccer Club must be anchored or secured in some fashion so that they are less susceptible to tipping over (either with in-ground systems or multiple sand bags).
- If a coach, parent/guardian or spectator sees any soccer goal that is not anchored down or otherwise secure during a training session, practice, tryout, or other Chargers Soccer Club-sponsored activity, they are to contact the coach or Chargers Soccer Club management immediately, and under no circumstances should that goal be used until secured
- If a goal needs to be moved for a practice session, then it the coach's responsibility to ensure the goal is properly anchored
- If a coach, parent/guardian or spectator sees any soccer goal that is not anchored down or otherwise secure during a game or tournament, they are to alert the referee immediately

Movement of Soccer Goals

The following policies relate to moving goals:

- Always exercise extreme caution when moving goals and allow adequate manpower to move goals of varied sizes and weights. Movable soccer goals should only be moved by authorized and trained club personnel, which includes volunteer coaches and team managers
- Always instruct players on the safe handling of and potential dangers associated with movable soccer goals. Younger players should leave goals alone. Older players should only move goals with appropriate adult supervision and involvement

General Goal Safety

Chargers Soccer Club management must inspect goal equipment to identify and remedy any safety issues at the start of each soccer season. Chargers Soccer Club management, coaches, team managers, parents/guardians, spectators, and athletes should be aware of, and, to the extent possible, follow the following goal safety guidelines, provided by the U.S. CPSC:

- Check for structural integrity and proper connecting hardware before every use; replace damaged or missing parts or fasteners immediately
- Securely anchor or counterweight movable soccer goals at ALL times
- NEVER allow anyone to climb on the net or goal framework

Policy Enforcement

Any The Chargers coach or manager who does not adhere to this policy will be considered in violation of *Chargers Soccer Code of Conduct* and/or subject to disciplinary action by the The Chargers Board of Directors. Any parent/guardian who does not adhere to this policy will be considered in violation of the *Chargers Soccer Club Parent Code of Conduct* and/or subject to disciplinary action set by the The Chargers Board of Directors. Any player who does not adhere to this policy will be in violation of the *Chargers Soccer Club Player Code of Conduct*, which may result in disciplinary action, such as being required to sit out, at the coach's discretion.

Policy Resources

Additional information on goal safety is available at the following links:

- <http://www.kwikgoal.com/safety>
- <http://www.vysa.com/programs/RiskMgmt/373907.html> (From the Virginia Youth Soccer Association (VYSA): Goal Safety Guidelines and Goal Safety Brochure)
- <http://www.cpsc.gov/en/Safety-Education/Safety-Guides/Sports-Fitness-and-Recreation/Guidelines-for-Movable-Soccer-Goal-Safety/>



Electronic Communication Policy

As part of the Chargers Soccer Club's focus on participant safety, communications involving minor participants should be appropriate, productive, and transparent. Effective communication concerning practice, event and administrative issues among coaches, administrators, athletes and their families is critical.

All communications between a coach or other adult and an athlete must be professional in nature and for the purpose of communicating information about team activities. The content and intent of all electronic communications must adhere to the Chargers Soccer Club Code of Conduct regarding our athlete's protection.

For example, as with any communication with an athlete, electronic communication should not contain or relate to any of the following:

- drugs or alcohol use;
- sexually oriented conversation; sexually explicit language; sexual activity
- the adult's personal life, social activities, relationship or family issues, or personal problems; and inappropriate or explicit pictures
- Note: Any communication concerning an athlete's personal life, social activities, relationship or family issues or personal problems must be transparent, accessible and professional.

The guiding principle to always use in communication is to ask: "Is this communication something that someone else would find appropriate or acceptable in a face-to-face meeting?" or "Is this something you would be comfortable saying out loud to the intended recipient of your communication in front of the intended recipient's parents, the coaching staff, the board, or other athletes?"

With respect to electronic communications, a simple test that can be used in most cases is whether the electronic communication with players is **Transparent, Accessible, and Professional**.

Transparent: All electronic communication between coaches and athletes should be transparent. Your communication should not only be clear and direct, but also free of hidden meanings, innuendo and expectations.

Accessible: All electronic communication between coaches and athletes should be considered a matter of record and part of the Club's records. Whenever possible, include another coach or parent in the communication so that there is no question regarding accessibility.

Professional: All electronic communication between a coach and an athlete should be conducted professionally as a representative of the Club. This includes word choices, tone, grammar, and subject matter that model the standards and integrity of a staff member.

If your communication meets all three of the T.A.P. criteria, then it is likely your method of communication with athletes will be appropriate.

FACEBOOK, INSTAGRAM, BLOGS AND SIMILAR SITES

Coaches may have personal Facebook (or other social media site) pages, but they should not have any athlete member of the Club join their personal page as a “friend.” A coach should not accept any “friend” request from an athlete. In addition, the coach should remind the athlete that this is not appropriate. Coaches and athletes should not “private message” each other through Facebook. Coaches and athletes should not “instant message” each other through Facebook chat or other IM method.

Coaches are encouraged to set their pages to “private” to prevent athletes from accessing the coach’s personal information.

TWITTER

The Club has an official Twitter page that coaches, athletes and parents can follow for information and updates on team-related matters. Coaches and athletes may follow each other on Twitter. Coaches are encouraged not to retweet an athlete message post. Coaches and athletes are not permitted to “direct message” each other through Twitter.

TEXTING

Subject to the general guidelines mentioned above, texting is allowed between coaches and athletes during the hours from 7am until 9pm. Texting only shall be used for the purpose of communicating information directly related to team activities.

EMAIL

Athletes and coaches may use email to communicate between the hours of 7am and 9pm. When communicating with an athlete through email, a parent, a team manager or another coach should also be copied.

REQUEST TO DISCONTINUE ALL ELECTRONIC COMMUNICATIONS

The parents or guardians of an athlete may request in writing that their child not be contacted by coaches through any form of electronic communication.

THINGS TO REMEMBER: TEXTING

- Text messages and photos can be saved or screen-shot. Once the message is transmitted, the sender does not have control.
- Texting between athletes and coaches is not okay unless it is an emergency situation or another adult (such as a parent/guardian or another coach) is copied on the text.
- It is typically more effective to discuss an issue in person than via text.

THINGS TO REMEMBER: SOCIAL MEDIA

- Once you post something online, it is public and permanent--even if you delete it.
- Never post your email address, home address, phone number, or other personal information, as it could lead to unwanted attention, stalking, or identity theft.



Confidentiality Policy

Respecting the privacy of our players, families, staff, volunteers and of the Chargers Soccer Club itself is a basic value of our club. Personal and financial information is confidential and should not be disclosed or discussed with anyone without permission. Care shall be taken that documents containing confidential information are not inadvertently shared.

Staff, employees, volunteers and board members of the Chargers Soccer Club may deal with information which is confidential and/or privileged. It is the policy of the Chargers Soccer Club that this information must be kept confidential both during and after employment, contract or volunteer service. Staff and volunteers, including board members, are expected to return materials containing privileged or confidential information at the time of separation from employment or expiration of service. All confidential information is the propriety of the Chargers Soccer Club and cannot be disclosed or used with the express written authorization by the club Board or Senior Staff. Unauthorized disclosure of confidential or privileged information is a serious violation of this policy and will subject the person(s) who made the unauthorized disclosure to appropriate discipline, including removal/dismissal.

Shredding confidential information and documents

It is important to shred all documents that contain any of confidential information. Documents that require shredding contain personal information relating to players, families, donors and staff. Examples include credit card numbers, addresses, phone numbers, e-mail addresses, and date of birth.



Concussion Policy

It is the Chargers Soccer Club's policy, to adhere to all the rules and regulations of U.S. Youth Soccer (USYS), Florida Youth Soccer Association (FYSA) and the Florida Statutes applicable to concussions.

The Chargers SC provides education for coaches, parents, volunteers, administrators, and players through the utilization of resources such as GotSoccer, USYS, FYSA, Centers for Disease Control and Prevention (CDC), and the American Academy of Family Physicians (AAFP).

As part of the player registration process the parent or guardian of a youth who is participating in the Chargers' programs shall electronically sign an informed consent that explains the nature and risk of concussion and head injury, including the risk of continuing to play after concussion or head injury. This shall be completed each year/season before participating in athletic competition or engaging in any practice, tryout, workout, or other physical activity associated with the youth's participation with a team.

It is the Chargers' policy to require each athlete who is suspected of sustaining a concussion or head injury in a practice or competition to be immediately removed for the activity. An athlete who has been removed from an activity may not return to practice or competition until he/she submits a written medical clearance to a Chargers' coach or director. The medical clearance to return should state that they athlete no longer exhibits signs, symptoms, or behaviors consistent with a concussion or other head injury. Medical clearance must be authorized by an appropriate health care practitioner trained in the diagnosis, evaluation, and management of concussions as defined by the Sports Medicine Advisory Committee of the Florida High School Athletic Association.

Concussion video from the Centers for Disease Control and Prevention:

<http://www.cdc.gov/headsup/youthsports/training/index.html>

Concussion article from the American Academy of Family Physicians:

<http://www.aafp.org/afp/2001/0915/p1007.html>



Lightning Safety Policy

Our players, families, volunteers, and staff's safety are our primary concern. As we live in Florida and experience frequent electrical storms, our club maintains a strict policy with respect to inclement weather and its impact on games and practices.

All coaches and team managers will be asked to download the **Weather Bug** app or something comparable. (Please make sure that the app is set to the exact location and not an area weather station that may be a several miles away.) A lightning hold will be determined and communicated by a director, coach, or staff member.

If lightning is detected within 8 miles of the field, individuals will be asked to quickly evacuate the fields and seek appropriate shelter. During a practice, parents and team managers are also asked to keep an eye on the weather and let a coach know if lightning has been detected within the 8-10 mile radius if he or she has not noticed it yet.

Players are to go to their cars or a permanent structure with a cement foundation with four walls and a roof. A portable trailer, tent, storage shed or pavilion are not safe shelters during lightning storms. Children without parents in attendance will be asked to share vehicles with those that are.

The Chargers SC uses the "30 minute rule" before resuming play. Play may continue 30 minutes after the last strike is outside the 10 mile radius. If a subsequent hit with the 8-10 mile range is detected, the 30-minute count down will begin again. A coach, director, or staff member will indicate when it is safe to return to the fields once it has been a minimum of 30 minutes since the last detected strike.

We appreciate how quickly weather conditions change in our area. Weather related decisions will be made in the timeliest manner. Communicating field closures and/or delays will be via the club's website. Additional notifications may come from coaches and team managers via email, text, or phone call.