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SnVYSA Safety Program Policies

Last revision date: April 1, 2025

1. Introduction

1.1 Objective

SnVYSA aspires to create a safe environment and a culture of open communication and mutual respect in which all participants feel safe and comfortable reporting concerns as required by this policy.

1.2 Requirements

As a member of Washington Youth Soccer, U.S. Youth Soccer and U.S. Soccer Federation, SnVYSA is required to adopt and institute the policies required by U.S. Soccer Federation Policy 212-3. This Policy states that all organizational members of U.S. Soccer Federation must maintain, as part of its risk management program, an athlete and participant safety program that includes the six (6) components listed below.

- a. Prohibited Conduct Policy
- b. Background Screening
- c. Education and Training
- d. Reporting
- e. Minor Athlete Abuse Prevention
- f. Enforcement

1.3 Application

These policies apply to all member participants of SnVYSA who are involved and engaged with any SnVYSA sanctioned activities, events, programs, or competition. All participants must respect and comply with SnVYSA policies and observe high standards of conduct and participate in establishing and maintaining such high standards.

1.4 Governance

These policies are adapted from the U.S. Center for SafeSport Code and SafeSport Minor Athlete Abuse Prevention Policies (MAAPP) and are intended to supplement and not replace any applicable state or federal laws governing behavior. In the event of any conflict between these policies and the SafeSport Code or the SafeSport Minor Athlete Abuse Prevention Policies (MAAPP), the SafeSport Code and MAAPP will govern. The most recent SafeSport Code and MAAPP can be found at:

<https://uscenterforsafesport.org/>

1.5 Definitions

- a. U.S. Center for SafeSport. The U.S. Center for SafeSport is an independent nonprofit 501 (c)(3) committed to building a sport community where participants can work and learn together free of emotional, physical and sexual abuse and misconduct
- b. SafeSport Code. The SafeSport Code outlines the overall standards for reporting and handling misconduct, defined as "Prohibited Conduct" below.
- c. Minor Athlete Abuse Prevention Policies (MAAPP). MAAPP focuses on proactive measures to prevent minor athlete abuse by setting guidelines for organizations and individuals to limit risky situations with minor athletes, essentially acting as a preventative layer within the broader SafeSport Code framework.

2. Prohibited Conduct-SafeSport Code

2.1 Sexual Misconduct

- a. SnVYSA prohibits nudity and any indecent exposure by any member or participant at any SnVYSA sanctioned events, activities, programs, and competitions.
- b. SnVYSA prohibits any 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. SnVYSA prohibits any member or participant from engaging in sexual contact without consent. Sexual contact is any intentional touching of a sexual nature, however slight, with any object or body part, by a person upon another person. Sexual contact includes but is not limited to:
 - i. kissing,
 - ii. intentional touching of the breasts, buttocks, groin, or genitals, whether clothed or unclothed, or intentionally touching of another with any of these body parts,
 - iii. making another touch themselves, the participant, or someone else with or on any of these body parts.
- d. SnVYSA prohibits any member or participant from engaging in Sexual Exploitation. Sexual Exploitation occurs when a participant purposely or knowingly, or attempts to:
 - i. allow(s) third parties to observe private sexual activity from a hidden location (e.g., closet) or through electronic means (e.g., live streaming of images) without consent of all parties involved in the sexual activity,
 - ii. Record(s) or photograph(s) private sexual activity or a person's intimate parts (including genitalia, groin, breasts, or buttocks) without consent of all parties in the recording or photo,
 - iii. Engage(s) in voyeurism (e.g., watching private sexual activity or viewing another person's intimate parts when that person would have a reasonable expectation of privacy), without consent of all parties being viewed,
 - iv. Disseminate(s), show(s), or post(s) content depicting private sexual activity or a person's intimate parts (including genitalia, groin, breasts, or buttocks) without prior consent of the person depicted, referenced, or involved in the content,
- e. SnVYSA prohibits the possession of any sexually oriented materials to include, but not limited to, magazines and videos while participating at any sanctioned program, event, activity and competition.
 - i. An adult participant violates the SafeSport Code by intentionally exposing a minor to content or imagery of a sexual nature, including but not limited to, pornography, sexual comment(s), sexual gestures, or sexual situation(s).

2.2 Physical Misconduct

SnVYSA prohibits physical, verbal, and emotional misconduct. The following definitions describe prohibited conduct:

- a. Physical Misconduct is any intentional contact or non-contact behavior that causes, or reasonably threatens to cause, physical harm to another person.
- b. Physical Misconduct does not include conduct reasonably accepted as part of sport or conduct reasonably accepted as part of the participants participation in sport. (For example, hitting, punching, and kicking are well-regulated forms of contact in combat sports, but have no place in non-combat sports such as swimming.)
- c. Physical misconduct may include, without limitation:
 - i. punching, beating, biting, striking, strangling, or slapping another.
 - ii. intentionally hitting another with objects, such as sporting equipment.
 - iii. encouraging or knowingly permitting a minor athlete to return to play prematurely following a serious injury (e.g. concussion) and without the clearance of a medical

- professional.
- d. Noncontact violations include:
 - i. isolating a person in a confined space, such as locking an athlete in a small space.
 - ii. forcing an athlete to assume a painful stance or position for no athletic purpose (e.g., requiring an athlete to kneel on a harmful surface).
 - iii. withholding, recommending against, or denying adequate hydration, nutrition, medical attention or sleep; iv.) providing alcohol to a person under the legal drinking age; providing illegal drugs or non-prescribed medications to another.
 - e. SnVYSA prohibits members and participants from engaging in any other form of physical contact with and between minor athletes.
 - f. Criminal Conduct includes any act or conduct described as physical abuse or misconduct under federal or state law (e.g., child abuse, child neglect, assault).

2.3 Verbal Misconduct

Verbal misconduct is any objectively inappropriate use of language aimed at another person that a reasonable person would find degrading or threatening. Repeatedly and excessively verbally assaulting or attacking someone personally in a manner that serves no productive training or motivational purpose.

2.4 Emotional Misconduct

Emotional misconduct is any conduct that is objectively and reasonably deemed to have caused harm to another person's psychological or intellectual functioning, which may be exhibited by emotional damage such as severe anxiety, depression, withdrawal, or aggression. When an act qualifies as Emotional Misconduct it is by objective behaviors, and not whether harm is intended or results from the behavior. Emotional Misconduct includes, but is not limited to:

- a. Verbal Acts: acts that involve repeated and excessive verbal assaults or attacks against someone personally in a manner that serves no productive training or motivational purpose.
- b. Physical Acts: acts that involve repeated or severe physically aggressive behaviors, including but not limited to, throwing sport equipment, water bottles or chairs at or in the presence of others, punching walls, windows or other objects.
- c. Acts that Deny Attention or Support: acts that involve ignoring or isolating a person for extended periods of time with the intent to deny attention or support, including routinely or arbitrarily excluding an athlete from practice.
- d. Stalking: occurs when a person purposefully engages in a course of conduct directed at a specific person and knows or should know that the course of conduct would cause a reasonable person to
 - i. fear for their safety,
 - ii. fear for the safety of a third person, or
 - iii. experience substantial emotional distress.
 - iv. Stalking also includes "cyber-stalking," wherein a person stalks another using electronic media, such as the internet, social networks, blogs, cell phones, texts, or other similar devices or forms of contact.
- e. Criminal Conduct: any act or conduct described as emotional abuse or misconduct under federal or state law (e.g. child abuse, child neglect).

2.5 Child Abuse, Including Child Sexual Abuse

Child abuse is prohibited. Child abuse is defined as the physical or mental injury, sexual abuse or exploitation, or negligent treatment of a child.

- a. Mental injury means harm to a child's psychological or intellectual functioning which may be exhibited by severe anxiety, depression, withdrawal or outward aggressive behavior, or a combination of those behaviors, which may be demonstrated by a change in behavior, emotional response, or cognition.

- b. Child sexual abuse 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 whether the child understands the sexual nature of the activity.

2.6 Bullying

SnVYSA prohibits 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. Bullying Behavior is repeated or severe behavior(s) that are:

- a. aggressive
- b. directed at a minor, and
- c. intended or likely to hurt, control, or diminish the minor emotionally, physically, or sexually.
- d. Bullying-like behaviors directed at adults are addressed under other forms of misconduct, such as Hazing or Harassment.
- e. Petty slights, minor inconveniences, and lack of good manners do not constitute Bullying Behavior unless the slights, inconveniences, or lack of manners, when taken individually or in combination and under the totality of the circumstances, meet the standards set forth above.
- f. Bullying Behavior may include, without limitation, repeated or severe:
 - i.) Physical: Hitting, pushing, punching, beating, biting, striking, kicking, strangling, slapping, spitting at, or throwing objects (such as sporting equipment) at another person.
 - ii.) Verbal: Ridiculing, taunting, name-calling, or intimidating or threatening to cause someone harm.
 - iii.) Social: including cyberbullying. Use of rumors or false statements about someone to diminish that person's reputation; using electronic communications, social media or other technology to harass, frighten, intimidate or humiliate someone; socially excluding someone and asking others to do the same.
- g. Criminal Conduct: Bullying Behavior includes any conduct described as bullying under federal or state law.

2.7 Harassment

- a. SnVYSA prohibits members and participants from engaging in any repeated and/or severe unwelcome physical or verbal conduct or any written, pictorial, or visual communication that:
 - i. Causes fear, humiliation, or annoyance,
 - ii. Offends or degrades,
 - iii. Reflect discriminatory bias in an attempt to establish dominance, superiority, or power over an individual or group based on gender, age, race, ethnicity, sexual orientation, gender identity and expression, religion, national origin, or mental or physical disability, or any act or conduct described as harassment under federal or state law, or
 - iv. Creates a hostile environment (as defined herein)
- b. A "hostile environment" exists when the conduct or communication is sufficiently severe, persistent, and/or pervasive such that it does or is likely to interfere with, limit, or deprive any individual of the opportunity to participate in any employment, education, or sports program, event, or activity. Conduct or communications must be deemed a hostile environment from both a subjective and objective perspective.
- c. Subjectively hostile environment - From the perspective of the claimant, the environment was perceived as hostile (e.g. informing someone else about the alleged conduct is sufficient to establish subjective hostility – the claimant felt the conduct was sufficiently hostile it merited telling someone about it). The fact that an individual tolerated, participated in, or seemed agreeable or unaffected in the past is not dispositive.
- d. Objectively hostile environment – The conduct or communication(s) must create an environment a reasonable person in the claimant's position would find hostile.
- e. Whether a hostile environment exists depends on the totality of known circumstances, including,

but not limited to:

- i. The severity and frequency of conduct or communication(s), recognizing that a single incident may rise to the level of harassment,
 - ii. Whether the conduct or communication(s) was threatening,
 - iii. The effect of conduct or communication(s) on the claimant's mental or emotional state,
 - iv. Whether the conduct or communication(s) was directed by or at more than one person,
 - v. Whether the conduct or communications(s) arose in the context of other discriminatory conduct,
 - vi. Whether the conduct or communication(s) reflects stereotypes about an individual or group of similarly situation individuals.
 - vii. Whether the conduct unreasonably interfered with any person's participation in education, work, or sports programs or activities.
 - viii. Whether a Power Imbalance exists between the individual alleged to have engaged in harassment and the individual alleging the harassment,
 - ix. Any use of epithets, slurs, or other conduct or communication(s) that is humiliating, offensive, or degrading,
- f. Purported Consent by the person subjected to Harassment is not a defense, regardless of the person's perceived willingness to cooperate or participate.
- g. Conduct may not rise to the level of Harassment if it is:
- i. Inadvertently saying or doing something hurtful,
 - ii. Purposefully saying or doing something hurtful, but not as part of a pattern of behavior,
 - iii. Arising from conflict or struggle between people who perceive they have incompatible views and/or positions.
 - iv. Petty slights, minor inconveniences, lack of good manners do not constitute harassment unless the slights, inconveniences, or lack of manners when taken individually or in combination and under the totality of the circumstances, meet the standards set forth above.

2.8 Hazing

SnVYSA prohibits members and participants from engaging in any activity that is a form of hazing such as coercing, requiring, forcing, or willfully tolerating any humiliating, unwelcome, or dangerous activities at any SnVYSA sanctioned program, event, activity or competition.

- a. Hazing is any conduct that is intended or likely to subject another person, whether physically, mentally, emotionally, or psychologically, to anything that may endanger, abuse, humiliate, degrade, or intimidate the person as a condition of joining or being socially accepted by a group, team, or organization.
- b. Hazing also includes hazing related to gender, sexual orientation, gender identity, or gender expression.
- c. Hazing includes but is not limited to:
 - i. Contact Acts: Tying, taping, or otherwise physically restraining another person; beating, paddling or other forms of physical assault.
 - ii. Noncontact Acts: Requiring or forcing the consumption of alcohol, illegal drugs or other substances, including participation in binge drinking and drinking games; personal servitude; requiring social actions (e.g., wearing inappropriate or provocative clothing) or public displays (e.g., public nudity) that are illegal or meant to draw ridicule; excessive training requirements demanded of only particular individuals on a team that serve no reasonable or productive training purpose; sleep deprivation; otherwise unnecessary schedule disruptions; withholding of water or food; restrictions on personal hygiene.
 - iii. Criminal Acts: Any act or conduct that constitutes hazing under applicable federal or state law.
- d. Purported Consent by the person subjected to Hazing is not a defense, regardless of the person's perceived willingness to cooperate or participate.
- e. Hazing does not include group or team activities that:
 - i. are meant to establish normative team behaviors,
 - ii. or promote team cohesion.

3. Background Screening

- a. SnVYSA requires all board members, employees, volunteers, and players 18 years of age and older who are participating in SnVYSA sanctioned activities and will have Regular Contact with minor athletes or Authority over minor athletes to complete a background check annually before they may interact, engage, or participate with minor athletes in any SnVYSA organized and supervised program, event, activity, or competition.
- b. The background screening requirement is an important step in keeping minor athletes safe and SnVYSA takes this requirement very seriously. Any board member, employee, volunteer, or player 18 years of age or older found to be in violation of this policy requirement, may be suspended or removed from SnVYSA following a review and investigation by the SnVYSA Disciplinary Committee.

4. Education and Training – MAAPP

SnVYSA requires all board members, employees, volunteers, and players 18 years and older who will be participating in SnVYSA sanctioned activities and will have regular contact with minor athletes or authority over minor athletes to complete the Safe Sport training annually before they may interact, engage, or participate with minor athletes in any SnVYSA organized and supervised program, event, activity, or competition.

4.1 SafeSport Training for Adults

- a. SafeSport Core Course Training
Adult participants must complete the SafeSport Core Course training before Regular Contact with a minor amateur athlete, or within the first 45 days of either member registration or upon beginning a new personnel role with SnVYSA subjecting the adult to this policy, whichever comes first.
 - i. Regular Contact is defined as ongoing interactions during a 12-month period wherein an adult participant is in a role of direct and active engagement with any minor amateur athlete(s).
 - ii. Authority is defined as 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.
- b. Refresher Training
The above-listed adult participants must complete a SafeSport refresher course every 12 months, beginning the calendar year after completing the SafeSport® Trained Core Course. Every four years, adult participants will be required to complete the SafeSport® Trained Core Course training.
- c. Minor Athletes who become adult athletes.
All athletes that turn 18 and meet the threshold of Regular Contact or Authority must complete the SafeSport Core training, and must comply with the MAAPP, including its abuse prevention policies.

4.2 SafeSport Training for Minor Athletes and Parents

SnVYSA will offer and provide minor athletes and parents the U.S. Center for SafeSport's minor athlete and parent training every 12 months. The minor athlete training is subject to parental consent. The youth training and parent training courses are located at safesporttrained.org. SnVYSA will track the following:

- i. Description of the training
- ii. The date the training was offered, and
- iii. A description of how the training was offered.

5. Mandatory Reporting Obligations

The reporting obligations in this section are triggered when a mandatory reporter becomes aware of “facts that give reason to suspect” a child has suffered an incident of child abuse. The SafeSport Act includes qualified immunity for good faith reports. SnVYSA urges all mandatory reporters to refrain from judging or evaluating the credibility of such allegations.

A “Mandatory Reporter” is an adult who is authorized to interact with minor athletes; this includes coaches, volunteers, staff, trainers, and administrators, essentially anyone with regular contact with minor athletes.

5.1 Abuse of Process and Aiding and Abetting

- a. Abuse of Process. Abuse of process is prohibited and is defined as interfering with the U.S. Center for SafeSport’s (the Center’s) process by:
 - i. Falsifying, misrepresenting, concealing, or destroying information,
 - ii. Attempting to discourage a person’s participation in the Center’s process,
 - iii. Publicly disclosing a claimant’s (or victim’s) information,
 - iv. Failing to comply with a temporary measure or other sanction,
 - v. Distribution or publicizing material created or produced by the Center except as expressly permitted by the Center, or
 - vi. Having another person complete any Center required training for them.
- b. Aiding and Abetting. Aiding and Abetting is prohibited. Aiding and Abetting is defined as:
 - i. Knowingly assisting, in any way, the commission of prohibited conduct under this policy, or
 - ii. Allowing any person who has been suspended or ruled ineligible by the U.S. Center for SafeSport to participate in any capacity with SnVYSA.

5.2 Reporting to Law enforcement and the U.S. Center for SafeSport

- a. Any allegation of child abuse, including child sexual abuse must be reported within 24 hours to:
 - i. Local law enforcement, and any other agency as required by state law, and
 - ii. The U.S. Center for SafeSport, at <https://uscenterforsafesport.org/report-a-concern/> or by calling 833-587-7233.
 - iii. Failure to promptly report suspected child abuse to law enforcement authorities may constitute a violation of federal law and, in any event, constitute a violation of this policy.
- b. SnVYSA would like to be informed of any allegations of child abuse within its association to ensure they have been reported promptly to local law enforcement and to ensure that a report is filed with the U.S. Center for SafeSport.
- c. SnVYSA complies with all laws requiring a person to make a report to appropriate law enforcement agencies.

5.3 Reporting to the U.S. Center for SafeSport

The following allegations must be reported within 24 hours to the U.S. Center for SafeSport, at <https://uscenterforsafesport.org/report-a-concern/> or 833-587-7233.

- a. Sexual misconduct
- b. Retaliation
- c. Abuse of Process
- d. Aiding and Abetting

5.4 Reporting to SnVYSA

- a. All other allegations of prohibited misconduct under this policy must be reported to SnVYSA’s

- online reporting tool.
- b. In the event SnVYSA receives a report to the online reporting tool that implicates a reporting obligation, SnVYSA will make the report directly to the U.S. Center for SafeSport.
- c. SnVYSA member participants are encouraged to raise concerns to coaches, referees, administrators, and team staff.
- d. Reports may be made anonymously, and there is no cost or fee associated with making a report.
- e. SnVYSA encourages reporters to self-identify so that we may have the best opportunity to follow up and ensure that the concern has been addressed.
- f. All reports of misconduct will be managed with confidentiality and free of conflicts of interest by all SnVYSA personnel involved in the investigation.
- g. SnVYSA takes all reports of inappropriate behavior or suspicions of abuse seriously.

5.5 Retaliation

Retaliation against individuals making good faith reports of misconduct or participating in an investigation of a report of misconduct under this policy, is expressly prohibited before, during or after the response and resolution process. Retaliation means any adverse action, or threat to take an adverse action, including, but not limited to threatening, intimidating, harassing, coercing, or any other action or conduct with the potential effect of dissuading a reasonable person from reporting under this policy or participating in the investigation of a report.

- a. Misconduct related to reporting is defined as:
 - i. Failing to report allegations to the U.S. Center for SafeSport or to law enforcement, or
 - ii. Filing a knowingly false allegation that someone engaged in prohibited conduct.

6. Minor Athlete Abuse Prevention Policies - MAAPP

6.1 One-on-One Interactions

- a. Observable and interruptible. All one-on-one interactions must be observable and interruptible except in emergency situations.
 - i. 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.
 - ii. Isolated, one-on-one interactions between minors and an adult (who is not the minor's legal guardian) are prohibited, except under emergency circumstances.
- b. Meetings.
 - i. 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.
 - ii. 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.
 - i. Individual training sessions between adults and minors are permitted if the training session is observable and interruptible by another adult.
 - ii. The adult must obtain the written permission of the minor's legal guardian in advance of the individual training session.
 - iii. Parents, guardians, and other caretakers must be allowed to observe the training session.
 - iv. Permission for individual training sessions must be obtained at least annually.
- d. Emergency Situations.
 - i. This exception applies to all required MAAPP policies for situations where an adult participant must violate the requirement(s) of the MAAPP due to an emergency. Adult

participants must carefully consider whether specific circumstances meet the threshold of “emergency.”

- ii. Adult participants should document emergency situations, so they are on file with SnVYSA as documented.
- e. Close-in-age Exception.
 - i. The purpose of this exception is to allow for continued relationships among athletes on the same team.
 - ii. This exception allows for one-on-one In-Program contact between an Adult participant and a Minor athlete if: i.) The Adult Participant has no authority over the Minor Athlete; and ii.) The Adult Participant is not more than 4 years older (determined by birth date) than the Minor Athlete.
 - iii. **Note:** This exception is different than the close-in-age exception in the [SafeSport Code](#) pertaining to misconduct.

6.2 Massages and rubdowns

- a. Licensed, certified professional
 - i. Any massage or rubdown performed by an adult on a minor athlete is prohibited unless such an adult is a licensed massage therapist.
 - ii. Any massage or rubdown by a licensed professional must be conducted in an open and interruptible location.
 - iii. Any massage or rubdown must be performed with the Minor Athlete fully or partially clothed, ensuring that the breasts, buttocks, groin, or genitals are always covered.
 - iv. The manual therapy provider must narrate the steps in the modality before taking them, seeking assent of the Minor Athlete throughout the process.
 - v. 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.
 - vi. Even if the coach is a licensed massage therapist, the coach will not perform a rubdown or massage of an athlete under any circumstances.
 - vii. The manual therapy provider must obtain the written permission of the minor’s legal guardian in advance of the massage therapy at least annually.

6.3 Locker rooms, restrooms and changing areas

- a. Observable and Interruptible. Adult participants must ensure that all In-Program contact with Minor Athlete(s) in a locker room, changing area, or similar space where Minor Athlete(s) are present is observable and interruptible, unless an exception exists.
- b. Use of recording devices.
 - i. Use of any device’s (including a cell phone) recording capabilities, including voice recording, still cameras and video cameras in locker rooms, rest rooms, changing areas, or similar spaces is prohibited.
 - ii. Exceptions may be made for media and championship celebrations, provided that such expectations are approved in advance and two or more adults are present.
- c. Undress.
 - i. 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.
 - ii. Adult Participants must not shower with Minor Athletes.
 - iii. Exception: If the adult participant meets the Close-in-Age Exception; or the shower is part of a pre- or post-activity rinse while wearing swimwear.
- d. Isolated one-on-one interactions.
 - i. At no time are adults unrelated to minor(s) permitted to be alone with a minor in a locker room, rest room, or changing area except under emergency circumstances.
- e. Monitoring.

SnVYSA will regularly and randomly monitor the use of locker rooms, rest rooms and changing areas at facilities under SnVYSA jurisdiction to ensure compliance with these policies.

f. Non-exclusive facility.

If SnVYSA 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.

6.4 Social media and electronic communications

a. Content.

- i. "Social Media Misconduct" is the use of rumors or false statements about someone to diminish that person's reputation using electronic communications. It includes, but is not limited to, the use of social media or other technology to harass, frighten, intimidate, humiliate and/or socially exclude someone, and/or asking others to do the same.
- ii. All electronic communication originating from participating adults to amateur athletes who are minors must be professional in nature and should generally be group-based and should always be readily available to share with the athlete's family, the Club, and SnVYSA.

b. Open and transparent.

- i. If a participating adult needs to communicate directly with a minor amateur athlete via electronic communications, another participating adult or the minor's legal guardian will be copied.
- ii. 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.
- iii. A participating adult communicating electronically to the entire team will copy another participating adult.
- iv. Minor amateur athletes may "friend" the organization's official page.

c. Prohibited electronic communications

- i. Participating adults are not permitted to communicate privately via electronic communications with minor amateur athletes, except under emergency circumstances [See Appendix A for-Emergency Exceptions].
- ii. Participating adults are not permitted to "private message," "instant message," "direct message", or send photos via any social media platform such as "Snapchat or Instagram" to a minor athlete privately.
- iii. 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 minor amateur athletes and existing social media connections with minor amateur athletes must be discontinued.

d. Request to discontinue.

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

6.5 Local travel

a. Transportation

- i. SnVYSA does not arrange for local travel of its participants.
- ii. Participating adults must not ride in a vehicle alone with an unrelated minor athlete unless i.) it is an emergency circumstance, ii.) the adult participant has received advance written consent from the minor's parent/legal guardian to transport the minor athlete, or iii.) there is another adult participant in the vehicle or at least two minor athletes who are at least 8 years of age.
- iii. Any transportation that is authorized or funded by SnVYSA must have advance written consent from a Minor Athlete's parent/guardian at least annually.

6.6 Team travel

- a. Team/competition travel.
 - i. When only one participating adult and one minor athlete travel to a competition, the minor athlete must have his/her legal guardian's advance written permission each time the minor athlete is to travel alone with the participating adult.
- b. Hotel rooms.

Participating adults will not share a hotel room or other sleeping arrangement with a minor athlete unless:

 - i. the participating adult is the legal guardian, sibling, or is otherwise related to the minor athlete) or
 - ii. the minor athlete's parent/legal guardian has provided SnVYSA or the Adult Participant with advance, written consent for each specific lodging arrangement.
 - iii. Written consent from a Minor Athlete's parent/guardian must be obtained for all In-Program lodging at least annually.
 - iv. Hotel rooms.
- c. Monitoring or Room Checks During In-Program Travel.

If the team performs room checks during In-Program lodging, the one-on-one interaction policy must be followed and at least two adults must be present for the room checks.
- d. Meetings.
 - i. Meetings will be conducted consistent with SnVYSA's policy for one- on-one interactions – i.e., any such meeting shall be observable and interruptible.
 - ii. Meetings will not be conducted in a hotel room.

7. Enforcement

- a. These policies apply to all member participants of SnVYSA who are involved and engaged with any SnVYSA sanctioned activities, events, programs, or competition.
- b. All participants must respect and comply with SnVYSA policies and observe high standards of conduct and participate in establishing and maintaining such high standards.
- c. Any violation of these policies will be subject to disciplinary action by the SnVYSA Disciplinary Committee.
 - i. If any member of the SnVYSA Disciplinary Committee is found to have a Conflict of Interest, that person will be recused from participation in the investigation.
 - ii. All allegations of misconduct will be treated fairly by the SnVYSA Board and participants investigating the allegations will be free of bias and conflicts of interest.
- d. The member participant reporting the complaint of misconduct will have the right, if they so choose, to appeal any final decision of the SnVYSA Disciplinary Committee pursuant to U.S. Soccer Bylaw 704.

APPENDIX A EMERGENCY EXCEPTIONS

Determining Emergency Exceptions

When a situation arises that is out of the control of Adult Participants, it's important to assess if the emergency exception applies. First, Adult Participants should ask the following questions to determine if a situation is an emergency that warrants an exception.

1. Is there a threat to safety? Is anyone in danger?
2. Is someone injured? Does that injury require immediate care?
3. Is the Adult Participant able to remedy the situation while still following the Required Prevention Policies?
4. Is the Adult Participant able to contact another Adult Participant or the Minor Athlete's parent or guardian safely and reasonably to avoid a one-on-one interaction? This can be done in person or electronically.

Emergency Examples

1. **Dangerous or unexpected weather**
 - a. After practice, a coach is waiting in his car for all the athletes to be picked up. While waiting for the last Minor Athlete to be picked up, a strong storm rolls into the area. To shield the Minor Athlete from the storm, the coach has the Minor Athlete come sit in the car. To mitigate the situation, he contacts the parents via phone while waiting to let them know the Minor Athlete is sitting in his car due to the storm. He stays in the line with them until they arrive.
2. **Injuries**
 - a. A Minor Athlete is injured during an event and must be transported to the nearest hospital. The Minor Athlete's parents are not at the event. The coach calls the parents to tell them about the injury and that they will be taking the athlete to the hospital.
 - b. A Minor Athlete is injured during practice and must be treated on-site in an area that is not easily observable and interruptible. The injury requires immediate care by the on-site athletic trainer.
3. **Unexpected events and last-minute changes**
 - a. During practice or an event, a Minor Athlete's parent has a car accident and cannot come to pick up their child. The parent contacts the coach, explains the situation, and asks for the coach to bring that Minor Athlete home.
 - b. Practice location or event start time has changed at the last minute. The team manager calls the Minor Athlete to be sure they get the message that the practice location changed.
 - c. A Minor Athlete is travelling unaccompanied to a foreign country for a national team event. The Minor Athlete calls their coach about a concern with their travel. The coach, to ensure the athlete is safe, answers the call to discuss the concern with the athlete.
4. **Threat to personal safety or reporting a concern**
 - a. A Minor Athlete emails an Adult Participant about potential physical abuse that is happening in their home. They request that the Adult Participant not mention this

information to anyone else. In this situation, the Adult Participant does not need to copy another Adult Participant in their response. The Adult Participant will have to follow all the mandatory reporting requirements and any other organizational requirements about Minor Athlete abuse.

- b. A Minor Athlete calls an Adult Participant because of an unplanned, serious event. Examples include an accident, weather emergency, suicidal thoughts or behavior, or reporting abuse. In this situation, the Adult Participant should stay on the call as long as needed to ensure the safety of the Minor Athlete. The Adult Participant should follow the organization's emergency protocol. They should also be sure to contact the proper individual at the organization or authorities.

Best practices for participants to manage emergencies

1. Narrate or explain the steps you take to the Minor Athlete when assisting with an emergency.
2. Call or contact the Minor Athlete's parent or guardian to explain the situation if appropriate.
3. Contact your organization as soon as possible to document the emergency circumstances and all steps taken.
4. If you are one-on-one with a Minor Athlete, you should ensure that interactions are observable and interruptible as soon as you are able to, and it is safe to do so.
5. If an athlete comes to you to report abuse, remember to listen. Gather the information, provide appropriate support, and immediately make a report. Then, document this emergency circumstance as required by your organization.

Documenting Emergency Exceptions

Adult Participants should always document emergency situations according to their organization's protocol. When documenting emergencies, consider including the following:

1. Times, locations, and activities impacted by the emergency, and individuals involved.
2. What caused the emergency exception (weather, injury, etc.).
3. What steps did you take during the emergency.
4. Steps you took to follow the Required Prevention Policies (if able).
 - a. » E.g., Narrated steps taken to Minor Athlete, called parents to stay on the line while transporting athlete, etc.
5. Outcomes and steps you took after the emergency.