

EYSA Safe Soccer Framework

and Handbook, adapted from U.S. Soccer Safe Soccer Framework

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I. INTRODUCTION: PROMOTING SAFE SOCCER

Eastside Youth Soccer Association and EYSA Member Clubs (EYSA and Member Clubs) support U.S. Soccer's mission to make soccer the preeminent sport in the United States. To that end, EYSA has adopted the applicable portions the U.S. Soccer Safe Soccer Framework in the EYSA Safe Soccer Framework to institute the policies and processes required by USSF Policy 212-3 and in compliance with the mandatory reporting requirements of the Safe Sport Act. By doing so, EYSA has adopted a foundation from which all participants in the soccer community in EYSA's geography, be they athletes, coaches, referees, administrators or volunteers, play an active role in creating an environment free from emotional, physical or sexual abuse. The U.S. Soccer Safe Soccer Framework is a comprehensive program of policies and process, screening, education and training, reporting, monitoring and enforcement designed to help participants detect and report abuse, respond to it, and prevent future occurrences.

The EYSA Safe Soccer Framework contained herein may be amended from time to time by vote of the EYSA Board of Directors. EYSA Member Clubs may adopt more restrictive policies at their option but are otherwise bound by this policy unless expressly exempted.

A. REPORTING CONCERNS

U.S. Soccer and EYSA have zero tolerance for abuse or misconduct. As part of the Safe Soccer Framework, U.S. Soccer encourages a culture of respect and open communication in which all participants feel comfortable reporting concerns, whether the concerns involve suspected abuse or any other misconduct. EYSA Participants are encouraged to raise concerns to coaches, referees, team administrators and EYSA or EYSA Club Member staff. In addition, we encourage you to use the EYSA and EYSA Member Club "**EYSA Hotline**" reporting site to share and document concerns (<http://www.eysa.org/home.php?layout=10796081>, this is a no-login-service) or by calling **425-395-4480**.

If you are not able to contact a member of EYSA or Member Club Staff, or the EYSA Hotline, as a last resort you may contact the U.S. Soccer Integrity Hotline www.ussoccer.com/integrity-hotline or by calling **(312) 528-7004**

See page 14 ,Section II B, "Reporting Suspected Child Abuse to Law Enforcement" if you need any clarification of what must be reported on.

FYI: If you are a coach or volunteer who has been through the "Background check" or "RMA" process to work with players, you are what is known as a "Covered Personnel" (in this document) which is also known as a "Mandatory Reporter" in the **Safe Sport Act**.

If the information you have concerns potential child abuse you must contact Law Enforcement directly within 24 hours of becoming aware of the information – before contacting EYSA.

If you are a “Mandatory Reporter”, please do not make an anonymous report to Law Enforcement: Making an anonymous report does not meet the requirement that you report within 24 hours. EYSA would also like to know of your information and that you have reported it to Law Enforcement (and if you have reported directly to SafeSport already) .

Reports submitted to the EYSA Hotline will be handled as discreetly as possible. In the event EYSA receives a report to the online reporting tool that implicates a reporting obligation (see “Reporting Suspected Child Abuse to Law Enforcement ” on Page 13), we will make the report directly and/or work with you to make the report.

U.S. Soccer and WYSA do not tolerate retaliation of any kind. No individual who makes a good faith report will be subject to retaliation, including harassment, or any adverse employment consequence, as a result of making a report.

B. HOW TO USE THIS HANDBOOK

This EYSA Handbook documents EYSA Safe Soccer Framework and aligns with the U.S. Soccer’s Safe Soccer Framework Handbook and is incorporated by reference into EYSA’s Operating Policies. It provides the guiding policies applicable to all EYSA and EYSA Member Club controlled programs implicating the safety of minor athletes, which includes:

- EYSA and EYSA Member Club Soccer Board members, employees, and administrative contractors and Directors of Coaching
- All Youth Participants in EYSA Programs for Microsoccer, Modified, Recreational, Select and Premier Teams, including Development Academy teams (which fall under U.S. Soccer oversight)
- Non-team based Clinics and camps (including futsal) organized by EYSA or EYSA Member Clubs

This Handbook is not an exclusive statement of all policies applicable to these programs, which may implement additional policies and procedures specific to their operations. In addition, although this Handbook focuses in many areas on concerns unique to minor athletes, the policies in this Handbook are applicable to and designed to protect athletes of all ages. This Handbook is not intended to, and does not, alter or amend the terms of employment for any at will employees who are Covered Personnel.

C. Who is Covered by this Handbook / Covered Personnel

All policies in this Handbook apply to any individual designated as “Covered Personnel”¹ for Eastside Youth Soccer Association (EYSA) for purposes of jurisdiction of the U.S. Center for SafeSport, meaning **adults authorized by EYSA to have regular contact with or authority over an amateur athlete who is a minor, or to manage or oversee the training, selection and assignment of personnel or volunteers in regular contact with or authority over an amateur athlete who is a minor.** In addition, where noted, certain policies apply to adults at a facility operating under EYSA’s jurisdiction. All Covered Personnel are also Mandatory Reporters under the “Safe Sport Act” (see page 13 section II B).

For EYSA, “Covered Personnel” are:

	Includes:	Does not Include:
EYSA and EYSA Member Club Staff and contractors with access to athletes	<ul style="list-style-type: none"> • Employees, administrative Contractors and administrative volunteers at the Association or Club level for EYSA and EYSA Member Clubs • EYSA Referee Assignors • EYSA Board Members and Board Members of EYSA Member Clubs • Directors of coaching or similar roles 	<ul style="list-style-type: none"> • Referees grades 5-15 (state, amateur and youth), assigned by EYSA Referee Assignors
Individuals who are authorized by EYSA to have regular contact with/authority over minor athletes/ participants	<ul style="list-style-type: none"> • Contracted Clinicians and contracted Technical resources • Contracted coaches and trainers aligned to specific teams • Team volunteers (e.g. Coaches, Assistant Coaches, Team Managers , Team Treasurers, chaperones) 	<ul style="list-style-type: none"> • Parents or guardians and relatives of players not engaged as team volunteers in regular contact with minor athletes / participants

Although EYSA’s Member Clubs are not currently directly subject to the jurisdiction of the U.S. Center for SafeSport, EYSA’s Bylaws and Policies require its members to conform with Washington Youth Soccer’s risk management program.

D. STATEMENT ON YOUTH REFEREE SAFETY

The abuse and assault of referees is expressly prohibited by U.S. Soccer Policy 531-9, but a particular note is required regarding referees who are also minors. Without limiting the foregoing, wherever a policy in this Handbook includes protections for minor athletes or other participants, they should also be read as protecting any referee under the age of 18.

¹ The definition of “Covered Personnel” for purposes of determining who is covered by this Guide should not be confused with the definition of a “Covered Individual” obligated to report child abuse under the Safe Sport Act. Please see the Section below entitled, “Reporting Suspected Child Abuse to Law Enforcement on page13 for more information.

Youth Referees are trained game officials, and many are experienced players, but they are minor participants nonetheless and are therefore entitled to all of the protections extended to minor athletes by the Safe Soccer Framework.

E. THE U.S. CENTER FOR SAFESPORT

The U.S. Center for SafeSport (the “Center”) is an independent 501(c)(3) organization that receives funding from the U.S. federal government, the USOC, the 50 NGBs (including U.S. Soccer), as well as a number of third-party individuals and organizations.

Pursuant to USOC Policy, the U.S. Center for SafeSport maintains exclusive authority over: (a) actual or suspected sexual misconduct by U.S. Soccer Covered Personnel (and those covered personnel of other NGBs); and (b) misconduct that is reasonably related to an underlying allegation of sexual misconduct by Covered Personnel. Exclusive authority means: (y) only the Center will investigate and manage any related hearing involving sexual misconduct and (z) neither U.S. Soccer, the USOC nor any Covered Personnel will conduct its own investigation or arbitration with respect to possible sexual misconduct. In 2018, the Safe Sport Act amended the Ted Stevens Olympic and Amateur Sports Act to codify this jurisdiction, authorizing the Center to “serve as the independent national safe sport organization and...exercise jurisdiction over the corporation, each national governing body, and each Paralympic sports organization with regard to safeguarding amateur athletes against abuse, including emotional, physical, and sexual abuse, in sports.”

The Safe Sport Act further authorizes the Center to:

1. maintain an office for education and outreach that shall develop training, oversight practices, policies, and procedures to prevent the abuse, including emotional, physical, and sexual abuse, of amateur athletes participating in amateur athletic activities through national governing bodies and Paralympic sports organizations;
2. maintain an office for response and resolution that shall establish mechanisms that allow for the reporting, investigation, and resolution of alleged sexual abuse in violation of the Center’s policies and procedures; and
3. ensure that the mechanisms provide fair notice and an opportunity to be heard and protect the privacy and safety of complainants.

In addition to the U.S. Soccer Integrity Hotline, reports may also be made to the Center for SafeSport, including on an anonymous basis, by visiting www.safesport.org and selecting the “Report a Concern” link, or by calling (720) 531-0340.

II. Framework Policies

A. Prohibited Conduct Policy

This Policy applies to all EYSA “Covered Personnel” as defined in the Section above entitled, “Who is Covered by this Handbook” on page 7, as well as conduct by any subcontractor, supplier, customer or third party and their employees in their dealings with EYSA employees.

EYSA 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, EYSA 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.

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

1. Harassment

Harassment consists of unwelcome conduct, whether verbal, physical or visual, that is based upon a person’s protected status. EYSA 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.

2. Sexual Harassment

Sexual harassment deserves special mention. 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.

EYSA prohibits managers and supervisors from threatening or insinuating, either explicitly or implicitly, that 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.

3. Racial, Religious, or National Origin Harassment

Racial, religious, or national origin harassment deserves special mention as well, and is expressly prohibited by EYSA. 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.

4. 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.

5. 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.

6. 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.

7. 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.

8. 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.

9. 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.

10. Procedures for Complaints, Investigations and Corrective Action

All Covered Personnel are responsible to help ensure that we avoid misconduct. EYSA cannot act to eliminate misconduct unless it has notice of the conduct. Covered Personnel are charged with reporting any concerns regarding compliance with the Safe Soccer Framework in the manner provided in the Section entitled, "Obligation of Covered Personnel to Report," on page 16. 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, EYSA Covered Personnel are responsible to help assure that the work environment, on or off-premises, is free from harassment. All Covered Personnel 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.

Covered Personnel must report the harassing conduct to either:

- The person to whom you report (supervisor or manager);
- Member Club Executive Director
- Member Club President;
- EYSA Officers (First VP, Secretary, Treasurer, VP Competition, VP Referee)
- The President of EYSA; or
- EYSA Hotline" (<http://www.eysa.org/home.php?layout=10796081>) or by calling **720-531-0340**.

If the Covered Personnel 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; In the unexpected event that the Covered Personnel feels uncomfortable with all these members of management, they may contact WYS Officials directly at their discretion

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.

EYSA's Prohibited Conduct Policy offers its Covered Personnel greater protection from harassment than does the law. Consequently, Covered Personnel who are found to have violated EYSA'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.

An employee wishing to file a complaint outside the Association may also contact either the Equal Employment Opportunity Commission or the fair employment agency of Washington State.

11. Training and Education

Employees and other Covered Personnel that have contact with athletes must successfully complete the U.S. Center for SafeSport training every year. The U.S. Center for SafeSport training can be accessed at <http://training.safesport.org/>.

12. Exclusive Jurisdiction Over Investigation/Adjudication of Sexual Abuse or Misconduct

The investigation and adjudication of matters involving allegations or reports of sexual abuse or misconduct by or against Covered Personnel, or other violations of this Prohibited Conduct Policy that involve prohibited conduct that is reasonably related to and accompanies an alleged violation involving sexualized behavior by Covered Personnel are subject to the exclusive jurisdiction of the United States Center for Safe Sport in accordance with the requirements of the USOC and as set forth in the Center's Bylaws or other Center's governing documents.

Please see the Section V.A. entitled, "Exclusive Jurisdiction Over Investigation/Adjudication of Sexual Abuse or Misconduct" on page 11 for more information.

B. Reporting Suspected Child Abuse to Law Enforcement

On February 14, 2017, President Trump signed into law the *Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017* (the "**Safe Sport Act**"). Among other things, this comprehensive law amends the *Victims of Child Abuse Act of 1990*, 34 U.S.C. § 20341, *et seq.*, and clarifies who is a mandatory reporter for cases of suspected child abuse. Specifically, the definition of mandatory reporter now includes any "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." Consequently, EYSA urges all of its Member Clubs and all volunteers and other staff to understand their reporting obligations under this important federal law.

Under the Safe Sport Act, the reporting obligation is triggered when a mandatory reporter becomes aware of "facts that give reason to suspect" a child has suffered an incident of child abuse. Child abuse includes physical or mental injury, sexual abuse or exploitation, or negligent treatment of a child. Sexual Abuse is defined to include the employment, use, persuasion, inducement, enticement, or coercion of a child to engage in, or assist another person to engage in, sexually explicit conduct or the rape, molestation, prostitution, or other form of sexual exploitation of children or incest with children. 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.

The Safe Sport Act also includes qualified immunity for good faith reports. EYSA urges all mandatory reporters to refrain from judging or evaluating the credibility of such allegations— leave that to law enforcement.

Failure to promptly report suspected child abuse to law enforcement authorities may constitute a violation of federal law and, in any event, will be deemed a violation of EYSA's Safe Sport Framework.

The message is clear: if you suspect child abuse, report it to law enforcement immediately.

C. Background Screening

1. Scope and Purpose

As noted by the U.S. Center for SafeSport, “Sound, practical and reasonable screening practices reduce the chances that an athlete will come in contact with potentially dangerous individuals.” Accordingly, and consistent with the goals of the PROTECT Act of 2003 and the Safe Sport Act, EYSA requires background screening on all EYSA Covered Personnel, 18 and older (see the section entitled, “Who is Covered by this Handbook” on page 7). In addition, EYSA also performs background screening on volunteer Board members and officers.

2. Compliance with Washington Youth Soccer (WYS) Background Screening

EYSA defers to WYS Risk Management Policy for all decisions regarding the Background Screening Vendor, the Scope of Background Screening, interpretation and judgement of screening results, frequency of screening and execution of any Safe Soccer Review Panel”.

As noted by the U.S. Center for SafeSport, “Sound, practical and reasonable screening practices reduce the chances that an athlete will come in contact with potentially dangerous individuals.” Accordingly, and consistent with the goals of the PROTECT Act of 2003 and the Safe Sport Act, EYSA requires background screening on all EYSA Covered Personnel, 18 and older (see the section entitled, “Who is Covered by this Handbook” on page 7). Background Screening is performed by WYS on its behalf for all Covered Personal including all player facing roles associated with EYSA programs, including but not limited to all coaches, assistant coaches, clinicians, team managers, and parents acting as chaperones for unaccompanied minors on team travel.

3. Mandatory Self-Disclosure

Any applicant who has been disqualified or declared by another sport organization to be temporarily or permanently ineligible is required to self-disclose this information at the time of application.² Failure to disclose is a basis for discipline/disqualification.

D. Training and Education

The *Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017*, requires amateur sports organizations to offer consistent training to adult members who are in regular contact with amateur athletes who are minors, and subject to parental consent, to members who are minors, regarding prevention of child abuse. The “Core SafeSport Training” offered by the U.S. Center for SafeSport meets the requirements of EYSA’s Athlete & Participant Safety Policy. It consists of three modules: (1) Sexual Misconduct Awareness Education; (2) Mandatory Reporting, and (3) Emotional & Physical Misconduct.

Training provides participants the necessary tools, vocabulary and information to more effectively monitor our sport, minimize the opportunities for child physical or sexual abuse and other types of misconduct, and respond to concerns.

² Records of temporary or permanent ineligibility within the U.S. Olympic & Paralympic Movements is available through the [U.S. Center for SafeSport’s disciplinary records search](#).

EYSA mandates the minimum training requirements provided in the chart below:

1. EYSA SafeSport Training Minimum Requirements

	Core SafeSport Training	Refresher Course ³
EYSA Employees and Board Members, Contractors with access to Athletes	Prior to beginning work or within 45 days of being appointed to Board	Effective 1/1/2019: Refresher course every year
Development Academy Coach, Trainer, Athletic Trainer, Sport Scientist, Physician, Massage Therapist, Administrator	Prior to being approved with DA (or as updated by U.S. Soccer)	2016-2018: Retake Core Training every other year Effective 1/1/2019: Refresher course every year
Youth Team Coaches and Assistants, Trainers, Athletic Trainer, Sport Scientist, Physician, Massage Therapist, Administrators (including Managers)	Prior to contact with minor athletes	Effective 1/1/2019: Refresher course every year
Coaching Directors and clinicians	or Youth team coaches or trainers	Effective 1/1/2019: Refresher course every year
Chaperones/Vendors/Consultants	Prior to contact with minor athletes	
Minor Athletes participating with EYSA (all Teams)	Beginning Fall of 2019: All minor athletes will be offered access to SafeSport training on an annual basis, with parental consent. The applicable program (including individual DA Clubs) will track the training by description, date and how offered using U.S. Soccer-provided forms.	

2. Minor athletes who become adult athletes

A minor athlete that reaches the age of majority may not be subject to Prevention Policies (Section III) if they remain an athlete, and when interacting with minor athletes who are 16 or older. Athlete prevention policies are in effect when this now age of majority athlete interacts with minor athletes 15 or younger. 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 athlete prevention policies.

3. Access to Training

Training through SafeSport is available to all EYSA members and volunteers at *no additional cost*. U.S. Soccer contributes financially to the Center and makes these services available

4. Parent Toolkit

In addition to the training discussed below, the Center has made toolkits available to parents on its web-site. A direct link is available [HERE](#).

³ Once a Participant has taken all three “Core Training” modules, they have met the “SafeSport Trained” requirement. In the future, they will only need to take the SafeSport Refresher Course available beginning October 1, 2018. Anyone who has NOT completed the core SafeSport Training requirement (which consists of Sexual Misconduct Awareness Education, Mandatory Reporting, and Emotional & Physical Misconduct) should complete those courses and NOT the Refresher.

E. Obligation of Covered Personnel to Report

In addition to the obligation to report to law enforcement pursuant to the Safe Sport Act, (see the Section entitled “Reporting Suspected Child Abuse to Law Enforcement” on page 13, above), Covered Personnel are charged with reporting to EYSA and/or the U.S. Center for SafeSport. Reports made to EYSA involving the Center’s jurisdiction will be promptly forwarded to the Center.

The obligation to report is not always satisfied by making an initial report. Covered Personnel are required to report supplemental information of which he or she becomes aware that may be relevant to a pending investigation.

Importantly, civil or criminal statutes of limitations do not affect or negate the obligation of a Covered Individual to report possible sexual misconduct to the Center under the Safe Soccer Framework. Misconduct should be reported, regardless of when it occurred.

Organizational members who are not “Covered Personnel” under EYSA’s Safe Soccer Framework may nonetheless have an obligation to report suspected child abuse under applicable federal or state law (see the Section entitled “Reporting Suspected Child Abuse to Law Enforcement” on page 13, above). EYSA urges all organizational members to act to report suspected child abuse—only together can we make soccer safer.

Without limiting the foregoing, **all Development Academy Clubs**⁴ are obligated to report any suspected violation of the Safe Soccer Framework involving team personnel or athletes **of any age** to U.S Soccer either through Development Academy staff in Chicago or the Integrity Hotline (see the Section entitled, “How to Report to the U.S Soccer Integrity Hotline,” below.)

⁴ Failure of a Development Academy to report a potential violation of the Safe Soccer Framework is grounds for remedial action up to and including termination of the Club’s participation in the Development Academy program.

F. How to Report to the EYSA Hotline

You may always raise a concern to coaches, referees, team administrators and EYSA and EYSA Club Member staff. In addition, we encourage you to use the [EYSA Hotline](#) to share and document concerns (<http://www.eysa.org/home.php?layout=10796081> or by calling **720-531-0340**).

Reports submitted to the EYSA Hotline will be handled as promptly and discreetly as possible, with facts made available only to those who need to investigate and resolve the matter. EYSA is committed to safeguarding the confidentiality of individuals who submit reports. In the event EYSA receives a report of suspected child abuse triggering a reporting obligation under the Safe Soccer Framework and applicable federal law, we will make the report directly and/or work with you to make the report.

G. How to Report to the USSF Integrity Hotline

You may always raise a concern to coaches, referees, team administrators and EYSA staff. In addition, we encourage you to use the U.S Soccer Integrity Hotline: www.ussoccer.com/integrity-hotline or by calling **(312) 528-7004**.⁵

Reports submitted to this Integrity Hotline will be handled as promptly and discreetly as possible, with facts made available only to those who need to investigate and resolve the matter. U.S Soccer` is committed to safeguarding the confidentiality of individuals who submit reports. In the event U.S Soccer receives a report of suspected child abuse triggering a reporting obligation under the Safe Soccer Framework and applicable federal law, we will make the report directly and/or work with you to make the report.

H. How to Report to the U.S. Center for SafeSport

In addition to the EYSA Integrity Hotline, reports may also be made to the Center for SafeSport, including on an anonymous basis, by visiting www.safesport.org and selecting the “Report a Concern” link, or by calling (720) 531-0340.

Reports to the U.S. Center for SafeSport falling within the Center’s subject matter jurisdiction will be handled in accordance with the Safe Sport Code and the SafeSport Practices and Procedures available on www.safesport.org.

⁵ Although you may always use the Integrity Hotline confidentially, in the event you make a report of suspected child abuse to law enforcement, the U.S. Center for SafeSport, or another authority, we encourage you not to make an anonymous report simply because an anonymous report will not provide you with evidence that you discharged your mandatory reporting obligation.

I. Monitoring and Enforcement: No Retaliation

EYSA takes all reports of potential violations of the Safe Sport Framework seriously and is committed to confidentiality and investigation of allegations. EYSA's Legal personnel may conduct or manage Code investigations. Employees who are being investigated for a potential Code violation will have fair notice and an opportunity to be heard prior to any final determination.

EYSA does not tolerate retaliation of any kind. No individual who makes such a good faith report will be subject to retaliation, including harassment, or any adverse employment consequence, as a result of making a report.

Violations of the Safe Soccer Framework by Covered Personnel will be handled as provided in the Section V entitled, "Administration of this Handbook" on page28.

III. Prevention Policies: Limiting One-On-One Interactions Between Adults and Minors

Soccer is a team sport. Although appropriate physical contact and one-on-one interaction between minor athletes and coaches/trainers, etc. may be conducive to improving physical skills, EYSA believes prudent limitations on one-on-one interactions can reduce the potential for abuse and misconduct without negatively impacting player development or unnecessarily limiting one-on-one time with trusted adults that is healthy and valuable for a child.

A. 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, EYSA discourages 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.

B. Appropriate Physical Contact

EYSA adheres to the following principles and guidelines in regard to physical contact with our athletes:

1. Common Criteria for Appropriate Physical Contact for all Prevention Policies

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

- the physical contact takes place in public
- there is no potential for, or actual, physical or sexual contact during the physical contact
- the physical contact is for the benefit of the 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”⁶
- 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 competition

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.

C. One-On-One Interactions / Individual Meetings

An individual meeting may be necessary to address an athlete’s concerns, training program, or competition schedule. Under these circumstances, Covered Personnel are to observe the following guidelines when dealing with athletes/participants under the age of 18:

1. Interactions Should Be Observable and Interruptible

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

2. Interactions are Monitored.

When one-on-one interactions between Adults and minors occur at our facilities, adults will monitor these interactions. Monitoring includes: knowing that the one-on-one interaction is occurring, the approximate planned duration of the interaction, and randomly dropping in on the one-on-one.

3. Meetings

- Meetings between Adults and minors at our facilities 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.

⁶ NOTE: this does *not* include “butt-pats” or “chest bumps.” This out-dated means of celebration makes many athletes uncomfortable and is best replaced with a high-five or a fist bump.

- 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.
- If a mental health care professional meets with minors at our facilities, 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 is obtained by the mental health care professional, with a copy provided to our organization.

4. Individual training sessions

An individual training session with an athlete (meaning not a team training, but training involving one athlete and one coach) may be necessary in order to further player development. Under these circumstances, the individual training session should be open and observable by others. Additionally, parent/guardian permission is required in advance of the individual training session(s), and parents/guardians are welcome to attend the individual training. Parents, guardians, and other caretakers must be allowed to observe individual training sessions. Permission for individual training sessions must be obtained at least every six months.

5. Out-of-Program Contacts

Covered Personnel 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. Such arrangements are nonetheless strongly discouraged.

D. Massage and Other Athletic Training Interactions

- Any massage or other athletic training therapy or modality must be provided by a non-coach licensed athletic trainer or other certified professional. Such activities should never be done with only the minor athlete and adult in the room. Where possible without compromising an athlete's privacy, such activities should be performed in open/public areas (e.g., but not limited to, in a training room but not behind a screen) and in any event should be in an interruptible location.
- Even if a coach is a licensed professional provider, the coach shall not perform a massage or athletic training therapy or modality on an athlete under any circumstances.
- Icing and taping, though not limited to certified professionals, should, where possible without compromising an athlete's privacy, be performed in open/public areas (e.g., on the bench; in locker room with others present).
- ***Icing and taping near the intimate areas of the body (i.e. "bathing suit areas") is not permitted*** by a non-licensed medical professional and in any event cannot be done with only the minor athlete and professional alone in a room.

E. Electronic Communications/Social Media

Electronic communications are an ever-changing aspect of the way we communicate today. The specific rules below may reference certain forms of electronic communication, and the specific application of principles may change with regard to a given app, platform or method of communication, but regardless of the means, **the following principles apply across all manner of electronic communication and should be used to guide adult behavior when communicating with minor athletes:**

1. **Content Must be Professional in Nature:** All electronic communications between a coach/team personnel and a minor athlete must be professional in nature (i.e. soccer-related) and for the purpose of communicating information about team activities or team-oriented communication (i.e. motivation, instruction).
 - Communication or conversation regarding illegal or age inappropriate topics (drugs, alcohol use, sexually explicit language or imagery, or discussion of adult personal life, social activities, relationship or family issues) is not permitted.
 - All communications must comply with the Prohibited Conduct Policy.
 - EYSA actively monitors relevant social media posts and reserves the right to remove posts that violate our policies and practices for appropriate behavior and/or to notify the applicable legal guardian of prohibited posts by any athlete.
2. **Communications Must be Open and Transparent:** The content of any electronic communication should generally be group-based and should always be readily available to share with the athlete's family, the applicable Club, and EYSA.
 - Administrators, coaches, staff and/or volunteers may not use SnapChat (or any similar app that automatically deletes the content of a communication) to communicate with minor athletes.
 - 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.
 - 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.
 - Participating Adult communicating electronically to the entire team will copy another Participating Adult.
 - Consider using group-focused platforms under team administrative control (e.g., but not limited to, Teamworks, etc.)
3. **Keep Imagery Public:** In posting imagery, adults are expected to be sensitive to the status of minors. This means any imagery posted to a team website or social media should be soccer-related, not private (e.g., taken in public view), and age appropriate.
 - Under no circumstances should imagery depict any conduct that would violate any of the EYSA or U.S. Soccer Safe Soccer Framework.
 - Requests of parents/guardians of minor athletes to remove imagery in which their child is recognizable and individually featured will be honored to the extent practicable.⁷

⁷ Where photos are team photos, generally no child is individually featured, but the request will nonetheless be considered in good faith.

The following sections apply the above principles to specific areas of electronic communication and should not be viewed as narrowing the above.

1. Prohibited Electronic Communications – Direct Messaging

- Covered Personnel are not permitted to communicate privately via electronic communications with amateur athletes who are minors, except under emergency circumstances.
- Covered Personnel are not permitted to “private message,” “instant message,” “direct message”, or send photos to a minor athlete privately, regardless of what platform is used.
- Covered Personnel are not permitted to maintain social media connections with minor athletes; 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. Instead, Athletes and parents can “friend” the official organization’s team page and coaches can communicate to athletes through the site or through similar group-focused methods of communication.
- Athletes and coaches employed by EYSA may use email to communicate **provided** the coach is using only his or her email account as registered with EYSA or EYSA Member Club, and further provided all email content between coach and athlete otherwise complies with this policy. When communicating with a minor athlete through email, another staff or volunteer member or parent must be copied.

2. Requests to discontinue

Legal guardians may request in writing that their minor child not be contacted through electronic communication by the organization or by Covered Personnel. EYSA, EYSA Member Clubs and EYSA Covered Personnel will abide by any such request that their child not be contacted via electronic communication, absent emergency circumstances.⁸

3. Social Media (including Texting, WhatsApp, GroupMe and Similar Apps)

- **Keep personal pages personal.** Administrators, coaches, staff and/or volunteers may not invite or allow minor athletes to join a personal social media page unless they are directly related to that athlete and have the permission of the athlete’s parent/guardian. Athletes should be reminded that initiating a “friend” request to administrators/coaches/ staff/volunteers is not permitted.
 - Administrators, coaches, staff and/or volunteers are encouraged to set their social media pages to private settings.
 - Similarly, those who work with minor athletes are reminded that they set an example for the minor athletes. If a page is not private, EYSA expects administrators, coaches, staff and/or volunteers who work with minor athletes to refrain from posting inappropriate, off-color content or content that would violate the Prohibited Conduct Policy or otherwise commenting on posts that would.
- **Choose Apps that support group-based communication.** Apps such as TeamSnap, TeamWorks™ and GroupMe™ often provide a helpful way to communicate, but again, individual messages should be avoided.

⁸ In such an event, the legal guardian’s email will be substituted for the minor child’s email for purposes team communications, etc.

- **Respect reasonable “soccer” hours:** Real-time electronic communications (e.g., texting via SMS, apps, etc.) between coaches and athletes on a group basis is generally allowed between **8 am - 9 pm**, unless there is a specific safety- or soccer- related need to communicate.

F. Locker Rooms/Changing Areas

Athletes (especially minors) are particularly vulnerable in locker rooms and changing areas due to various stages of dress/undress and because athletes are less supervised than at many other times. The risk of athlete-to-athlete problems, such as child sexual abuse and bullying, harassment, and hazing, is present when coaches or staff members are not monitoring athletes. This is especially true in locker rooms. Adherence to a locker room and changing areas policy enhances privacy and reduces the likelihood of misconduct.

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

1. Use of Cell Phones and Other Mobile Recording Devices Prohibited

Cell phones and other mobile devices with recording capabilities, including voice recording, still cameras and video cameras increase the risk for different forms of misconduct in locker rooms and changing areas. As a result, **USE OF A DEVICE’S RECORDING CAPABILITIES IN THE LOCKER ROOMS, REST ROOMS, CHANGING AREAS OR SIMILAR SPACES IS PROHIBITED**. Exceptions may be made for media and championship celebrations, provided that such exceptions are approved by the Federation and two or more adults are present.⁹

2. Undress

Under no circumstances shall an unrelated Adult at a facility under our organization’s jurisdiction be undressed (disrobed or partial or full nudity where private body parts are exposed) in front of minor athletes.

3. Isolated one-on-one interactions / Monitoring

- At no time are unrelated Adults permitted to be alone with a minor in a locker room, rest room, or changing area when at a facility under our jurisdiction, except under emergency circumstances.
- If our organization is using a facility that has access to a single set of such facilities, times will be designated for use by each respective group (e.g., adults, minors, etc.)
- Locker rooms, rest rooms, and changing areas at facilities under our jurisdiction should be regularly and randomly monitored to ensure compliance with these policies.
- 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.

⁹ For example, senior national teams comprised primarily of adults may allow the use of recording devices by members of the media or Federation communications department personnel with player consent, e.g., at the half, post-game, etc.

- 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.

4. 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, Covered Personnel are nonetheless required to adhere to the rules set forth here.

G. Local Travel

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

1. Transportation

- EYSA generally does not arrange for local travel for individual players from home to training/practice/competition.
- Covered Individuals who are not also acting as a legal guardian, shall not ride in a vehicle alone with an unrelated athlete who is a minor, absent emergency circumstances, and may only drive with at least two other minor athletes or another adult at all times, unless otherwise agreed to in writing by the minor athlete's parent/legal guardian in advance of each local travel.
- In any case where a staff member and/or volunteer is involved in a minor athlete's local travel, a parental release is required in advance. Parents/legal guardians are advised to consult the Center's Parental Toolkit concerning child abuse prevention before providing consent for their minor to travel alone with an unrelated adult.

2. 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.

H. Team Travel / Overnight Stays

Team travel is travel that requires overnight stays away from home and occurs when a team/club sponsors, coordinates or arranges for travel so that teams can compete locally, regionally, nationally or internationally. Because of the greater distances, coaches, staff, volunteers and chaperones will often travel with the athletes.

1. Participating Adult Requirements

Participating Adults who travel with a team (whether coach, trainer, referee, staff member, or volunteer/parent) must successfully pass a criminal background check and other screening requirements consistent with EYSA's screening policies and complete the Core SafeSport Training.

2. Travel to Competition

When only one Participating Adult and one minor athlete travel to a competition, (including, but not limited to, youth referees) the minor athlete must provide evidence of his/her legal guardian's written permission in advance, and for each competition, before traveling alone with the Participating Adult.

3. Travel Arrangements

For team travel, hotels and air travel will be booked in advance by EYSA , EYSA Member Club or the applicable Development Academy(DA) Club. Athletes typically will share rooms, with 2-4 athletes assigned per room depending on accommodations. EYSA, EYSA Member Club or DA Club will also notify hotel management should any special arrangements be warranted.

For instance, depending on the ages in travel parties, a Club may ask hotels to block pay per view channels or clear mini-bar areas. Depending on the size of the group, a Club may also request an additional large room or suite so that our members and athletes may socialize as a group. Meetings do not occur in individual hotel rooms, and a Club will work to reserve a separate space or an area meeting criteria for observability and interruptability where adults and athletes may socialize and/or to support appropriate athletic training appointments.

4. Hotel Rooms

Adults shall not share a hotel room or other sleeping arrangement with a minor athlete (unless the Participating Adult is the legal guardian, sibling, or is otherwise related to the minor athlete). In addition, no Adult Participant should enter the hotel room or other sleeping arrangement with a minor athlete unless necessary for the safety of the minor (e.g., in the event of emergency). Team meetings should never be conducted in a hotel room used for sleeping.

5. Meetings / Supervision

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

6. Mixed-Gender and Mixed-Age Travel¹⁰

Athletes may only share a room with other athletes of the same age group (e.g., minors with minors, adults with adults). Athletes will also be further grouped by age (and gender, if applicable) for the purposes of assigning an appropriate chaperone. We will make every effort to provide these groups at least one chaperone of the same gender.¹¹

¹⁰ Generally speaking, U.S. Soccer does not operate mixed-gender teams. In the event of such a team in the future, however, athletes may only share a room with other athletes of the same gender.

¹¹ Teams relying on parents to serve as chaperones and may be limited in providing this match in gender.

Regardless of gender or age, a coach shall not share a hotel room or other sleeping arrangement with an athlete (unless the coach is the parent, guardian, sibling or spouse of that particular athlete).¹²

7. Coach and Staff Responsibilities

During team travel, coaches and staff members will help athletes, fellow coaches and staff members adhere to policy guidelines in this Handbook.

When not practicing, training, competing, or preparing for competition, coaches and staff will monitor the safety and activities of athletes, fellow coaches and staff during team travel.

Coaches and staff will:

- prepare athletes for team travel and make athletes aware of all expectations. Supplemental information will be given to parents/guardians of athletes who are considered inexperienced travelers, new or relatively new to team travel, or who are under the age of 14 to familiarize themselves with all travel itineraries and schedules before the initiation of team travel
- conform to, and monitor for others' adherence, all policies during team travel
- encourage minor athletes to participate in regular, at least daily, scheduled communications with their parents/guardians
- ensure athletes are not alone in a hotel room with any adult apart from a family member; this includes coaches, staff and chaperones
- not use drugs or alcohol in the presence of minors or be under the influence of alcohol or drugs while performing their coaching/staff duties (this applies 24/7 throughout a camp or travel trip)
- immediately report any concerns about physical or sexual abuse, misconduct, or policy violations to EYSA and the appropriate authorities

¹² Similarly, and without limiting the impact of the note on page 7, in the event of Referee travel, an adult referee shall not share a hotel room or other sleeping arrangement with a youth/minor referee (unless the adult is the parent, guardian, sibling or spouse of that particular youth referee).

V. ADMINISTRATION OF THIS HANDBOOK

A. EXCLUSIVE JURISDICTION AND AUTHORITY OF THE U.S. CENTER FOR SAFESPORT

Pursuant to USOC Policy and the Safe Sport Act, the U.S. Center for SafeSport maintains exclusive authority over (a) actual or suspected sexual misconduct by a Covered Individual; and (b) misconduct that is reasonably related to an underlying allegation of sexual misconduct. Exclusive authority means that (y) only the Center will investigate and manage any related hearing involving sexual misconduct and (z) neither EYSA, U.S. Soccer, the USOC nor any Covered Individual will conduct its own investigation or arbitration with respect to possible sexual misconduct.

Where a report is made to EYSA via the EYSA Hotline or otherwise, and the matter implicates the exclusive jurisdiction of the Center, EYSA will promptly report the matter to the Center.

The responsibility for administering the remainder of EYSA's Safe Soccer policy as it applies to Covered Personnel rests with EYSA, with the oversight of the EYSA President and the EYSA Board of Directors.

B. SAFE SOCCER REVIEW PANEL

Should an EYSA Covered Individual who is not an individual with a conditional offer of employment, (e.g., either a current employee or another participant such as a DA coach) receive a "Red Light" finding (from background screening) or an adverse action letter,¹³ (e.g., based on an alleged violation of any provision of the Safe Soccer Framework that is deemed supported after a reasonable review by EYSA), the individual has the right to a hearing before an EYSA Screening Process Review Panel. The Review Panel will consist of a disinterested, three-person panel selected from Board Members of EYSA Member Clubs. The Review Panel shall be appointed by EYSA's President.

Unless otherwise notified by the applicable EYSA program/Member Club that a shorter period is required, the individual shall have five (5) business days from the date that Covered Individual is notified of the finding to request a hearing. The request for a hearing shall be in writing to (email alias needed) and shall include all written evidence that the individual wishes the Review Panel to consider and a list of witnesses that the individual may call at the hearing. By requesting the hearing, the individual grants permission for his or her complete background check findings, training history, and other file information to be provided to the Review Panel, the President and legal counsel for EYSA, as well as, to the extent necessary, the President of the Member Club involved.

¹³ An adverse action letter may include a temporary or permanent disqualification, a suspension, a removal from future assignments, or other remedial action (e.g. probation) that impacts participation. Notwithstanding the foregoing, EYSA and EYSA Member Clubs reserves the right to take any and all available employment action, subject to applicable law, and to require additional training (e.g. SafeSport-certified training) on the part of any participant at any time.

In addition to any evidence or argument provided by the individual, the Review Panel may consider any recommendation of EYSA legal counsel. Such recommendation must be provided to the Review Panel within five (5) business days from that date of the individual's completed request with all supporting documents for hearing, include all written evidence that the legal counsel wishes the Review Panel to consider and a list of witnesses that the legal counsel may call at the hearing. Unless otherwise agreed to by the requesting individual, the hearing shall be scheduled within 15 business days of receipt the completed request (with all supporting documents) for a hearing and may be conducted by telephone conference. The Review Panel shall have the authority to determine if the individual should be permitted to participate in the applicable EYSA program, despite the individual's receipt of a "Red Light" finding or an adverse action letter. The decision of the Review Panel shall be final and binding on all parties regarding the application.

C. OTHER APPLICABLE POLICIES AND GUIDELINES

In addition to the its Safe Soccer Policy, EYSA maintains Bylaws, Policies and additional policies and guidelines, and is subject to Bylaws and policies of Washington Youth Soccer (WYS), US Youth Soccer (USYS) and U.S. Soccer (USSF) that may provide further guidance on other matters to address conduct not covered by the Safe Soccer Policy. Here is a list of many of these policies, which are subject to amendment from time to time at the discretion of EYSA and WYS, and none of which alter or amend any at-will employment relationship:

- USSF Safe Soccer Framework
- Background Check Policy for WA Youth Soccer Applicants
- U.S. Soccer Policy 531-9 (on Referee Assault and Abuse)
- EYSA Bylaws and Polices
- WYS Bylaws
- WYS Governance Code of Ethics and Operating Code of Ethics
- WA Youth Soccer Conflict of Interest Policy
- Development Academy Rules & Regulations
- Development Academy Disciplinary Code

VII. DEFINITIONS FOR CERTAIN TERMS USED IN THIS HANDBOOK

a. Center:

The U.S. Center for SafeSport, an independent 501(c)(3) authorized pursuant to the Safe Sport Act, with jurisdiction over the USOC 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.

b. Core Center for SafeSport Training:

The Center's online training or the Center's in person PPT approved training.

c. Covered Personnel:

Covered Personnel are those individuals who are authorized directly by U.S. Soccer to have regular contact with or authority over an amateur athlete who is a minor, as well as the staff and board members of U.S. Soccer, as detailed in the section entitled, "Who is Covered by this Handbook" on page 5. Please note the definition of "Covered Individual" used by the Safe Sport Act extends beyond the definition of Covered Personnel to whom U.S. Soccer's Safe Soccer Framework applies. The Safe Sport Act uses the definition of "Covered Individual" to expand the definition of mandatory reporters to include, among others, any "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." Please see the section entitled, "Reporting Suspected Child Abuse to Law Enforcement" on page 13 for more details.

d. Minor:

Any participant, whether athlete, referee, or otherwise, under the lesser of (1) the age of 18; or (2) the age of majority in the applicable state. ***For the avoidance of doubt, for purposes of the Safe Soccer Framework, "minor" expressly includes referees under the lesser of (1) the age of 18; or (2) the age of majority in the applicable state.***

e. Local Affiliated Organization:

A regional, state or local club or organization that is directly affiliated with a National Governing Body (NGB) or that is affiliated with an NGB by its direct affiliation with a regional or state affiliate of said NGB.

f. 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.

g. National Member Organization:

A national organization that is directly affiliated with an NGB, over which the NGB has jurisdiction (without respect to whether the NGB has disciplinary authority over individual members of that national organization), **and** is (a) an Amateur Sports Organization requesting sanction from an NGB, or (b) an Applicable Amateur Sports Organization under the Safe Sport Act.

h. Participating Adult:

Adults authorized by an NGB or the USOC to have regular contact with or authority over an amateur athlete who is a minor and employees/staff and board members of a Covered Organization. For the avoidance of doubt, all Covered Personnel to whom this Handbook applies are Participating Adults.

i. Regular contact with minors:

Recurring, repeated or periodic contact between an adult and minors or a person with supervisory or decision-making authority over an adult who has recurring, repeated or periodic contact with minors. Examples include but are not limited to adult members within National Governing Bodies (NGB), Paralympic Sport Organizations, and United States Olympic Committee (USOC) employees, volunteers, board members, medical staff, event staff (including contractors), officials, contractors and vendors who have regular contact with minors.

j. Refresher Training:

The Center’s online training courses or the Center’s in person PPT approved training designated as “refresher” courses.

k. The Safe Sport Act:

Public Law 115-126, the Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017.

l. USOC:

The United States Olympic Committee.

The EYSA Safe Soccer Framework approved by the EYSA Board by email vote February 14, 2019
EYSA Secretary Lisa Getzandaner