



## **Code of Conduct Policy**

(February 16, 2019)

### **Section 101. Introduction, Purpose, and Applicability**

- (a) The Code of Conduct Policy of US Youth Soccer establishes the ethical standards for governance and committee volunteers and staff of US Youth Soccer (collectively referred to as “Representatives”) in addition to all members and participants within any and all sanctioned programs, events, activities and competitions.
- (b) The Code of Conduct Policy applies to all staff, volunteers, members and participants who are involved or engage with any sanctioned US Youth Soccer program, event, activity or competition.
- (c) The purposes of the Code of Conduct Policy is to provide evidence of US Youth Soccer’s 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 with US Youth Soccer’s Whistleblower Policy.
- (d) The Code of Conduct Policy is intended to supplement but not replace any applicable state or federal laws governing behavior.
- (e) Representatives, members and participants must respect and comply with US Youth Soccer rules and regulations, observe high standards of conduct, and participate in establishing and maintaining such high standards.

### **Section 102. Zero Tolerance**

- (a) US Youth Soccer maintains a zero tolerance regarding abuse.
- (b) The US Youth Soccer Zero Tolerance for abuse extends to all representatives, members and participants in any and all US Youth Soccer sanctioned programs, events, activities and competitions.
- (c) US Youth Soccer requires every representative, coach and volunteer to assist in creating a safe environment for participants at and during any and all sanctioned US Youth Soccer programs, events, activities and competitions.

### **Section 103. Prohibited Substances**

- (a) US Youth Soccer prohibits the use and possession of illegal drugs, alcohol, or, in the case of minors, tobacco for any and all coaches and participants at any and all sanctioned programs, events, activities and competitions.

### **Section 104. Prohibited Activities and Sexual Misconduct**

- (a) US Youth Soccer prohibits nudity and any indecent exposure by any representative, member or participant at any sanctioned programs, events, activities and competitions.
- (b) US Youth Soccer prohibits any representative, member or participant from engaging in sexually oriented conversations at any sanctioned programs, events, activities and competitions. This includes sharing information about one’s own personal relationships, dating or sexual activities.
- (c) US Youth Soccer prohibits the possession of any sexually oriented materials to include magazines and videos while participating at any sanctioned program, event, activity and competition.

### **Section 105. Physical Contact**

- (a) While 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 of an adult while also not having the potential of creating a physical or sexual intimacy is common within sport, US Youth Soccer prohibits representatives, members and participants from

engaging in any other form of physical contact with and or between athletes.

1. An example of prohibited physical contact include a coach asking a minor athlete to sit in their lap or cuddling during training or while on an overnight trip.

### **Section 106. One-on-One Interactions**

#### **(a) Observable and interruptible**

One-on-One interactions between minors and an adult (who is not the minor's legal guardian) are permitted if they occur at an observable and interruptible distance by another adult.

2. Isolated, one-on-one interactions between minors and an adult (who is not the minor's legal guardian) is prohibited, except under emergency circumstances.

#### **(b) Meetings**

1. 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.
2. 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.

#### **(c) Individual training sessions**

1. 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 legal guardian in advance of the individual training session. Parents, guardians, and other caretakers must be allowed to observe the training session. Permission for individual training sessions must be obtained at least every six months.

### **Section 107. Massages and rubdowns**

#### **(a) Licensed, certified professional**

1. Any massage or rubdown performed by an adult on a minor athlete is prohibited unless such adult is a licensed massage therapist.
2. Any massage or rubdown by a licensed professional must be conducted in open and interruptible locations. Any massage of a minor athlete must be done with at least one other adult present and must never be done with only the minor athlete and licensed massage therapist in the room.
3. Even if the coach is a licensed massage therapist, the coach shall not perform a rubdown or massage of an athlete under any circumstances.

### **Section 108. Locker rooms, rest rooms and changing areas**

#### **(a) Use of recording devices**

1. Use of any device's (including a cell phone's) recording capabilities, including voice recording, still cameras and video cameras in locker rooms, rest rooms, changing areas, or similar spaces is prohibited. Exceptions may be made for media and championship celebrations, provided that such expectations are approved in advance and two or more adults are present.

#### **(b) Undress**

1. 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.

#### **(c) Isolated one-on-one interactions**

1. At no time are unrelated adults permitted to be alone with a minor in a locker room, rest room, or changing area except under emergency circumstances.

(d) Monitoring

1. US Youth Soccer 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.

(e) Non-exclusive facility

1. If US Youth Soccer 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.

## **Section 109. Social media and electronic communications**

(a) Content

1. All electronic communication originating from participating adults to amateur athletes who are minors must be professional in nature.

(b) Open and transparent

1. If a participating adult needs to communicate directly with an amateur athlete who is a minor via electronic communications, another participating adult or the minor's legal guardian will be copied.
2. 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 legal guardian.
3. A participating adult communicating electronically to the entire team will copy another participating adult.
4. Amateur athletes who are minors may "friend" the organization's official page.

(c) Prohibited electronic communications

1. Participating adults are not permitted to communicate privately via electronic communications with amateur athletes who are minors, except under emergency circumstances.
2. Participating adults are not permitted to "private message," "instant message," "direct message", or send photos via Snapchat or Instagram to a minor athlete privately.
3. Participating adults are not permitted to maintain social media connections with minors; such adults are not permitted to accept new personal page requests on social media platforms from amateur athletes who are minors and existing social media connections with amateur athletes who are minors shall be discontinued.

(d) Request to discontinue

1. Legal guardians may request in writing that their child not be contacted through any form of electronic communication by the organization or by the organization's participating adults. The organization will abide by any such request that their child not be contacted via electronic communication, absent emergency circumstances.

## **Section 110. Local travel**

(a) Transportation

1. US Youth Soccer does not arrange for local travel.
2. 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.

### **Section 111. Team travel**

- (a) Team/competition travel
  - 1. 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.
- (b) 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).
- (c) Meetings
  - 1. Meetings shall be conducted consistent with US Youth Soccer'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.

### **Section 112. Bullying**

- (a) US Youth Soccer prohibits representatives, members and participants from engaging in any unwanted, aggressive behavior designed to intimidate or harm another through one's superior physical strength, access to embarrassing information, popularity or influence.

### **Section 113. Harassment**

- (a) US Youth Soccer prohibits representatives, members and participants from engaging in any activity designed to cause fear or humiliation, reflect discriminatory bias, offend or degrade through physical or non-physical actions towards any other representatives, members or participants at any sanctioned program, event, activity or competition.

### **Section 114. Hazing**

- (a) US Youth Soccer prohibits representatives, members and participants from engaging in any activity that could be defined as hazing at any sanctioned program, event, activity or competition.

### **Section 115. Mandatory Reporting**

- (a) US Youth Soccer requires all representatives, members and participants to immediately report any violations or suspected violations of the US Youth Soccer Code of Conduct Policy during any sanctioned programs, events, activities and competitions to a team official, sanctioned program, event, activity or competition official or US Youth Soccer representative.
- (b) US Youth Soccer takes any and all reports of inappropriate behavior or suspicions of abuse seriously.
- (c) US Youth Soccer complies with all laws requiring a person to make a report to appropriate law enforcement agencies and requires all representatives, members and participants to either notify an official as indicated in Section 115. a. or report directly to law enforcement authorities.
- (d) Retaliation against individuals making good faith reports of misconduct is expressly prohibited.



# **Risk Management Policy**

(February 16, 2019)

### **Section 101. Introduction, Purpose, and Applicability**

- (a) The Risk Management Policy of US Youth Soccer further clarifies the US Youth Soccer Bylaw Article VI, Section 2 and establishes the minimum standards by which US Youth Soccer and all Organization Members will adhere in an effort to collectively avoid or minimize the potential impact of forecasted risks.
- (b) The Risk Management Policy applies to US Youth Soccer and all Organization Members to include Affiliate, Associate and State Association (Bylaw Article IV).

### **Section 102. Risk Management Program**

- (a) US Youth Soccer and all Organization Members must establish and monitor a risk management program which, at a minimum, uses an employment/volunteer disclosure statement for all volunteers and employees defined as any person (to include, but not limited to, coach, team manager, board member, program administrator, referee, athletic trainer, organization employee, tournament organizer) age 18 and older acting within an official capacity and who may have the opportunity to have direct and unmonitored access to children who are involved with any approved or sponsored program of US Youth Soccer or the Organization Member or member of the Organization Member.
- (b) All Organization Members are to offer and provide sexual abuse awareness and prevention training and are to require every adult to report abuse and or suspected abuse within a 24-hour period.
  - 1. The required training is to be completed the earlier of 1) before regular contact with a youth participant who is a minor begins; or 2) within the first 45 days of the participating adult taking on the role giving them access to youth participants.
  - 2. A refresher course is required on an annual basis effective the calendar year following the completion of the initial training.
- (c) Subject to parent consent, youth participants are to be provided training annually regarding the prevention of child abuse. The following items must be tracked: 1) a description of the training, 2) the date the training(s) was offered and given, 3) a description of how the training(s) was offered and given.

### **Section 103. Background Checks**

- (a) US Youth Soccer and all Organization Members must adhere to state law regarding the frequency of required background checks.
  - 1. All required background checks are to be completed by the earlier of 1) prior to regular contact with a youth participant; or 2) within the first 45 days of the participating adult taking on the role giving them access to youth participants.
- (b) In the event that an Organization Member does not have a state law pertaining to the quality and frequency of required background checks, then:
  - 1. At a minimum, a background check is required every other year on every individual, as described in Section 102 (a) of this policy.
- (c) For US Youth Soccer, every background check must, at a minimum, require the individual to meet the criteria provided by the National Council of Youth Sports in addition to checking against the US Youth Soccer DARM report, U.S. Soccer's disqualification list and the SafeSport disciplinary records.

#### **Section 104. Indemnification Agreement**

- (a) As a condition of membership, to the extent permitted by law, each Organization Member agrees that it shall indemnify, defend and hold harmless US Youth Soccer, its Board of Directors, officers and employees, volunteers, and its sponsors from any and all claims that arise from, or are attributed to, the negligence of an Organization Member, its directors, officers, employees, referees or volunteers. If requested by US Youth Soccer, each Organization Member agrees that it will execute a formal, written, Indemnification Agreement.
- (b) US Youth Soccer agrees to indemnify, defend and hold harmless the Organizational Member, its Board of Directors, Officers and Employees, Volunteers and its Sponsors from any and all claims that arise from or are attributed to, the negligence of US Youth Soccer, its officers, directors, employees or volunteers.

#### **Section 105. Liability Insurance**

- (a) Each Organization Member shall obtain a Comprehensive General Liability Policy (“GL Policy”) with minimum limits of not less than \$1,000,000 dollars per occurrence / \$2,000,000 aggregate and an Umbrella Liability policy (“UL Policy”) with minimum limits of not less than \$5,000,000 per occurrence / \$5,000,000 aggregate.
- (b) Both the GL Policy and UL Policy shall provide liability insurance coverage, to include sexual misconduct coverage, for the Organization Member, all of its leagues, clubs, teams, referees, coaches, registered players, directors, officers, staff and volunteers. Both policies shall be endorsed to specifically name United States Youth Soccer Association, Inc. DBA US Youth Soccer as an additional insured.
- (c) Immediately following the annual renewal of its GL Policy and UL Policy, each Organization Member must submit to US Youth Soccer a certificate of insurance evidencing compliance with the insurance requirements contained in this Section.