



Alaska Youth Soccer Association

# CODE OF CONDUCT

**\* The Code of Conduct will be in effect for all Alaska Youth Soccer Association (AYSA) Sanctioned Programs and Activities.**

**CODE OF CONDUCT; POLICY NO: AYS082217-B**  
**AYSA Board Approved: August 22, 2017**  
**(Update 3/24/19)**

## SECTION 101. INTRODUCTION, PURPOSE, AND APPLICABILITY

### Safety Above All

Alaska Youth Soccer Association (AYSA) has is committed to maintaining a healthy and safe environment for all covered organizations and members organizations. It is quite evident from our mission and vision that our youth participant's health, safety and wellbeing are driving factors in all that we do and provide to our members. From the day a young child first registers to play all the way through their final years as a teenager, Alaska Youth Soccer Association (AYSA) makes every effort to provide the best possible environment.

The Code of Conduct Policy is intended to supplement but not to replace any applicable state or federal laws governing behavior. The Code of Conduct Policy establishes the ethical standards for governance under Federal Law, US Soccer, US Youth Soccer and Alaska Youth Soccer Association (AYSA).

The Code of Conduct Policy is to provide evidence of Alaska Youth Soccer Association (AYSA). commitment to the lawful and ethical conduct of its representatives, members and participants and to protect those who report violations of the Code of Conduct Policy consistent the **Whistleblower Policy; AYSA090109**. The Code of Conduct Policy is intended to supplement but not replace any applicable state or federal laws governing behavior.

Representatives, members and participants must respect and comply with US Soccer, US Youth Soccer and Alaska Youth Soccer Association (AYSA) rules, regulations, observe high standards of conduct, and participate in establishing and maintaining such high standards.

**Covered Organization under Alaska Youth Soccer Association (AYSA)** must follow the Alaska Youth Soccer Association (AYSA) Code of Conduct, POLICY NO: AYS082217-B and in accordance with U.S. Soccer Bylaw 212, Organization Members are required to, among other obligations, 1) comply with applicable law and, in particular, the Ted Stevens Olympic and Amateur Sports Act (the "**Sports Act**"); 2) if the member recruits, trains, fields or funds soccer players, establish a risk management program to promote the safety and protect the welfare of participants; and 3) adopt policies prohibiting sexual abuse. Effective February 14, 2018, Public Law 115-126, the *Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act* of 2017 (the "**SafeSport Act**"), amends the Sports Act, and requires applicable amateur sports organizations (as such term is defined in the SafeSport Act, 36 U.S.C. § 220530(b)) to:

1. Comply with the SafeSport Act's reporting requirements and prohibit retaliation by the applicable amateur sports organization against any individual who makes a report (36 U.S.C. § 220530(a)(1));
2. Establish reasonable procedures to limit one-on-one interactions between an amateur athlete who is a minor and an adult (who is not the minor's legal guardian) at a facility under the jurisdiction of the applicable amateur sports organization (36 U.S.C. § 220530(a)(2));
3. Offer and provide consistent training to adult members in regular contact with minor amateur athletes and, subject to parental consent, to members who are minors, regarding prevention and reporting of child abuse (36 U.S.C. § 220530(a)(3))

Each adult over the age of 18 who may have the opportunity to have direct interaction or unmonitored access with amateur athletes as a representative of Alaska Youth Soccer Association (AYSA) and all covered Alaska Youth Soccer Association (AYSA) Member Organizations such as clubs, leagues and associations are required to an annual cleared background check and certification of Protecting Young Victims from Sexual Abuse or SafeSport.

**NOTE:** Before regular contact with an amateur athlete begins the adult must clear the background check and within the first 35 days of taking on the role giving them access to youth participants must complete the initial Protecting Young Victims training. A refresher course is required on an annual basis effective the calendar year following the completion of the initial training.

### Zero Tolerance

Alaska Youth Soccer Association (AYSA) has a **zero tolerance for abuse** for all youth soccer teams, programs or sanctioned activities. It is the responsibility of every representative, member and participant to create a safe environment for all youth participants. Alaska Youth Soccer Association (AYSA) complies with all laws requiring a person to make a report to the appropriate law enforcement agencies.

### Unethical Conduct

Representatives, members and participants must respect and comply with the high standards set forth to ensure their actions and/or behaviors do not violate the Code of Conduct and Alaska Youth Soccer Bylaws and Constitution.

## **Criteria for Unethical Conduct** (include, without limitation)

1. Abusive Behavior
2. Unprofessional Conduct
3. Dishonest Conduct
4. Baseless Allegations
5. Policies Violations
6. Fraudulent
7. Cheating
8. Theft

## **SECTION 102. DEFINITIONS**

### **Activities**

“Alaska Youth Soccer Association (AYSA) Sanctioned Activity” includes Clubs, League, Associations and their registered members through Alaska Youth Soccer. Alaska Youth Soccer Association (AYSA) activities include but are not limited to, National Championship Series/National President Cup Series (State, Regional and National), TOPSoccer, Alaska Futsal League Programs, Soccer Across America Programs as well as Regional Competitions/Leagues, National Leagues, Alaska Development Program (ADP), Olympic Development Programs and State Association related sanctioned activities and tournaments.

### **Members**

Alaska Youth Soccer Association (AYSA) member includes, board members, representatives, coach, team manager, volunteers, chaperone, contracted labor employee, referee or any other individual over the age of 18 years seeking affiliation with Alaska Youth Soccer Association (AYSA) or affiliated leagues and clubs is a member of the state association who had direct or indirect contact or influence on a registered youth participant.

**NOTE:** Youth Participants expressly includes referees who are minors. In addition, participating adults includes SYRA, any referee program-affiliated personnel, including without limitation assigners, having regular contact with youth participants.

## **SECTION 103. REPORTING**

### **Responsibilities**

Given Alaska Youth Soccer Association (AYSA) **zero tolerance for abuse**, Alaska Youth Soccer encourages a culture of communication regarding matters that place athletes at risk.

Alaska Youth Soccer Association (AYSA) supports and encourages a culture of communication related to abuse or suspected abuse of athletes. If you see or suspect inappropriate interaction with or between athletes, or an athlete and volunteer it is your responsibility to report the inappropriate interaction to a club official / representative **and** an Alaska Youth Soccer representative immediately.

### **Report Period**

The report must be **within a 24-hour period of awareness**. Federal regulations state that reports should be made to a) local law enforcement and b) local/state child protective services, c) US Soccer, and d) the US Center for SafeSport. EVERYONE IS A MANDATORY REPORTER. **Reporting organizations** contact information and phone numbers can be found on the (AYSA) website and on the (AYSA) **Fact Sheet** located on the last page.

**The policy is set to protect those who make a report of a violation of the Code of Conduct Policy. Retaliation against individuals making good faith reports of misconduct is expressly prohibited. Alaska Youth Soccer Association (AYSA) takes any and all reports of inappropriate misconduct, behavior, bullying, or suspicions of abuse seriously.**

Covered Organization under Alaska Youth Soccer Association (AYSA) must follow the Alaska Youth Soccer Association (AYSA) Code of Conduct, POLICY NO: AYS082217-B and in accordance with U.S. Soccer Bylaw 212, Organization Members are required to, among other obligations, 1) comply with applicable law and, in particular, the Ted Stevens Olympic and Amateur Sports Act (the “**Sports Act**”); 2) if the member recruits, trains, fields or funds soccer players, establish a risk management program to promote the safety and protect the welfare of participants; and 3) adopt policies prohibiting sexual abuse. Effective February 14, 2018, Public Law 115-126, the *Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act* of 2017 (the “**SafeSport Act**”), amends the Sports Act, and requires applicable amateur sports organizations (as such term is defined in the SafeSport Act, 36 U.S.C. § 220530(b))

## **Consequences of Violation**

Any person accused of committing a prohibited act or any act considered to be harmful to a child will be immediately suspended from all Alaska Youth Soccer Association (AYSA) activities. Any person in violation of US Soccer, US Youth Soccer and/or (AYSA) policies will be subject to the current Alaska Youth Soccer Procedures for Disciplinary Actions and Appeals & Grievances and Complaints and Appeals. Suspension will continue during any investigation by law enforcement or child protective agencies.

**An individual who is required, but fails, to report suspected child sexual abuse is subject to criminal penalties including fines and up to one (1) year in jail.**

## **SECTION 104. PROHIBITED SUBSTANCES**

### **Intoxicants**

All representatives, members and participants are prohibited from being under the influence of alcohol, marijuana or any illegal substances or in the case of minors, tobacco. is not permitted while participating at any and all Alaska Youth Soccer sanctioned programs, events, activities and competitions.

## **SECTION 105. PROHIBITED ACTIVITIES**

All representatives, members and participates are prohibited from engaging in any form of sexually oriented conversations, indecent exposure, nudity and the possession of sexual in nature material; including magazines and videos. This includes sharing information about one's personal relationship on dating or personal sexual orientated status or activities. The above listed activities are not permitted while participating at any and all Alaska Youth Soccer (AYSA) sanctioned programs, events, activities and competitions

## **SECTION 106. APPROPRIATE PHYSICAL CONTACT**

Alaska Youth Soccer (AYSA), and organizations and individuals affiliated with (AYSA), acknowledge and adhere to the following principles and guidelines regarding physical contact with minor athletes.

### **Criteria for Appropriate Physical Contact**

1. Physical contact with minor athletes for safety, consolation and celebration has multiple criteria that makes it both a safe and appropriate activity.
2. Appropriate physical contact taking place in public where the contact is designed for the benefit of the athlete and does not meet an emotional or other need for an individual while also not having the potential of creating a physical or sexual intimacy is common within the sport.
3. One-on-One interactions between minors and an adult (who is not the minor's parent/guardian) are permitted if they occur at an observable and interruptible distance by another adult.
4. Meetings between adults and minors may only 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.
  - a) 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 (if available) has windows, with the windows, blinds, and/or curtains remaining open during the meeting.
5. Individual training sessions between adults and minors are permitted if the training session is observable and interruptible by another adult. The adult must obtain the written permission of the minor's parent/guardian in advance of the individual training session. Parent/guardian must be allowed to observe the training session. Permission for individual training sessions must be obtained at least every six months.

## **SECTION 107. PROHIBITED PHYSICAL CONTACT**

Alaska Youth Soccer (AYSA), and organizations and individuals affiliated with (AYSA), acknowledge and adhere to the following principles and guidelines regarding physical contact with minor athletes.

### **Criteria for Prohibited Physical Contact** (include, without limitation)

1. **Massages and Rubdowns** Any massage or rubdown performed by an adult on a minor athlete is prohibited unless such adult is a licensed massage therapist. Massage or rubdown by a licensed professional must be conducted in open and interruptible locations and done with at least one other adult present. If the coach is a licensed massage therapist, the coach shall not perform a rubdown or massage of an athlete under any circumstances;

2. **Physical-** Slapping, hitting, punching, kicking or any other physical contact meant to discipline, punish or achieve compliance from a minor athlete;
  - a) Throwing objects, hitting, pushing, punching, beating, striking, kicking, choking or slapping a minor athletes, members or participant.
  - b) Playful, yet inappropriate contact that is not a part of training (e.g., butt-pats, tickling, wrestling, horseplay);
  - c) Cuddling, massages, rub downs, or maintaining prolonged physical contact of a minor athlete during any aspect of training, travel or overnight stay;
  - d) Lingering/ repeated embrace of athlete that goes beyond the criteria set forth for acceptable physical contact;
  - e) Asking or having a minor athlete sit in the lap of a representatives, members and participants;
  - f) Continued physical contact that makes a minor athlete obviously uncomfortable, whether expressed or not;
3. **One on One Interaction-** Isolated One-on-One- interactions between minors and an adult (who is not the minor's legal guardian) is prohibited; including meetings, individual training sessions, locker room, rest rooms and changing areas; except under emergency circumstances.
  - a) Non-Exclusive Facility- If US Youth Soccer or Alaska Youth Soccer (AYSA) uses a facility not under our jurisdiction (for, e.g., training or competition or similar events) and the facility is used by multiple constituents, adults are nonetheless required to adhere to the rules set forth here;
  - b) Alaska Youth Soccer (AYSA) regularly and randomly monitors the use of locker rooms, rest rooms and changing areas at facilities under our jurisdiction to ensure compliance with these policies;
  - c) Undress- under no circumstances shall an unrelated adult be undressed (disrobed or partial or full nudity where private body parts are exposed) in front of minor athletes;
  - d) Recording Devices- Use of any device's (including a cell phone's) recording capabilities, including voice recording, cameras video cameras in locker rooms, rest rooms, changing areas, or similar spaces is prohibited;
4. Any contact that is contrary to a previously expressed personal desire by the minor athlete for decreased or no physical contact, where such decreased contact is feasible in a competitive training environment;

Adults are prohibited from interacting one-on-one with unrelated minor athletes in settings outside of the program (including, but not limited to, one's home, restaurants, and individual transportation), unless parent/legal guardian consent is provided for each out-of-program contact. Arrangements are nonetheless strongly discouraged.

## **SECTION 108. BULLYING**

Alaska Youth Soccer (AYSA) prohibits representatives, members and participants from engaging in any unwanted, aggressive behavior designed to intimidate or harm another individual. 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 athlete(s), as a condition of membership are prohibited. Bullying does not include group or team behaviors that **(a)** are meant to establish normative team behaviors, or **(b)** promote team cohesion. **Example:** can be in person, via text messaging or any other social media platform.

## **SECTION 109. HARASSMENT**

Harassment is unwelcome conduct that engages in any activity that causes fear or humiliation, verbally or visual offends or degrades through physical or non-physical actions towards any representatives, members or participates. Among the types of conduct prohibited by this policy are epithets, slurs, negative stereotyping or intimidating acts based on an individual's protected status and the circulation or posting of written or graphic materials that show hostility toward an individual because of his or her protected status.

**Examples of Misconduct** (include, without limitation)

1. Sexual Harassment
2. Peer to Peer Sexual Abuse and/or Harassment
3. Racial, Religious, National Origin or Ethnicity
4. Child Sexual Abuse
5. Sexual Misconduct
6. Emotional Misconduct
7. Physical Misconduct
8. Hazing
9. Across All Social Media Platforms (e.g., but not limited to Text, Apps, Facebook and Snapchat or Instagram)

## SECTION 110. HAZING

Coercing, requiring, forcing or willfully tolerating any humiliating, unwelcome or dangerous activity that serves as a condition for (a) joining a group or (b) being socially accepted by a group's members are prohibited. Hazing does not include group or team activities that (a) are meant to establish normative team behaviors or (b) promote team cohesion.

## SECTION 111. SOCIAL MEDIA

All electronic communications between representatives, members, participants and minor athletes must be professional in nature and for the purpose of communicating information about program activities.

**Open and Transparent;** As with any communication, the content must be open and transparent and should be readily available to share with the athlete's family. Amateur athletes who are minors may "friend" the Alaska Youth Soccer (AYSA) and all covered Member Organizations official page. Electronic, Email, Text, Social Media or similar communication with a minor athlete and/ or team must **CC:** another participating adult member and/ or athlete's parents/legal guardian. If a minor athlete communicates to the participating adult privately first, then the participating adult should respond to the minor athlete with a copy to another participating adult or the minor's parents/legal guardians.

**Request to Discontinue:** Parents/legal guardians may request in writing that their child not be contacted through any form of electronic communications by the organization or any the organization participating adult.

Not permitted to communicate privately via electronic communications with amateur athletes who are minors, except under emergency circumstances. Social media and electronic communication can be used inappropriately. (e.g., **emotional abuse, sexual abuse, bullying, harassment, and hazing**). Such communication will not be tolerated by representatives, members and participants.

**Criteria for Prohibited Electronic Communication:** (include, without limitation)

1. Privately via Electronic Communication; private; instant; direct messages, photo sharing, social media apps
2. Alcohol, marijuana or any illegal substances or in the case of minors, tobacco
3. Sexually oriented conversations, sexually explicit language or sexual activity
4. An adult's personal life, social activities, relationship or family issues, or person problems, and inappropriate or sexually explicit pictures.
5. Any communication concerning a minor athlete's personal life, social activities, relationships, family issues or personal problems must be transparent, accessible and professional.

## SECTION 112. TRAVEL

Travel requires adequate supervision through representatives, members, participants coaches, volunteers and other adult chaperones who are current with a cleared background check and current certificate showing completion of the Protecting Young Victims from Sexual Abuse or SafeSport Certificate.

### Local Travel

Local travel consists of travel to training, practice, and competition that occurs locally and does not include coordinated overnight stay(s).

**This policy shall apply to:**

1. Adult members who have regular contact with amateur athletes who are minors.
2. An adult authorized by a Covered Organization to have regular contact with or authority over an amateur athlete who is a minor
3. Staff and board members at a Covered Organization

**Transportation;** Alaska Youth Soccer (AYSA) does not arrange for local travel. Participating Adults who are not also acting as a legal guardian, shall not ride in a vehicle alone with an unrelated athlete who is a minor, absent emergency circumstances, and may only drive with at least two other minor athletes or another adult at all times, unless otherwise agreed to in writing by the minor athlete's parent/legal guardian in advance of each local travel.

**Shared or Carpool Travel Arrangement:** Alaska Youth Soccer (AYSA) encourages parents/legal guardians to pick up their minor athlete first and drop off their minor athlete last in any shared or carpool travel arrangement. Parents/legal guardians receive education concerning child abuse prevention before providing consent for their minor to travel alone with a Participating Adult.

## **Team Travel**

Team travel is travel to a competition or other team activity that Alaska Youth Soccer (AYSA) or affiliated leagues and clubs plans and supervises.

### **This policy shall apply to:**

1. Adult members who have regular contact with amateur athletes who are minors.
2. An adult authorized by a Covered Organization to have regular contact with or authority over an amateur athlete who is a minor
3. Staff and board members at a Covered Organization

**Team Competition/ Travel:** When only one Participating Adult and one minor athlete travel to a competition, the minor athlete must have his/her legal guardian's written permission in advance and for each competition to travel alone with the Participating Adult.

1. Team travel policies must be signed and agreed to by all minor athletes, parents, and Participating Adults traveling with the organization.
2. Participating Adults who travel with the organization must successfully pass an annual background check and biennial certification of Protecting Young Victims from Sexual Abuse or SafeSport certificate.
3. Parents/legal guardians receive education concerning child abuse prevention before providing consent for their minor to travel alone with a Participating Adult.

### **Hotel Rooms:**

1. Participating Adults shall not share a hotel room or other sleeping arrangement with a minor athlete (unless the Participating Adult is the legal guardian, sibling, or is otherwise related to the minor athlete).
2. During team travel, when doing room checks, attending team meetings and/or other activities, two-deep leadership and observable and interruptible environments should be maintained.

### **Meetings:**

1. Meetings shall be conducted consistent with the organization's policy for one-on-one interactions – i.e., any such meeting shall be observable and interruptible.
2. Meetings shall not be conducted in a hotel room.

**Next Page; (AYSA) Fact Sheet  
Protecting Young Victims from Sexual Abuse  
and Safe Sport Authorization Act of 2017**



## Alaska Youth Soccer Association Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017



### Fact Sheet

On February 14<sup>th</sup>, 2018, the President signed the **Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017** which is aimed at protecting amateur athletes\* from sexual abuse.

#### The Law has a three-pronged approach:

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1. Any adult interacting with amateur athletes in the program has a duty to report abuse and or suspected abuse within a 24-hour period. EVERY adult is a mandatory reporter.
2. The statute of limitations is extended for up to 10 years after a victim realizes he or she was abused.
3. Limits an athlete under the age of 18 from being alone with an adult who is not their parent.

\*What is an amateur athlete? Any child/minor under the age of 18. Legislation to download ([click here](#)).

#### What are the requirements for NGB's and NGB-Affiliated?

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**Reporting:** A mechanism that allows a complaint to be easily reported for a reasonable suspicion of Sexual or Physical abuse/neglect, within a 24-hour period of awareness. Federal regulations state that reports should be made to a) local law enforcement and b) local/state child protective services c) US Soccer, and d) the US Center for SafeSport. EVERYONE is a MANDATORY REPORTER.

**Mechanism for Reporting:** Everyone listed below MUST be contacted when physical or sexual abuse is suspected

1. Local Law Enforcement Numbers; [Alaska State Troopers](#)
2. Local Child Protective Services Number (1-800-478-4444)
3. *State of Alaska Office of Children's Services (OCF)*; [Mandatory Reporting Guidelines](#)
4. Club Risk Manager/ Club Official/ Representative (every club should have a point person for reporting)
5. *Alaska Youth Soccer (AYSA) Representative*; (AYSA) Main Office (907-887-6550, [alaskayouthsoccer@gmail.com](mailto:alaskayouthsoccer@gmail.com))
6. National Governing Body (NGB)  
US Soccer Integrity Hotline Number: (312) 528 - 7004  
US Soccer: <https://www.ussoccer.com/integrity-hotline>  
US Center for SafeSport: <https://www.safesport.org/report-a-concern>

**Mechanism for Reporting (cont.):** forms of misconduct such as emotional abuse, bullying, hazing, or harassment.

1. Review the Alaska Youth Soccer (AYSA) Code of Conduct Policy and report accordingly.
2. Reports should be made to the Alaska Youth Soccer (AYSA) Office (907-887-6550; [alaskayouthsoccer@gmail.com](mailto:alaskayouthsoccer@gmail.com))

**Reasonable Procedures:** Policies and procedures aimed at PREVENTING one-on-one interactions between an amateur athlete who is a minor and an adult are detailed in the Alaska Youth Soccer Code of Conduct Policy.

An individual who is required, but fails, to report suspected child sexual abuse is subject to criminal penalties including fines and up to one (1) year in jail.

#### What are the Requirements Affiliated Members?

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**Prevention Training:** Alaska Youth Soccer (AYSA) [Adult Verification Policy](#) provides the required background check and consistent up to date training to adult members who are in contact with amateur athletes who are minors.

Each adult over the age of 18 who may have the opportunity to have direct interaction or unmonitored access with amateur athletes as a representative of Alaska Youth Soccer Association (AYSA) and all covered Alaska Youth Soccer Association (AYSA) Member Organizations such as clubs, leagues and associations are required to an annual cleared background check and certification of Protecting Young Victims from Sexual Abuse or SafeSport certificate.

**NOTE:** Before regular contact with an amateur athlete begins the adult must clear the background check and within the first **35 days** of taking on the role giving them access to youth participants must complete the initial Protecting Young Victims training. A refresher course is required on an annual basis effective the calendar year following the completion of the initial training.

#### US Soccer and US Youth Soccer Policies

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Alaska Youth Soccer will ensure AYSA Policies and Procedures will follow the **SafeSport Act U.S.C. 220530, U.S. Soccer Bylaw 212, and Policy 212-3: Athlete and Participant Safety Policy and US Youth Soccer Code of Conduct.**