



## **ATHLETE AND PARTICIPANT SAFETY POLICY**

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# **NORTH TEXAS SOCCER**

## **NORTH TEXAS SOCCER MISSION AND VISION STATEMENT**

### **Mission:**

North Texas Soccer is a Texas non-profit, 501(c)(3) Tax Exempt Corporation formed to promote, foster, and advance the cause of soccer for youth and adults within its territory. It shall be the mission of North Texas Soccer to educate, provide administrative service, and promote and stimulate interest in the game of soccer. North Texas Soccer is a member of United States Youth Soccer and the United States Adult Soccer, the United States Soccer Federation, and the Federation Internationale de Football Association.

- Offering quality soccer programs for youth and adults since 1964
- Over 135,000 players currently registered
- North Texas Soccer is comprised of over 110 Member Associations that maintain a large volunteer base of coaches and program administrators.
- North Texas Soccer, governed by a voluntary Board of Directors, maintains a state office with a professional full-time staff.

### **Vision:**

North Texas Soccer has one purpose in mind: To ensure that each participant has an enjoyable soccer experience while moving toward his or her personal goal.

- Emphasis placed on the development of players - Recreational - Competitive - ODP
- Training programs for coaches and referees
- Sanctioned tournaments
- Media: "The Pitch" Electronic newsletter
- Organization assistance through the state office
- Resource for educational materials
- Liability insurance coverage for administrators and Member Associations
- Medical insurance coverage program for players and coaches
- Sanctioned indoor and outdoor play

### **Safety Above All**

Our participant's health, safety, and well-being 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 an adult, North Texas Soccer makes every effort to provide the best possible environment.

## North Texas Soccer Statement

The North Texas Soccer platform provides all North Texas Soccer participants (players, coaches, referees, administrators, volunteers, and parents) with the tools to make their soccer experience safe, healthy, and free from emotional, physical or sexual abuse.

Our Safe Soccer platform includes policies, procedures, background screening of all adults interacting with youth players, education and training, reporting, monitoring, and enforcement in our desire to help all participants, young and old, have the very best soccer experience.

## Note to North Texas Soccer Member Organizations (Member Associations, Clubs, Leagues, and Indoor Facilities)

For all Organization Members to be in compliance with US Soccer's Policy 212-3 (described in the following pages) all of the following pages must be made publicly available for all athletes and participants. The *North Texas Soccer Athlete and Participant Safety Policy* sets the standards for all Organization Members. This policy is posted and available on the North Texas Soccer Association's website, [www.ntxsoccer.org](http://www.ntxsoccer.org), and will be kept current as required. The primary location where this policy resides is in the North Texas Soccer Membership Services section under Risk Management: <http://www.ntxsoccer.org/riskmanagement/>

The following steps should help our member association's leadership with the implementation of the policy.

### Steps for Implementation

- Read, review, and gain an understanding of the policy. Consult with North Texas Soccer staff as an additional resource as needed.
- Update the organization's website to include in the risk management section an easy-to-locate description of the policy and a link to the North Texas Soccer website section where the policy will reside and be kept current (see link above).
- Communicate to all organization adult members and parent's how to locate and the importance of following the *North Texas Soccer Athlete and Participant Safety Policy*.
- Support US Soccer and North Texas Soccer on the implementation, management, oversight, and compliance with the policies.

# NORTH TEXAS SOCCER ATHLETE AND PARTICIPANT SAFETY POLICY - STANDARDS FOR ORGANIZATION MEMBERS

## Purpose

Consistent 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:

- 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));
- 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));
- 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)); and

The purpose of the North Texas Soccer Athlete and Participant Safety Policy is to require an Athlete and Participant Safety/Safe Soccer program as part of each Organization Member’s risk management program and establish standards for such a program.

## U.S. Soccer’s Bylaw Policy 212-3 (approved October 19, 2018)

### North Texas Soccer Landscape

As you read the SafeSport Act and U.S. Soccer policy information the terms **Applicable Entity**, **Covered Organization** and **Covered Individual** are used. All of U.S. Soccer and all members (i.e., State Associations, Youth Council Members) are considered an Applicable Entity and Covered Organizations. As a result, all member associations, clubs, leagues, and other affiliated adults of State Associations are also considered an Applicable Entity and Covered Organization.

For the purposes of North Texas Soccer and our member organizations (all Covered Organizations) a Covered Individual is defined as “an adult who is authorized, by a national governing body, a member of a national governing body, or an amateur sports organization that participates in interstate or international amateur athletic competition, to interact with a minor or amateur athlete at an amateur sports organization facility or at any event sanctioned by a national governing body, a member of a national governing body, or such an amateur sports organization”.

North Texas Soccer has adopted the definition of an adult to be “Every adult (persons 18 years old and older) associated with all member organizations who may have the opportunity to have direct and unmonitored access to children”.

Matching this definition with the requirements of the SafeSport Act, all Adults as defined above are now considered Covered Individuals under SafeSport and are required to comply with the policies, rules, procedures, and compliance. The term “Participating Adults”, for the purposes of North Texas Soccer, applies to all Adults as defined in the paragraph above.

Using the above requirement of all adults who may have the opportunity to have direct and unmonitored access to children, the following individuals are required to register as Adults, satisfy Background Screening, and are now considered Mandatory Reporters. All adults meeting the SafeSport definition of regular contact or authority over a minor athlete, must complete the SafeSport Abuse Prevention training, this includes, but is not limited to:

- Coaches (all types)
- Board members (Officers, Directors, Administrators, Committee Chairs, Appointees, etc.)
- Referees (Note: All USSF Referees who are 18 and older will complete their full background checks and screening registration through the North Texas Soccer State Referee Committee and US Soccer).
- Trainers, Permanent or Temporary unless provided through a third party. Regarding third-party providers, it is up to the member organization to verify that the trainer is following the appropriate adult risk management requirements.
- Volunteers
- Organization Employees
- Concession Workers who work on a consistent and regular schedule
- Tournament Organizers, Employees, Volunteers
- Any other person age 18 or older who may have the opportunity to have direct and unmonitored access to children.

## EXCEPTIONS

Those serving in the roles noted below who *are not involved in any activities with players*:

- Tournament Volunteers - Onetime event - i.e., parking lot attendants, t-shirt sales, concession stand workers.
- Concession Workers who work on a sporadic or one-time basis

The above persons qualifying for an exception must complete an Annual North Texas Soccer Adult Registration and be listed in the registration system under their organization with an Approved Risk background check.

- Completing the North Texas Soccer Adult Registration and background check is inclusive of adding the information needed. No other steps will be needed.
  - SafeSport training is not required.
  - Concussion training is not required.

## SafeSport Policy Statement:

Per the SafeSport Act, each Organization Member that is an “Applicable Entity” or otherwise has adult members who are in regular contact with amateur athletes who are minors (in each case, a “Covered Organization”), must ***maintain, as part of that risk management program, an athlete and participant safety program*** that includes the six components listed below.

Effective September 1, 2019 any Organization Member not in compliance with this Policy 212-3 will be subject to enforcement as provided in Section 6, below.

## 1. Prohibited Conduct Policy

Covered Organizations and other Organization Members that qualify as an amateur sports organization under 36 U.S.C. § 220501(b)(3) must implement and enforce a policy or code of conduct that prohibits misconduct including bullying, hazing, harassment (including sexual harassment), emotional misconduct, physical misconduct, and sexual misconduct, as those terms are defined by the U.S. Center for SafeSport’s SafeSport Code for the U.S. Olympic and Paralympic Movements (the “**SafeSport Code**”). See [www.safesport.org](http://www.safesport.org) for more details on the code.

**The North Texas Soccer Association’s Prohibited Conduct Policy** is located at Appendix A to this Policy document.

This policy must apply to all activities under the Organization Member’s jurisdiction and at least to (1) Organization Member employees and board members; (2) the members of such Organization Member; (3) amateur athletes who are minors or referees who are minors (collectively, “**Youth Participants**”); and (4) **any** adult individuals the Organization Member authorizes, approves or appoints to have regular contact (as defined in the Safe Soccer Framework) with or authority over Youth Participants (“**Participating Adults**”). This policy must also prohibit retaliation against individuals making good-faith reports of misconduct.

North Texas Soccer Association Prohibited Conduct Policy includes the above categories in addition to our broader group of all adults who may have the opportunity to have direct and unmonitored access to children of Youth Participants as covered individuals who must all comply with our policy.

**NOTE:** Youth Participants expressly includes *referees* who are minors. In addition, Participating Adults includes, but is not limited to, coaches and all SYRAs, and any referee program-affiliated personnel, including without limitation assigners, having regular contact with Youth Participants.

## 2. Appropriate Background Screening

Covered Organizations must implement and enforce a policy that requires appropriate background screening of at least Participating Adults by the earlier of 1) prior to regular contact with or authority over a Youth Participant; or 2) within the first 30 days of the Participating Adult taking on the role giving them access to Youth Participants.

At a minimum, the policy should include screening against applicable sex offender registries in the relevant state and a check against the Organization Member's suspension database, U.S. Soccer's disqualification list, and the SafeSport disciplinary records available at: [www.safesport.org](http://www.safesport.org).

**North Texas Soccer Association** has consistently met the State of Texas requirements for conducting the mandated Background check on all Adults associated by our definitions. North Texas Soccer will conduct the following background screening checks:

- Background Check search
- National Background search and National Sex Offender Registry search when deemed necessary

North Texas Soccer will also screen against all necessary external databases, disqualification lists, and disciplinary records.

North Texas Soccer will not conduct background screening and checks on any people under 18 years of age.

## 3. Education & Training

Covered Organizations must implement and enforce a policy (1) requiring education and training designed to meet the Organization Member's obligations under this policy, the SafeSport Act, and the Minor Athlete Abuse Prevention Policies (MAAPP) for (a) Organization Member employees and board members and (b) Participating Adults who have Regular Contact with or authority over Youth Participants, in each case as a condition to participation, and (2) subject to parental consent, offer and provide training to Youth Participants. The Policy should require the following:



### **A. Initial Training for Adults: Core Center for SafeSport Training**

Pursuant to USOPC and U.S. Center for SafeSport Policy, and as contemplated by the SafeSport Act, Covered Organization employees, board members, and Participating Adults must be required to complete consistent training concerning child abuse prevention. These policies must require Participating Adults to complete the U.S. Center for SafeSport’s Core SafeSport Training (i.e., the Center’s online training or the Center’s approved in-person training), and as applicable, follow-up refresher and core course training; Adult Participants who are medical providers and are required to take training can take the Health Professionals Course in lieu of the SafeSport Trained Core course; and any new Adult Participant is to receive initial training upon the earlier of:

- Before regular contact with an amateur athlete who is a minor begins, and
- Within the first 30 days of taking on the role giving them access to Youth Participants.

#### **Initial North Texas Soccer Abuse Prevention Training for Adults**

As noted above, under US Soccer's Safe Soccer Framework, all Amateur Sports Associations (i.e. North Texas Soccer) sanctioned by a National Governing Body (NGB) (i.e. U.S. Soccer) must provide consistent training to adult members who have regular contact with or authority over amateur athletes who are minors (Youth Participants). The North Texas Soccer designated course, offered online at no cost, is through the U.S. Center for SafeSport.

Currently, adults will register online annually with their Member Association, Club or League via the GotSport registration system. Once the adult completes their Coach/Manager/Board of Directors Adult Registration, the link to access the SafeSport course will be available in their Adult Registration account under their Dashboard tab. Once the adult takes the training course, their Adult Registration account will be updated to reflect this status; should auto verification fail, their organization’s Risk Manager is responsible for marking them as Approved/Verified. After they take the initial course, they must take a refresher for the next three years of participation, then the cycle starts over; thus, in the fifth year, the adult will take the core training again.

More information about the course can be found on the North Texas Soccer website under the Member Services tab.

Set aside up to 90 minutes for the initial training course.

**IMPORTANT: You must use the legal name and the email address you use when conducting your North Texas Soccer Coach/Manager/Board of Directors Adult Registration in GotSport.** The match of your course record from SafeSport and your Adult Registration account will be conducted several times a week so that your account is kept current for producing your credential. If the update does not take effect, the course completion certificate may be uploaded.

## **B. Refresher Course(s) for Adults**

### **Annual Refresher North Texas Soccer Abuse Prevention Training for Adults**

In addition to the initial training for Adult Participants who decide to continue to participate, a refresher course is required on an annual basis effective the calendar year following the completion of the initial training. It is a four-year cycle, Core training followed by three refresher courses, then Core training again.

North Texas Soccer currently requires all Adults who are required to take the initial U.S. Center for SafeSport course to take the U.S. Center for SafeSport's official refresher course after June 1 of the next calendar year should they continue to participate.

The refresher course is required on an annual basis to be completed after June 1 of the year following the year the initial course and subsequent refresher course was taken. Set aside up to 30 minutes to take the refresher course.

## **C. Training for Youth Participants**

Covered Organizations must – subject to parental consent – offer and provide training annually to Youth Participants regarding the prevention of child abuse. Covered Organizations must track:

- A description of the training(s)
- A description of how the training(s) was offered.

### **North Texas Soccer Abuse Prevention Training for Youth Participants**

Youth Participant training is available via the U.S. Center for SafeSport (<https://safesporttrained.org/#/public-dashboard> or [CLICK HERE](#))

## **D. Training for Parents**

Covered Organizations with Youth Participants must offer and provide the U.S. Center for SafeSport parent training to parents of Youth Participants on an annual basis.

### **North Texas Soccer Abuse Prevention Training for Parents**

Parent training for parents of Youth Participants is available via the U.S. Center for SafeSport (<https://safesporttrained.org/#/public-dashboard> or [CLICK HERE](#))

## 4. Reporting

Organizations must maintain a procedure for reporting misconduct, including violation of the SafeSport Code or the MAAPP, to the Covered Organization and, to the extent required by the SafeSport Act, mandate reporting to appropriate law enforcement authorities and/or the Center for SafeSport. The procedure should be clear that reporting may be made anonymously, and that no direct fees or other cost is involved in making a report. Each Covered Organization must also maintain a policy prohibiting retaliation against individuals making good faith reports of misconduct.

### **North Texas Soccer's Reporting Procedures**

The North Texas Soccer Reporting procedures provide a mechanism that allows a complaint to be easily reported for a reasonable suspicion of Sexual or Physical abuse/neglect, within a 24hour 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.

North Texas Soccer's current Mandatory Reporting Procedures are located on the North Texas Soccer website at <https://www.ntxsoccer.org/safesport/> or **CLICK HERE**

*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.*

## 5. Limiting One-on-One Interactions – Required Prevention Policies

Organizations are required to establish reasonable procedures to limit one-on-one interactions between individual Youth Participants and any Adult Participant who is not their legal guardian ("Prevention Policies"). These policies must comply with all requirements of the Center's MAAPP and must contain all the required elements of the model policies included as Appendix A to the US Soccer Safe Soccer Framework. These procedures must include athlete prevention policies covering the topics below and require full compliance with MAAPP policy requirements:

- One-on-One Interactions, including meetings and individual training sessions
- Athletic training modalities, massages, and rubdowns
- Locker rooms and changing areas
- Electronic communications
- Transportation and Lodging

## North Texas Soccer's Policies

**North Texas Soccer Association's Required Prevention Policies** are located at Appendix B to this Policy document.

### A. Minor athletes who become adult athletes

A minor athlete that reaches the age of majority (18) is subject to all Prevention Policies in their capacity as an athlete except when the close in age exception applies. Should a minor athlete reach the age of majority and then obtain a position that presents a potential power imbalance, such as becoming a coach, the individual is subject to all prevention policies.

## 6. Enforcement

### A. By Organization Members

Each Organization and Organization Member that qualifies as an amateur sports organization under 36 U.S.C. § 220501(b)(3) must enforce its Athlete & Participant Safety Policy, consistent with the SafeSport Act and the Center's MAAPP. Specifically, violations of the policy must be subject to an appropriate grievance process that is materially free of bias and conflicts of interest, to address allegations of misconduct following the report or complaint of misconduct. This grievance process must include the opportunity for review by a disinterested individual or body and a right to appeal a final decision rendered by an Organization Member's process pursuant to U.S. Soccer Bylaw 704.

### North Texas Soccer Association's Enforcement Policy

All violations of the North Texas Soccer Athlete & Participant Policy will be subject to the current North Texas Soccer Procedures for Disciplinary Actions and Appeals & Grievances and Complaints and Appeals

### B. By U.S. Soccer

Pursuant to Bylaw 212, U.S. Soccer reserves the right to, either directly or through a contracted third-party service provider, survey, audit, require certifications of compliance with, and otherwise review compliance by its Organization Members with this policy. Failure of any Organization Member to issue and implement the policies required by this Policy 212-3 will constitute a violation of Bylaw 212 Section 1.

## **APPENDIX A – PROHIBITED CONDUCT POLICY**

This policy applies to all North Texas Soccer’s “Covered Personnel”, including board members, employees, committee members, coaches, managers, referees, and assignors. This policy also covers any subcontractor, supplier, customer or third party and their employees in their dealings with North Texas Soccer employees, athletes, members, and volunteers.

North Texas Soccer is committed to maintaining a work environment that is free from all forms of discrimination, including harassment, on the basis of any legally protected status. Accordingly, North Texas Soccer does not permit any form of unlawful harassment, discrimination, or intimidation against its employees by anyone, including managers, supervisors, coworkers, executives, directors, officers, other employees, vendors, clients, customers or third parties. Protected status includes race, color, age, religion, marital status, sex, ancestry, national origin, citizenship, veteran’s status, pregnancy, disability, sexual orientation, protected activity, or any other characteristic protected by federal, state, or local law. The policy also prohibits harassment on the basis of the protected status of an individual’s relatives, friends or associates.

North Texas Soccer is also committed to maintaining a work environment that is free from all forms of sexual abuse, sexual misconduct, emotional misconduct, physical misconduct, bullying and hazing.

Any violation of this Policy by Covered Personnel may subject the Covered Personnel to disciplinary action. Appropriate action also will be taken against any subcontractor, supplier, or customer found in violation of this Policy.

### **Harassment**

Harassment consists of unwelcome conduct, whether verbal, physical or visual, that is based upon a person’s protected status. North Texas Soccer will not tolerate harassing conduct that affects tangible job benefits, that unreasonably interferes with an individual’s work performance, or safety, or that creates an intimidating, hostile, or offensive working environment.

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.

Prohibited conduct can also include jokes, kidding, or teasing about another person’s protected status. While harassing conduct is unlawful only if it affects tangible job benefits and/or interferes unreasonably with work performance and creates an abusive or hostile work environment, this Policy forbids harassing conduct even when it does not rise to the level of a violation of law.

## **Sexual Harassment**

Unwelcome sexual advances, requests for sexual favors, and other verbal, written, or physical conduct of a sexual nature constitute sexual harassment when:

- submission to such conduct is made either explicitly or implicitly a term or condition of the individual's employment;
- submission to or rejection of such conduct by an individual is used as the basis for an employment decision affecting that individual; or
- such conduct has the purpose or effect of unreasonably interfering with an individual's work performance and creating an intimidating, hostile, or offensive working environment.

Sexual harassment may involve individuals of the same or different gender. It may also occur between individuals of any employment status.

Examples of conduct which may constitute sexual 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 in the workplace;
- suggestive or obscene letters, notes or invitations;
- harassing use of electronic mail, electronic or instant messaging, or telephone communication systems; or
- other physical or verbal conduct of a sexual nature.

North Texas Soccer prohibits administrators, directors, managers and supervisors from threatening or insinuating, either explicitly or implicitly, that a volunteer's or an employee's submission to or rejection of sexual advances will in any way influence any personnel decision regarding that employee's wages, assigned duties, advancement, evaluation, shifts, career development, or any other condition of employment.

### **Racial, Religious, or National Origin Harassment**

Racial, religious, or national origin harassment deserves special mention as well, and is expressly prohibited by North Texas Soccer. Racial, religious, or national origin harassment includes any verbal, written, or physical act in which race, religion, or national origin is used or implied in a manner which would make a reasonable person uncomfortable in the work environment or which would interfere with the person's ability to perform the job. Examples of race, religious or national origin harassment may include, but are not limited to:

- jokes, which include reference to race, religion, or national origin;
- the display or use of objects or pictures which adversely reflect on a person's race, religion, or national origin; or
- use of pejorative or demeaning language regarding a person's race, religion, or national origin.

### **Child Sexual Abuse**

Any sexual activity with a child is prohibited. This includes sexual contact with a child 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 and a child, regardless of whether there is deception, or the child understands the sexual nature of the activity.

### **Sexual Misconduct**

Any sexual interaction between an athlete 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.

### **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-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 noncontact 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.

### **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 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.

### **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.

### **Procedures for Complaints, Investigations and Corrective Action**

All Covered Personnel are responsible to help ensure that we avoid misconduct. North Texas Soccer cannot act to eliminate misconduct unless it has notice of the conduct. Covered Personnel are thus charged with reporting any concerns regarding compliance with the North Texas Soccer Safe Soccer platform in the manner provided in this document and appendixes. For the avoidance of doubt, in some instances, Covered Personnel will be required to report to law enforcement and/or the U.S. Center for SafeSport.

Furthermore, North Texas Soccer employees are responsible to help assure that the work environment, on or off-premises, is free from harassment. All employees have an obligation to promptly report any and all allegedly harassing conduct they are the subject of, that they learn of, or that they witness. Our Policy provides for immediate notice of problems to the persons designated in this Policy so that we may address and resolve any problems as quickly as possible.

An employee must report the harassing conduct to either:

- The person to whom you report (supervisor or manager);
- Department Head;
- Executive Director;
- President or Treasurer

If the employee feels uncomfortable going to his or her supervisor with the complaint, he/she must report the matter to any other member of management as designated above.



This Policy does not require reporting the misconduct to any individual who is creating the harassment or discrimination.

All Covered Personnel have an obligation to cooperate in any investigation of a complaint of misconduct, including providing any and all information concerning the complaint. Failure to do so may be a violation of this Policy.

North Texas Soccer's Prohibited Conduct Policy offers its employees greater protection from harassment than does the law. Consequently, Covered Personnel who are found to have violated North Texas Soccer's Prohibited Conduct Policy shall be subject to corrective action, discipline or termination, even in cases where applicable laws may not have been violated and without regard to whether the conduct constitutes a violation of the law.

# APPENDIX B - NORTH TEXAS SOCCER'S REQUIRED PREVENTION POLICIES

The U.S. Center for SafeSport has created a series of template policies for use by U.S. Soccer and its Organization Members. North Texas Soccer has adopted these policies.

## **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, U.S. Soccer discourages U.S. Soccer Program Participants, including employees and volunteers, from giving gifts or granting special privileges to athletes and prohibits any such gift or privilege when not available to the entire team

## **Appropriate Physical Contact**

U.S. Soccer adheres to the following principles and guidelines with regard to physical contact with our athletes:

### **1. Common Criteria for Appropriate Physical Contact**

- Physical contact with athletes – for safety, consolation, and celebration – has multiple criteria in common which make it both safe and appropriate. These criteria include:
- the physical contact takes place in public
- there is no potential for, or actual, sexual contact during the physical contact
- the physical contact is for the benefit of the athlete, not to meet an emotional or other need of an adult

### **A. Safety**

- The safety of our athletes is paramount, and in many instances, we make the athletic space safer through appropriate physical contact. Examples include:
- spotting an athlete so that they will not be injured by a fall or piece of equipment
- positioning an athlete'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 athletes aware that they might be in harm's way because of other athletes practicing around them or because of equipment in use.

### **B. Celebration**

- Sports are physical by definition and we recognize participants often express their joy of participation, competition, achievement, and victory through physical acts. We encourage these public expressions of celebration, which include:
  - greeting gestures such as high-fives, fist bumps, and brief "side hugs",  
and

- congratulatory gestures such as celebratory hugs, “jump-arounds” and pats on the back for any form of athletic or personal accomplishment

### **C. Consolation**

It may be appropriate to console an emotionally distressed athlete (e.g., an athlete 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 an athlete while verbally engaging them in an effort to calm them down (“side hugs”)
- lifting a fallen athlete off the playing surface and “dusting them off” to encourage them to continue competing

### **D. Supervision Generally**

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

## **Limiting One-on-One Interactions**

The majority of child sexual abuse is perpetrated in isolated, one-on-one situations. By reducing such interactions between children and adults, you reduce the risk of child sexual abuse. However, one-on-one time with trusted adults is also healthy and valuable for a child. Policies concerning one-on-one interactions protect children while allowing for these beneficial relationships.

### **Components**

Covered Organizations (North Texas Soccer Association and all member organizations) must comply with a. through g.

#### **a. Application**

This policy shall apply to:

- 1) Adults at a facility under the jurisdiction of a Covered Organization
- 2) Adult members who have regular contact with amateur athletes who are minors
- 3) An adult authorized by a Covered Organization to have regular contact with or authority over an amateur athlete who is a minor
- 4) Staff and board members of a Covered Organization (collectively, Adults).
- 5) In-Program-Contact

#### **b. Observable and interruptible**

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

- Isolated, one-on-one interactions between minors and an Adult (who is not the minor’s legal guardian) at any facility are prohibited, except under emergency circumstances and if:
  - a. A Dual Relationship Exists; or
  - b. The Close-in-Age Exception applies; or
  - c. A Minor Athlete needs an Adult Participant Personal Care Assistant (“PCA”), and:
    - i. The Minor Athlete’s parent/guardian has provided written consent to the Organization Member for the Adult Participant PCA to work with the Minor Athlete; and
    - ii. The Adult Participant PCA has complied with the Organization Member’s education and training policy; and iii. The Adult Participant PCA has complied with the Organization Member’s screening policy.

c. Meetings

- Meetings between Adults and minors at any facility 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.
- 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.

d. Meetings with mental health care professionals

If a mental health care professional meets with minors at any facility, a closed-door meeting may be permitted to protect patient privacy – provided that (1) the door remains unlocked, (2) another adult is present at the facility, (3) the other adult is advised that a closed-door meeting is occurring, and (4) written legal guardian consent with applicable laws and ethical standards is obtained by the mental health care professional, with a copy provided to our organization.

e. Individual training sessions

Individual training sessions between Adults and minors are permitted at any facility if the training session is observable and interruptible by another adult except if;

- a. A Dual Relationship Exists; or
- b. The Close-in-Age Exception applies; or
- c. A Minor Athlete needs an Adult Participant Personal Care Assistant (“PCA”), and:

- i. The Minor Athlete’s parent/guardian has provided written consent to the Organization Member for the Adult Participant PCA to work with the Minor Athlete; and
- ii. The Adult Participant PCA has complied with the Organization Member’s education and training policy; and
- iii. The Adult Participant PCA has complied with the Organization Member’s screening policy.

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 annually, which may be withdrawn at any time.

f. Monitoring

When one-on-one interactions between Adults and minors occur at any facility, adults will monitor these interactions. Monitoring includes: reviewing the parent/guardian consent form, 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.

- North Texas Soccer recommends that the parent/guardian receive the U.S. Center for SafeSport’s education and training on child abuse prevention before providing consent for their Minor Athlete to have a meeting or training session with an Adult Participant subject to these policies.

g. Out-of-program contacts

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, the Close-In-Age Exception or Dual Relationship Exception applies, or unless the Adult Participant is a PCA and meets the requirements outlined in this policy. Such arrangements are nonetheless strongly discouraged.

## **Athletic Training Modalities, Massages and Rubdowns**

Covered Organizations (North Texas Soccer and all member organizations) must comply with a through c.

a. Application

This policy shall apply to:

- 1) Adults at a facility under the jurisdiction of a Covered Organization

- 2) Adult members who have regular contact with amateur athletes who are minors
- 3) An adult authorized by a Covered Organization to have regular contact with or authority over an amateur athlete who is a minor
- 4) Staff and board members of a Covered Organization (collectively, Participating Adults)

b. Licensed, certified professional

- 1) Any athletic training modality, massage or rubdown performed by an Adult on a minor athlete at any facility or a training or competition venue is prohibited unless such Adult is a licensed massage therapist.
- 2) Any athletic training modality, massage or rubdown performed at any facility or a training or competition venue 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 a coach is a licensed massage therapist, the coach shall not perform a rubdown or massage of an athlete under any circumstances.

c. Written consent

Written consent by a legal guardian shall be obtained at least annually before providing any athletic modality, massage, or rubdown on a minor athlete. This consent may be withdrawn at any time. Parents must be permitted to be in the room as an observer.

d. Parent training

North Texas Soccer recommends that the parent/guardian receive the U.S. Center for SafeSport's education and training on child abuse prevention before providing consent for their Minor Athlete to receive an athletic training modality, massage, or rubdown.

## **Locker Rooms and Changing Areas**

Covered Organizations (North Texas Soccer and all member organizations) must comply with "a" through "i".

a. Application

This policy shall apply to:

- 1) Adults at a facility under the jurisdiction of a Covered Organization
- 2) Adult members who have regular contact with amateur athletes who are minors
- 3) An adult authorized by a Covered Organization to have regular contact with or authority over an amateur athlete who is a minor
- 4) Staff and board members of a Covered Organization
- 5) All In-Program Contact between Adult Participants and Minor Athlete(s) in a locker room, changing area, or similar space and collectively, Participating Adults.

b. Use of recording devices

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 at any facility is prohibited. Exceptions may be made for media and championship celebrations, provided that: parent/legal guardian consent has been obtained, such exceptions are approved by the Covered Organization, everyone is fully clothed, and two or more adults are present.

c. Undress

Under no circumstances shall an Adult Participant shower with Minor Athletes or otherwise be undressed (disrobed or partially or fully unclothed where private body parts are exposed) in front of minor athletes unless the Close-In-Age Exception applies, or the shower is part of a pre - or post-activity rinse while wearing swimwear. Parents/guardians may request in writing that their Minor Athlete(s) not change or shower with Adult Participant(s) during In-Program Contact. The organization and the Adult Participant(s) must abide by this request.

d. 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 when at any facility, except under emergency circumstances or if;

- A Dual Relationship Exists; or
- The Close-in-Age Exception applies; or

- A Minor Athlete needs an Adult Participant Personal Care Assistant ("PCA"), and:

- The Minor Athlete's parent/guardian has provided written consent to the Organization Member for the Adult Participant PCA to work with the Minor Athlete; and
- The Adult Participant PCA has complied with the Organization Member's education and training policy; and
- The Adult Participant PCA has complied with the Organization Member's screening policy.

2) If the organization is using a facility that has access to a single set of such facilities, times will be designated for use by Adults, if any.

e. Monitoring

Our organization 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. Our organization will provide a private or semi-private place for minor athletes to change clothes or undress at sanctioned events that include locker rooms and/or changing areas for athlete use.

f. Non-exclusive facility

If our organization uses a facility not under its jurisdiction (for, e.g. training or competition or similar events) and the facility is used by multiple constituents, Adults participants are nonetheless required to adhere to the rules set forth here.

- g. To minimize the risk of bullying and hazing, our organization uses locker room monitors to ensure that minors are not left unattended in locker rooms, rest rooms, and changing areas.
- h. Adults make every effort to recognize when an athlete goes to the locker room or changing area during practice and competition and, if they do not return in a timely fashion, we will check on the athlete's whereabouts.
- i. We discourage parents from entering locker rooms and changing areas unless it is truly necessary. In those instances, it should only be a same-sex parent. If this is necessary, parents should let a coach or administrator know about this in advance.

## **Electronic Communications**

Covered Organizations (North Texas Soccer and all member organizations) must comply with a through g.

a. Application

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 (collectively, Participating Adults).

b. Content

All electronic communication originating from Participating Adults to amateur athletes who are minors must be professional in nature.

c. Open and transparent: All electronic communications between an Adult Participant and a Minor Athlete must be open and transparent except if:

- 1) A Dual Relationship Exists; or
- 2) The Close-in-Age Exception Applies; or
- 3) A Minor Athlete needs an Adult Participant Personal Care Assistant ("PCA"), and:
  - i. The Minor Athlete's parent/guardian has provided written consent to the Amateur Organization Member for the Adult Participant PCA to work with the Minor Athlete; and
  - ii. The Adult Participant PCA has complied with the Amateur Organization Member's education and training policy; and



iii. The Adult Participant PCA has complied with the Organization’s screening policy.

d. Open and transparent means:

- 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, 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.

e. 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 and the exceptions above.
- 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.

f. Requests to discontinue

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.

**Recommended components**

g. Hours

Electronic communications will only be sent between the hours of 8:00 a.m. and 8:00 p.m.

h. Monitoring

- 1) The organization monitors its social media pages and removes any posts that violate the organization’s policies and practices for appropriate behavior.
- 2) The organization will inform the legal guardian of a minor athlete of any prohibited posts, as well as the organization’s administrator.

i. Social Media Connections

Adult Participants are not permitted to maintain private social media connections with minor athletes and should discontinue existing social media connections with minor athletes.

## **Transportation and Lodging**

Covered Organizations (North Texas Soccer and all member organizations) must comply with a through n. Local travel consists of travel to training, practice, and competition that occurs locally and does not include coordinated overnight stay(s).

a. Application

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 (collectively, Participating Adults).

b. Transportation

- 1) The organization 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 except if:
  - a. A Dual Relationship Exists; or
  - b. The Close-in-Age Exception Applies; or
  - c. A Minor Athlete needs an Adult Participant Personal Care Assistant (“PCA”), and:
    - i. The Minor Athlete’s parent/guardian has provided written consent to the Amateur Organization Member for the Adult Participant PCA to work with the Minor Athlete; and
    - ii. The Adult Participant PCA has complied with the Amateur Organization Member’s education and training policy; and
    - iii. The Adult Participant PCA has complied with the Amateur Organization Member’s screening policy.
  - d. The Adult Participant has advance, written consent to transport the Minor Athlete one-on-one obtained at least annually from the Minor Athlete’s parent/guardian.
- c. Minor Athlete(s) or their parent/guardian can withdraw consent at any time.
- d. Adult Participants may transport Minor Athletes if accompanied by at least one other Adult Participant or at least two minors.
- e. Written consent from a Minor Athlete’s parent/guardian is required for all transportation arranged by the Organization Member annually.

f. Shared or Carpool Travel Arrangement

We encourage parents/legal guardians to pick up their minor athlete first and drop off their minor athlete last in any shared or carpool travel arrangement.

- g. Parents/legal guardians receive education concerning child abuse prevention before providing consent for their minor to travel alone with a Participating Adult.

h. 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.

i. Hotel rooms and Other Sleeping Arrangements:

All In-Program Contact at a hotel or lodging site between an Adult Participant and a Minor Athlete must be observable and interruptible, and an Adult Participant cannot share a hotel room or otherwise sleep in the same room with a Minor Athlete(s), except if:

- 1) A Dual Relationship Exists; or
- 2) The Close-in-Age Exception Applies; or
- 3) A Minor Athlete needs an Adult Participant Personal Care Assistant ("PCA"), and:

- Appendix B– North Texas Soccer's Required Policies

- i. The Minor Athlete's parent/guardian has provided written consent to the Amateur Organization Member for the Adult Participant PCA to work with the Minor Athlete; and
  - ii. The Adult Participant PCA has complied with the Amateur Organization Member's education and training policy; and
  - iii. The Adult Participant PCA has complied with the Amateur Organization Member's screening policy.
  - iv. The Adult Participant has advance, written consent to transport the Minor Athlete one-on-one obtained at least annually from the Minor Athlete's parent/guardian.
- 4) Written consent from a Minor Athlete's parent/guardian must be obtained for all In Program lodging at least annually.

j. 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.

- k. Team travel policies must be signed and agreed to by all minor athletes, parents, and Participating Adults traveling with the organization.

- l. Participating Adults who travel with the organization must successfully pass a criminal background check and other screening requirements consistent with the organization's policies.
  
- m. 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.
  
- n. Parents/legal guardians receive education concerning child abuse prevention before providing consent for their minor to travel alone with a Participating Adult.

# NORTH TEXAS SAFE SOCCER DEFINITIONS

## Acronyms

**LAO** - Local Affiliated Organizations – North Texas Soccer and all affiliated member organizations.

**MAAPP** – Minor Athlete Abuse Prevention Policies – Policy meaning is listed in the Definitions section below.

**NGB** - National Governing Bodies – U.S. Soccer Federation is the NGB for soccer in the U.S. See further definition below.

**PSO** - Paralympic Sport Organizations, within the Olympic & Paralympic Movement (each an “Organization”).

**USOPC** - U.S. Olympic & Paralympic Committee

## Definitions

### **Adult Athlete**

Youth player age 18 years of age and older

### **Adult Participant**

An Adult Participant is any adult (18 years of age or older) who is:

- a. A member or license holder of an NGB, PSO, LAO, or USOPC;
- b. An employee or board member of an NGB, PSO, LAO, or USOPC;
- c. Within the governance or disciplinary jurisdiction of an NGB, PSO, LAO, or USOPC;
- d. Authorized, approved, or appointed by an NGB, PSO, LAO, or USOPC to have regular contact with or authority over Minor.

### **Amateur Athlete**

An athlete who meets the eligibility standards established by the National Governing Body or Paralympic sports organization for the sport in which the athlete competes.

### **Amateur Organization Member**

Each Organization Member that is an “Applicable Entity” under Title II of the Sports Act as amended by the SafeSport Act<sup>18</sup> or other Organization Member with non-professional soccer programs.

## **Authority**

When one person's position over another person is such that, based on the totality of the circumstances, they have the power or right to direct, control, give orders to, or make decisions for that person. See also the Power Imbalance definition in the SafeSport Code.

## **Center**

The U.S. Center for SafeSport, an independent 501(c)(3) authorized pursuant to the Safe Sport Act, with jurisdiction over the USOPC and NGBs with regard to safeguarding amateur athletes against abuse, including emotional, physical and sexual abuse, in sports, and which has been further tasked with certain duties in the areas of education and outreach, policy development, and response and resolution.

## **Exceptions**

### **A Close-in-Age Exception**

This exception applies to certain policies and allows for In-Program Contact between an Adult Participant and a Minor Athlete if:

- a. The Adult Participant has no authority over the Minor Athlete; and
- b. The Adult Participant is not more than four years older than the Minor Athlete.

Note: This exception is different than the close-in-age exception in the SafeSport Code pertaining to misconduct.

### **Exceptions for Adult Participant Personal Care Assistants Working with a Minor Athlete**

- a. The Center for Center for SafeSport Core Abuse Prevention Training is required
- b. The Personal Care Assistant (PCA) must be in compliance with background check screening.
- c. The exception requires the written consent of the Minor Athlete's parent/guardian at least annually and may be withdrawn at any time.

### **Exceptions for Dual Relationships**

This exception applies to certain policies when the Adult Participant has a dual role or relationship with a Minor Athlete.

- a. The exception requires the written consent of the Minor Athlete's parent/guardian at least annually and may be withdrawn at any time.

### **In-Program Contact**

In-Program Contact includes sanctioned events and facilities, but it also applies more broadly to sport-related interactions. The MAAPP defines “In-Program Contact” as:

Any contact (including communications, interactions, or activities) between an Adult Participant and any Minor Athlete(s) related to participation in sport.

Examples of in-program contact include, but are not limited to: competition, practices, camps/clinics, training/instructional sessions, pre/post game meals or outings, team travel, review of game film, team- or sport-related relationship building activities, celebrations, award ceremonies, banquets, team- or sport-related fundraising or community service, sport education, or competition site visits.

### **Local Affiliated Organization**

A regional, state, or local club or organization that is directly affiliated with an NGB or that is affiliated with an NGB by its direct affiliation with a regional or state affiliate of said NGB. LAO does not include a regional, state, or local club or organization that is only a member of a National Member Organization of an NGB. *LAOs include all State Association members of U.S. Soccer, as well as their affiliated member associations, leagues and clubs. North Texas Soccer and all member organizations are LAOs.*

### **MAAPP**

The Center has developed the Minor Athlete Abuse Prevention Policies (MAAPP). The MAAPP is a collection of proactive prevention and training policies for the U.S. Olympic & Paralympic Movement. It has three primary components:

1. An Education & Training Policy that requires training for certain Adult Participants within the Olympic & Paralympic Movement;
2. Required Prevention Policies, focused on limiting one-on-one interactions between Adult Participants and Minor Athletes, that Organizations within the Olympic & Paralympic Movement must implement to prevent abuse;
3. Recommended Prevention Policies.

### **Minor Athlete**

Any athlete under 18 years of age who participates in, or participated within the previous 12 months in, an event, program, activity, or competition that is part of, or partially or fully under the jurisdiction of, an NGB, PSO, USOPC, **or LAO**, or any other Amateur Organization Member where athletes under the age of 18 participate. For the avoidance of doubt, for purposes of the North Texas Safe Soccer, “minor” expressly includes referees under the age of 18.

### **National Governing Body (NGB)**

A U.S. Olympic National Governing Body, Pan American Sport Organization, or Paralympic Sport Organization recognized by the United States Olympic Committee pursuant to the Ted Stevens Olympic and Amateur Sports Act, 36 U.S.C. §§ 220501-220529. *U.S. Soccer is a National Governing Body.*

### **Personal Care Assistant**

An Adult Participant who assists an athlete requiring help with activities of daily living (ADL) and preparation for athletic participation. This support can be provided by a Guide for Blind or visually impaired athletes or can include assistance with transfer, dressing, showering, medication administration and toileting. Personal Care Assistants are different for every athlete and should be individualized to fit their specific needs. When assisting a Minor Athlete, PCAs must be authorized (have written consent yearly) by the athlete's parent/guardian, be SafeSport trained, and be compliant with appropriate background check screening.

### **Regular Contact**

Ongoing interactions during a 12-month period wherein an Adult Participant is in a role of direct and active engagement with any Minor Athlete(s).

### **SafeSport Code**

Contains misconduct policies for individuals. However, violations of the MAAPP can violate the SafeSport Code, and violators can be sanctioned.



# ADDITIONAL RESOURCES

*The underlined title of each resource below is hyperlinked to that specific resource URL.*

## **SafeSport Code**

Contains misconduct policies for individuals. However, violations of the MAAPP can violate the SafeSport Code, and violators can be sanctioned.

## **2022 MAAPP AT-A-GLANCE**

An eight-page primer summarizing essential attributes of MAAPP scope and application, as well as important definitions.

## **2022 MAAPP Need to Know: For Parents**

This one-page document summarizes essential information about the MAAPP as it applies to parents of athletes affiliated with the U.S. Olympic and Paralympic Movement.

## **2022 MAAPP Need to Know: For Volunteers**

This one-page document summarizes essential information about the MAAPP as it applies to volunteers at events affiliated with the U.S. Olympic and Paralympic Movement.

## **Do I Need to Follow the U.S. Center for SafeSport's Education & Training Policy?**

This one-sheet flow chart outlines four key questions to help you determine whether the Education & Training Policy in the MAAPP applies to you.

## **2022 MAAPP Need to Know: For Personal Care Assistants**

This one-page document summarizes essential information about the MAAPP as it applies to personal care assistants for minor athletes affiliated with the U.S. Olympic and Paralympic Movement.

## **2022 MAAPP Need to Know: For Emergency Care Providers**

This one-page document summarizes essential information about the MAAPP as it applies to emergency care providers at sport events affiliated with the U.S. Olympic and Paralympic Movement.

## **2022 MAAPP Need to Know: For Coaches**

This one-page document summarizes essential information about the MAAPP as it applies to coaches in the U.S. Olympic and Paralympic Movement.

## **2022 MAAPP Need to Know: For Adult Athletes**

This one-page document summarizes essential information about the MAAPP as it applies to adult athletes in the U.S. Olympic and Paralympic Movement.

### **In-Program Contact**

This one-sheet document outlines how In-Program Contact is defined in the MAAPP, listing its three essential components, and outlining scenarios to help users assess whether certain interactions meet the In-Program Contact standard.

### **One-on-One Interactions Policy**

This one-sheet document outlines the application, requirements, and exceptions to the One-on-One Interactions Policy in the MAAPP, including answers to common questions.

### **Electronic Communications Policy**

This one-sheet document outlines the application, requirements, and exceptions to the Electronic Communications Policy in the MAAPP, including answers to common questions.

### **Transportation Policy**

This one-sheet document outlines the application, requirements, and exceptions to the Transportation Policy in the MAAPP, including answers to common questions.

### **Meeting and Training Sessions Policy**

This one-sheet document outlines the application, requirements, and exceptions to the Meeting and Training Sessions Policy in the MAAPP, including answers to common questions.

### **Athletic Training Modalities, Massages, and Rubdowns Policy**

This one-sheet document outlines the application, requirements, and exceptions to the Athletic Training Modalities, Massages, and Rubdowns Policy in the MAAPP, including answers to common questions.

### **Lodging Policy**

This one-sheet document outlines the application, requirements, and exceptions to the Lodging Policy in the MAAPP, including answers to common questions.

### **Locker Rooms and Changing Areas Policy**

This one-sheet document outlines the application, requirements, and exceptions to the Locker Rooms and Changing Areas Policy in the MAAPP, including answers to common questions.