



**EASTERN PENNSYLVANIA YOUTH SOCCER
ATHLETE AND PARTICIPANT SAFETY POLICY**

Updated April 2023

EASTERN PENNSYLVANIA YOUTH SOCCER

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I. **Eastern Pennsylvania Youth Soccer Safe Soccer**

Our Mission:

To promote and facilitate the game of soccer for all youth, at all levels of play in Eastern Pennsylvania.

Our Vision:

The ultimate Vision of our Association is to be the best youth sports organization in the country through the provision of services, education, and opportunities for the youth of Eastern Pennsylvania.

Our Values:

Eastern Pennsylvania Youth Soccer seeks to work with integrity, cooperation, fairness, accountability, professionalism, collaboration, innovation, passion, and excellence in all of our actions.

Our youth participants' health, safety, and wellbeing are the driving factors in all that we do and provide to our members. From the day a child first registers to play all the way through their final years as a teenager, *Eastern Pennsylvania Youth Soccer* strives to provide the best possible environment for a player to grow both on and off the pitch.

Safe Soccer Statement:

The *Eastern Pennsylvania Safe Soccer* platform provides all *Eastern Pennsylvania Youth Soccer* members (players, coaches, managers, volunteers, referees, administrators, and parents) with the tools and resources to make their soccer participation and experience safe, healthy, and free from all forms of abuse, including, but not limited to, emotional, mental, physical, and sexual.

II. **Eastern Pennsylvania Youth Soccer Athlete and Participant Safety Policy**

Eastern Pennsylvania Youth Soccer requires all Organization Members (Leagues, Clubs, and any and all affiliate members) to be in compliance with US Soccer's Policy 212-3 (described in following pages) and for all of the following pages to be made publicly available for all athletes and participants.

The ***Eastern Pennsylvania Youth Soccer Athlete and Participant Safety Policy*** sets the standards for all Organization Members. This policy is posted and available on the *Eastern Pennsylvania Youth Soccer* Association's website, [Eastern Pennsylvania Youth Soccer Athlete and Participant Safety Policy](#), and will be kept current as required. The primary location where this policy resides is in the [Risk Management](#) section under *Membership Services* on our [website](#).

The following steps should help our member organization leadership with the implementation of the policy.

Steps for Implementation

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

III. **Eastern Pennsylvania Youth Soccer Athlete and Participant Safety Policy – Standards**

1. Overview

The purpose of the *Eastern Pennsylvania Youth Soccer Athlete and Participant Safety Policy* is to communicate methods of minimizing risk to players, volunteers, employees, clubs and leagues. This policy should not be used in lieu of legal advice for your organization.

As indicated by Section 2 of US Youth Soccer Bylaws (July 29, 2017): Each State Association is responsible for establishing and monitoring a risk management program within its jurisdiction. At a minimum, the risk management program must include: 1. Use of an employment/volunteer disclosure statement for all volunteers, employees, coaches and program administrators who are involved with any approved or sponsored program affiliated with US Youth Soccer or the state association or member of the state association; 2. Identification of a risk management coordinator and alternative for the organization.

While this policy may require effort from all parties involved, there is no higher priority than the safety of all youth soccer players in our Association.

2. Organization Compliance and Responsibility

- 2.1. In accordance with Commonwealth of Pennsylvania law, the employer, administrator, supervisor or other person responsible for employment decisions or involved with the selection of volunteers is required to maintain and produce clearance documentation.
 - a. An employer, administrator, supervisor, or other person responsible for employment decisions or volunteer selection that intentionally fails to require an applicant to submit the required documentation before the applicant's hiring commits a misdemeanor of the third degree.
- 2.2. Each organization is required to appoint a *Risk Management Coordinator* and this position may not be held by any other Board member of the organization nor can the *Risk Management Coordinator* hold another position on the Board. (Ex. *President* cannot be the *Risk Management Coordinator* and if the *Risk Management Coordinator* is on the Board, this is the only position on the Board they can hold.)
- 2.3. The Risk Management Coordinator is responsible for communication to all individuals in their organization regarding clearance compliance.
- 2.4. All board members must comply with Commonwealth of Pennsylvania clearances and upload files to their profile in the *Eastern Pennsylvania Youth Soccer* database.

3. Appropriate Background Screening – Coaches, Managers, Club and League Staff

- 3.1. Any individual 14 years of age or older in a paid position or an individual 18 years of age or older in a volunteer position who has regular contact with, supervision of, or access to the information of minors, must be compliant with Commonwealth of Pennsylvania background checks. Commonwealth of Pennsylvania clearances and FBI background check are valid for 60 months.
 - a. Pennsylvania State Police Criminal History
 - b. Pennsylvania Department of Human Services Child Abuse History
 - Federal Bureau of Investigations Fingerprint check: **I
 - For a volunteer, Pennsylvania resident who has been a Pennsylvania resident for 10 consecutive years or more may complete an Affidavit of Compliance
 - For a volunteer without Pennsylvania residency of at least 10 consecutive years or an individual in a paid position must complete the FBI fingerprint check.
 - d. *Eastern Pennsylvania Youth Soccer* website should be used as a resource for all active links to each of these clearance portals. www.epysa.org
- 3.2. For travel and recreational teams--prior to the start of the seasonal year, all clearances must be uploaded to the individual's profile in the *Eastern Pennsylvania Youth Soccer* database before an individual can be added to a roster. For intramural programs, all clearances will be maintained by the organization and be available to the state association for review.

- 3.3. *Eastern Pennsylvania Youth Soccer* reserves the right to audit any organization for state clearances within the jurisdiction. Fines will be assessed to any organization who fails to follow the risk management policies of the state association.
- 3.4. Individuals who do not comply with *Eastern Pennsylvania Youth Soccer* risk management policy will be immediately suspended from all soccer and soccer-related activities.
 - a. US Youth Soccer Rule 107, Section 1. A disqualification or other disciplinary action for violation of Risk Management policies imposed by a state association against a person participating or seeking membership in a program of USYSA program, a State Association or a program of a member of a State Association shall be recognized by all member State Associations within USYSA.

4. Grounds for denying employment or participation by a volunteer

- 4.1. Applicant has a verified report of child abuse within the past 5 years in the state database.
- 4.2. Applicant’s criminal history indicates a conviction of one or more of the following offenses under Title 18 (relating to crimes and offenses) or equivalent crime under Federal law or the law of another state:
 - Chapter 25-relating to criminal homicide
 - Section 2702-relating to aggravated assault
 - Section 2709.1-relating to stalking
 - Section 2901-relating to kidnapping
 - Section 2902-relating to unlawful restraint
 - Section 3121-relating to rape
 - Section 3122.1-relating to statutory sexual assault
 - Section 3123-relating to involuntary deviate sexual intercourse
 - Section 3124.1-relating to sexual assault
 - Section 3125-relating to aggravated indecent assault
 - Section 3126-relating to indecent assault
 - Section 3127-relating to indecent exposure
 - Section 4302-relating to incest
 - Section 4303-relating to concealing the death of a child
 - Section 4304-relating to endangering welfare of a child
 - Section 4305-relating to dealing in infant children
 - Section 5902 (b)-felony offense relating to prostitution and related offenses
 - Section 5903 (c)(d)-relating to obscene and other sexual materials and performances
 - Section 6301-relating to the corruption of minors
 - Section 6312-relating to sexual abuse of children
- 4.3. Individual with a felony offense under The Controlled Substance, Drug, Device and Cosmetic Act of 1972 (relating to the manufacturing, sale or possession of controlled substances) within the past 5 years
- 4.4. The denial or acceptance of an employee or volunteer is at the sole discretion of the hiring organization and can be based on more restrictive criteria. A criminal record that has surpassed 10 years can be reviewed and considered for special exception by the organization for hiring or denial of employment.
- 4.5. US Youth Soccer Rule 107, Section 2. A Risk Management disqualification imposed by a state association upon a prospective member who has been convicted of violence, or a criminal offense against a child shall be recognized by all State Associations upon proper notification to and by USYSA.

5. Concussion Training

- 5.1. Based on Commonwealth of Pennsylvania’s “Safety in Youth Sports Act” (2011), concussion training will be completed by all coaches, assistant coaches, and team managers annually. A certificate of completion for concussion training must be uploaded to the individual’s profile in the *Eastern Pennsylvania Youth Soccer* database. For Intramural Programs, the club is required to monitor

compliance and maintain the certificate of completion for each individual. Additionally, adherence to the directives in the Act regarding player removal and return to play is expected.

- a. Removal from Play: A student who, as determined by a game official, coach from the student's team, certified athletic trainer, licensed physician, licensed physical therapist or other official designated by the student's school entity, exhibits signs or symptoms of a concussion or traumatic brain injury while participating in an athletic activity shall be removed by the coach from participation at that time.
 - b. Return to play: The coach shall not return a student to participation until the student is evaluated and cleared for return to participation in writing by an appropriate medical professional. The governing body of a school entity may designate a specific person or persons, who must be appropriate medical professionals, to provide written clearance for return to participation. In order to help determine whether a student is ready to return to participation, an appropriate medical professional may consult any other licensed or certified medical professionals.
- 5.2. Failure to comply with concussion training will result in the individual being ineligible to be added to a roster.
- 5.3. Any individual or organization that does not comply with Eastern Pennsylvania Youth Soccer's policy on concussion training may be subject to discipline by the Board of Directors and/or a hearing by the Arbitration Board.
- 5.4. Each club is encouraged to follow US Soccer's Recognize to Recover program to promote safe play and reduce injuries in all soccer players. Parents, players and coaches are encouraged to read the concussion policy on our website to be more informed on the warning signs of concussions and best practices on returning to participation.]
- 5.5. Free concussion training for Coaches, Parents, Athletic Trainers, and others, is available from the Center for Disease Control and Prevention. ([CDC Free Concussion Training](#))

6. SafeSport Training

- 6.1. The SafeSport Act (Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017) and consistent with U.S. Soccer Bylaw 212-3, creates a "standard of care" for all youth sports organizations, including athletic and sports programs offered by local leagues, churches, schools, camps, and non-profits. All aspects of the Act are aimed at the prevention of sexual abuse in youth sports, primarily through prevention training, prevention policies and mandatory reporting.
- 6.2. Develop and enforce a Prohibited Conduct Policy that details zero tolerance for bullying, hazing, harassment (including sexual harassment), emotional misconduct, and sexual misconduct as defined by the U.S. Center for Safesport's Safesport Code. See Appendix A
- 6.3. Extended reporting duties of all mandatory reporters in youth sports to report suspected child abuse, including sexual abuse, within 24 hours to law enforcement. An individual who is required, but fails, to report suspected child sexual abuse is subject to criminal penalties.
 - a. All organization board members, coaches, team managers, trainers and volunteers working with minors in youth sports are considered mandatory reporters.
 - b. Reporting mechanisms
 1. Local Law Enforcement
 2. Child Protective Services Hotline (1-800-932-0313)
 3. US Center for Safe Sport (www.safesport.org/report-a-concern)
 4. U.S. Soccer integrity hotline (www.ussoccer.com/integrity-hotline)
- 6.4. Youth-serving amateur athletic organizations must implement and abide by policies and procedures to prevent emotional, physical, and child abuse of amateur athletes.
 - a. Policy should include reasonable procedures to limit one-on-one interactions between adults and amateur athlete who is a minor. One-on-one interactions with adults should be observable and interruptible by another adult. See Appendix B
 - b. Policy should include a zero-tolerance policy for retaliation regarding reports of abuse. See Appendix A

- c. Policy for professional and appropriate communication with amateur athletes who are minors via electronic medias should include that any and all communications with minors also have an adult copied. Private communications with minors by adults not related to minor should be prohibited. See Appendix B
- 6.5. All athletes age 18 or over, must complete the “Safesport Training for Adult Athletes” once per year and ensure upload of the completed certificate to the player’s profile within the *Eastern Pennsylvania Youth Soccer* database.
- 6.6. Mandatory SafeSport training regarding the prevention of abuse, including emotional, physical, and sexual abuse of any amateur athlete is available to all *Eastern Pennsylvania Youth Soccer* members at no cost. (www.safesport.org) Safeport training is required annually for all coaches, managers, and staff, including board members ,of all organizational members -travel, recreational, and intramural.
- 6.7. *The training runs in a 4-year cycle as follows:*
Year 1: SafeSport Trained – U.S. Soccer Federation
Year 2: Refresher 1
Year 3: Refresher 2
Year 4: Refresher 3
Year 5: SafeSport Trained – U.S. Soccer Federation (again)
Note that there are other courses available in the catalog. These are optional and do not meet the training requirement established by the Center for SafeSport

****IMPORTANT NOTE:** Your name and email address in GotSport MUST mirror your SafeSport account completely in order for your trainings and approvals to sync.

IV. *Eastern Pennsylvania Youth Soccer Prohibited Conduct Policy*

Overview

Eastern Pennsylvania Youth Soccer’s Prohibited Conduct policy addresses anti-discrimination and harassment broadly. This policy further defines the issue and addresses remedies.

Eastern Pennsylvania Youth Soccer will make every effort to ensure that all aspects of the Association remain free from discrimination and harassment against its employees, managers, directors, officers, members, referees, coaches, players, or spectators on the basis of any legally protected status, including, but not limited to, race, color, age, religion, marital status, gender, sexual orientation, ancestry, national origin, citizenship, veteran’s status, pregnancy, disability, protected activity, or any other characteristic protected by federal, state, or local law.

Prohibited Behaviors and Conduct

Eastern Pennsylvania Youth Soccer further bars harassment based upon a person’s protected status, whether verbal, physical, or visual. Harassment includes any act or omission that directly or indirectly alters employees’ work environment, or on the field of play for any members, referees, coaches, players and spectators, or creates an intimidating, hostile, or offensive environment.

Discrimination shall mean to treat individuals differently or to harass or victimize based on a protected classification including race, color, age, creed, religion, gender, sexual orientation, ancestry, national origin, marital status, pregnancy, physical or mental disability.

Harassment is a form of discrimination based on the protected classifications listed above and encompasses a wide range of unwelcome conduct such as graphic, written, electronic, verbal, or nonverbal acts, including but not limited to:

- Ethnic slurs, epithets, or name-calling
- Offensive jokes
- Ridicule or mockery
- Insults or put-downs
- Unwanted or unwelcome physical contact or threats of assault
- Displaying, storing, or transmitting offensive or harassing materials or images at any time
- Engaging in bullying; and
- Any other conduct that may be harmful or humiliating or interfere with the person's ability to work or participate

Reporting Procedures

If employees, managers, directors, officers, members, referees, coaches, players, or spectators believe that they have been subject to discrimination, abuse, bullying, harassment, or witness to, any violation of prohibited conduct, they should immediately report such conduct to the Chief Executive Officer or their designee for risk management matters.

Eastern Pennsylvania Youth Soccer ensures that employees, managers, directors, officers, members, referees, coaches, players, or spectators who complain about discrimination or harassment, oppose any such practices, or participate in the investigation of such complaints are protected against retaliation.

Parents and legal guardians of minors have the right to act on behalf of their child regardless of being the complainant (the individual who is alleged to be the victim) or the respondent (the individual who has been reported to be the perpetrator of the alleged conduct).

Any person with knowledge of a violation of this policy or this procedure is encouraged to report it immediately to the Chief Executive Officer or their designee.

Complainants or reporting individuals are encouraged to submit the complaint via the [Prohibited Conduct Report Form](#).

V. Eastern Pennsylvania Youth Soccer Required Prevention Policies

LIMITING ONE-ON-ONE INTERACTION

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

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

A. Minor Athletes who Become Adult Athletes

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

the individual is subject to all prevention policies.

B. Implementation

The mandatory components set forth in the model policies set a minimum standard. In implementing the required policies, a Covered Organization may choose to implement a policy that is stricter than the Model Policy, if it includes or is stricter than the mandatory component. *If, in implementing the required policies identified here, Covered Organizations are not in compliance with federal requirements, the organization must implement policies and procedures sufficient to meet such requirements.*

ENFORCEMENT

A. By Organization Members

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

Eastern Pennsylvania Youth Soccer’s Enforcement Policy

All violations of the *Eastern Pennsylvania Youth Soccer Athlete and Participant Policy* will be subject to the current *Eastern Pennsylvania Youth Soccer* process and procedures for Disciplinary Actions and Appeals & Grievances and Complaints and Appeals

B. By U.S. Soccer

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

Eastern Pennsylvania Youth Soccer’s Prohibited Conduct Policy is located in Appendix A to this Policy document.

Eastern Pennsylvania Youth Soccer’s Required Prevention Policy is located in Appendix B to this Policy document.

APPENDIX A – PROHIBITED CONDUCT POLICY

This Policy is *Eastern Pennsylvania Youth Soccer’s* policy that applies to all Eastern Pennsylvania Youth Soccer’s “Covered Personnel” as defined in this document. This policy also covers any subcontractor, supplier, customer or third party and their employees in their dealings with *Eastern Pennsylvania Youth Soccer* employees, athletes, members and volunteers. This policy also extends to *Eastern Pennsylvania Youth Soccer* membership to include: players, coaches and referees.

Eastern Pennsylvania Youth Soccer is committed to maintaining a work environment that is free from all forms of discrimination, including harassment, on the basis of any legally protected status. Accordingly, *Eastern*

Pennsylvania Youth Soccer does not permit any form of unlawful harassment, discrimination or intimidation against its employees by anyone, including managers, supervisors, coworkers, executives, directors, officers, other employees, vendors, clients, customers or third parties. Protected status includes race, color, age, religion, marital status, sex, ancestry, national origin, citizenship, veteran's status, pregnancy, disability, sexual orientation, protected activity, or any other characteristic protected by federal, state or local law. The policy also prohibits harassment on the basis of the protected status of an individual's relatives, friends or associates.

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

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

Harassment

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

Among the types of conduct prohibited by this policy are epithets, slurs, negative stereotyping or intimidating acts based on an individual's protected status and the circulation or posting of written or graphic materials that show hostility toward an individual because of his or her protected status.

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

Sexual Harassment

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

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

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

Examples of conduct which may constitute sexual harassment and are prohibited by this Policy include, but are not limited to:

- unnecessary touching, patting, hugging, pinching, or brushing against a person's body;
- staring, ogling, leering, or whistling at a person;
- continued or repeated verbal abuse of a sexual nature;
- sexually explicit statements, sexual flirtations, advances, propositions, subtle pressure for sexual activity, comments, questions, jokes, or anecdotes;
- graphic or degrading comments about a person's clothing, body or sexual activity;
- sexually suggestive objects, cartoons, posters, calendars, or pictures in the workplace;

- suggestive or obscene letters, notes or invitations;
- harassing use of electronic mail, electronic or instant messaging, or telephone communication systems; or
- other physical or verbal conduct of a sexual nature.

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

Racial, Religious, or National Origin Harassment

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

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

Child Sexual Abuse

Any sexual activity with a child is prohibited. This includes sexual contact with a child that is accomplished by deception, manipulation, force or threat of force, regardless of the age of the participants, and all sexual interactions between an adult and a child, regardless of whether there is deception, or the child understands the sexual nature of the activity.

Sexual Misconduct

Any sexual interaction between an athlete and an individual with evaluative, direct or indirect authority is prohibited. Such relationships involve an imbalance of power and are likely to impair judgment or be exploitative. This section does not apply to a pre-existing relationship between two spouses or life partners.

Emotional Misconduct

Emotional misconduct in all forms is prohibited. Emotional misconduct is a pattern of deliberate, non-contact behavior that has the potential to cause emotional or psychological harm to another person. Non-contact behaviors include verbal acts, physical acts, or acts that deny attention or support; or any act or conduct described as emotional abuse or misconduct under federal or state law (e.g., child abuse, child neglect). Emotional misconduct does not include professionally-accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline or improving athletic performance.

Physical Misconduct

Physical misconduct in all forms is prohibited. Physical misconduct is defined as contact or non-contact conduct that results in, or reasonably threatens to, cause physical harm to another person; or any act or conduct described as physical abuse or misconduct under federal or state law (e.g., child abuse, child neglect, assault). Physical misconduct does not include professionally-accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline or improving athletic performance. For example, hitting and punching are well-regulated forms of contact in combat sports but have no place in soccer.

Bullying

Intentional, persistent and repeated pattern of committing or willfully tolerating physical and non-physical behaviors that are intended, or have the reasonable potential, to cause fear, humiliation or physical harm in an attempt to socially exclude, diminish or isolate the (s), as a condition of membership are prohibited. Bullying does not include group or team behaviors that (a) are meant to establish normative team behaviors, or (b) promote team cohesion.

Hazing

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

Procedures for Complaints, Investigations and Corrective Action

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

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

An employee must report the harassing conduct to either:

- The person to whom you report (supervisor or manager);
- Department Head;
- The Human Resources Department;
- The Legal Department;
- The Chief Executive Officer; or
- The Integrity Hotline.

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

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

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

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

An employee wishing to file a complaint outside the Federation may also contact either the Equal Employment Opportunity Commission or the fair employment agency in his or her state.

APPENDIX B – EASTERN PENNSYLVANIA YOUTH SOCCER’S REQUIRED PREVENTION POLICIES

The U.S. Center for SafeSport has created a series of template policies for use by U.S. Soccer and its Organization Members. *Eastern Pennsylvania Youth Soccer* has adopted these policies.

ESTABLISHING BOUNDARIES: AVOIDING GIFTS

Individuals who groom children will often provide special gifts or privileges, as one strategy to gain the child’s trust and fill a need in their life, in advance of sexually abusing the child. Accordingly, U.S. Soccer discourages U.S. Soccer Program Participants, including employees and volunteers, from giving gifts or granting special privileges to athletes and prohibits any such gift or privilege when not available to the entire team

APPROPRIATE PHYSICAL CONTACT

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

Common Criteria for Appropriate Physical Contact

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

- the physical contact takes place in public
- there is no potential for, or actual, sexual contact during the physical contact
- the physical contact is for the benefit of the athlete, not to meet an emotional or other need of an adult

a. Safety

The safety of our athletes is paramount, and in many instances, we make the athletic space safer through appropriate physical contact. Examples include:

- spotting an athlete so that they will not be injured by a fall or piece of equipment
- positioning an athlete’s body so that they more quickly acquire an athletic skill, get a better sense of where their body is in space, or improve their balance and coordination
- making athletes aware that they might be in harm’s way because of other athletes practicing around them or because of equipment in use.

b. Celebration

Sports are physical by definition and we recognize participants often express their joy of participation, competition, achievement, and victory through physical acts. We encourage these public expressions of celebration, which include:

- greeting gestures such as high-fives, fist bumps, and brief “side hugs”, and

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

c. Consolation

It may be appropriate to console an emotionally distressed athlete (e.g., an athlete who has been injured or has just lost a competition). Appropriate consolation includes publicly:

- embracing a crying athlete (in a public place or circumstance)
- putting an arm around an athlete while verbally engaging them in an effort to calm them down (“side hugs”)
- lifting a fallen athlete off the playing surface and “dusting them off” to encourage them to continue competing

General Supervision

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

LIMITING ONE-ON-ONE INTERACTIONS

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

Components

Covered Organizations (*Eastern Pennsylvania Youth Soccer Association* and all member organizations) must comply with a. through g.

a. Application

This policy shall apply to:

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

b. Observable and Interruptible

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

c. Meetings

1. Meetings between Adults and minors at any facility may only occur if another adult is present, except under emergency circumstances. Such meetings must occur where interactions can be easily observed and at an interruptible distance from another adult.
2. If a one-on-one meeting takes place in an office, the door to the office must remain unlocked and open. If available, it will occur in an office that has windows, with the windows, blinds, and/or curtains remaining open during the meeting.

d. Meetings with Mental Health Care Professionals

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

e. Individual Training Sessions

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

1. A Dual Relationship Exists; or
2. The Close-in-Age Exception applies; or
3. A Minor Athlete needs an Adult Participant Personal Care Assistant (“PCA”), and:
 - a. The Minor Athlete’s parent/guardian has provided written consent to the Organization Member for the Adult Participant PCA to work with the Minor Athlete; and
 - b. The Adult Participant PCA has complied with the Organization Member’s education and training policy; and
 - c. The Adult Participant PCA has complied with the Organization Member’s screening policy.

The Adult must obtain the written permission of the minor’s legal guardian in advance of the individual training session. Parents, guardians, and other caretakers must be allowed to observe the training session. Permission for individual training sessions must be obtained at least annually, which may be withdrawn at any time.

f. Monitoring

When one-on-one interactions between Adults and minors occur at any facility, adults will monitor these interactions. Monitoring includes: reviewing the parent/guardian consent form, knowing that the one-on-one interaction is occurring, the approximate planned duration of the interaction, and randomly dropping in on the one-on-one.

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

g. Out-of-Program Contacts

Adults are prohibited from interacting one-on-one with unrelated *Minor Athletes* in settings outside of the program (including, but not limited to, one’s home, restaurants, and individual transportation), unless parent/legal guardian consent is provided for each out-of- program contact, the Close-In-Age Exception or Dual Relationship Exception applies, or unless the Adult Participant is a PCA and meets the requirements outlined in this policy. Such arrangements are nonetheless strongly discouraged.

ATHLETIC TRAINING MODALITIES, MESSAGES AND RUBDOWNS

Covered Organizations (*Eastern Pennsylvania Youth Soccer Association* and all member organizations) must comply with a. through c. It is recommended that d. is encouraged as well.

a. Application

This policy shall apply to:

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

b. Licensed, Certified Professional

- Any athletic training modality, massage or rubdown performed by an Adult on a *Minor Athlete* at any facility or a training or competition venue is prohibited unless such Adult is a licensed massage therapist.
- Any athletic training modality, massage or rubdown performed at any facility or a training or competition venue by a licensed professional must be conducted in open and interruptible locations. Any massage of a *Minor Athlete* must be done with at least one other adult present and must never be done with only the *Minor Athlete* and licensed massage therapist in the room.
- Even if a coach is a licensed massage therapist, the coach shall not perform a rubdown or massage of an athlete under any circumstances.

c. Written Consent

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

d. Parent Training

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

LOCKER ROOMS AND CHANGING AREAS

Covered Organizations (*Eastern Pennsylvania Youth Soccer* Association and all member organizations) must comply with "a" through "i".

a. Application

This policy shall apply to:

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

b. Use of Recording Devices

Use of any device's (including a cell phone's) recording capabilities, including voice recording, still cameras, and video cameras in locker rooms, rest rooms, changing areas, or similar spaces at any facility is prohibited. Exceptions may be made for media and championship celebrations, provided that: parent/legal guardian consent has been obtained, such exceptions are approved by the Covered Organization, everyone is fully clothed, and two or more adults are present.

c. Undress

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

d. Isolated One-on-One Interactions

At no time are unrelated Adults permitted to be alone with a minor in a locker room, rest room, or changing area when at any facility, except under emergency circumstances or if;

- A Dual Relationship Exists; or
- The Close-in-Age Exception applies; or
- A Minor Athlete needs an Adult Participant Personal Care Assistant (“PCA”), and:
 - The Minor Athlete’s parent/guardian has provided written consent to the Organization Member for the Adult Participant PCA to work with the Minor Athlete; and
 - The Adult Participant PCA has complied with the Organization Member’s education and training policy; and
 - The Adult Participant PCA has complied with the Organization Member’s screening policy.

If our organization is using a facility that has access to a single set of such facilities, we will designate times for use by Adults, if any.

e. Monitoring

Our organization regularly and randomly monitors the use of locker rooms, rest rooms, and changing areas at facilities under our jurisdiction to ensure compliance with these policies. Our organization will provide a private or semi-private place for *Minor Athletes* to change clothes or undress at sanctioned events that include locker rooms and/or changing areas for athlete use.

f. Non-Exclusive Facility

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

g. To minimize the risk of bullying and hazing, our organization uses locker room monitors to ensure that minors are not left unattended in locker rooms, rest rooms, and changing areas.

h. Adults make every effort to recognize when an athlete goes to the locker room or changing area during practice and competition and, if they do not return in a timely fashion, we will check on the athlete’s whereabouts.

i. We discourage parents from entering locker rooms and changing areas unless it is truly necessary. In those instances, it should only be a same-sex parent. If this is necessary, parents should let a coach or administrator know about this in advance.

ELECTRONIC COMMUNICATIONS

Covered Organizations (*Eastern Pennsylvania Youth Soccer Association* and all member organizations) must comply with a through f.

a. Application

This policy shall apply to:

1. Adult members who have regular contact with amateur athletes who are minors

2. An adult authorized by a Covered Organization to have regular contact with or authority over an amateur athlete who is a minor
3. Staff and board members at a Covered Organization (collectively, Participating Adults).

b. Content

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

c. Open and Transparent

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

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

d. Open and Transparent Defined

- 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.
- A Participating Adult communicating electronically to the entire team will copy another Participating Adult.
- Amateur athletes who are minors may “friend” the organization’s official page.

e. Prohibited Electronic Communications

- Participating Adults are not permitted to communicate privately via electronic communications with amateur athletes who are minors, except under emergency circumstances and the exceptions above.
- Participating Adults are not permitted to “private message,” “instant message,” “direct message”, or send photos via Snapchat or Instagram to a *Minor Athlete* privately.
- Participating Adults are not permitted to maintain social media connections with minors; such adults are not permitted to accept new personal page requests on social media platforms from amateur athletes who are minors and existing social media connections with amateur athletes who are minors shall be discontinued.

f. Requests to Discontinue

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

Recommended Components

g. Hours

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

h. Monitoring

- The organization monitors its social media pages and removes any posts that violate the organization’s policies and practices for appropriate behavior.

- The organization will inform the legal guardian of a *Minor Athlete* of any prohibited posts, as well as the organization’s administrator.

i. Social Media Connections

Adult Participants are not permitted to maintain private social media connections with *Minor Athletes* and should discontinue existing social media connections with *Minor Athletes*.

TRANSPORTATION AND LODGING

Covered Organizations (*Eastern Pennsylvania Youth Soccer Association* and all member organizations) must comply with a. through d. and h. through m. Local travel consists of travel to training, practice, and competition that occurs locally and does not include coordinated overnight stay(s).

a. Application

This policy shall apply to:

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

b. Transportation

1. The organization does not arrange for local travel.
2. Participating Adults who are not also acting as a legal guardian, shall not ride in a vehicle alone with an unrelated athlete who is a minor, absent emergency circumstances and except if:
 - a. A Dual Relationship Exists; or
 - b. The Close-in-Age Exception Applies; or
 - c. A Minor Athlete needs an Adult Participant Personal Care Assistant (“PCA”), and:
 - i. The Minor Athlete’s parent/guardian has provided written consent to the Organization Member for the Adult Participant PCA to work with the Minor Athlete; and
 - ii. The Adult Participant PCA has complied with the Organization Member’s education and training policy; and
 - iii. The Adult Participant PCA has complied with the Organization Member’s screening policy.
 - b. The Adult Participant has advance, written consent to transport the Minor Athlete one-on-one obtained at least annually from the Minor Athlete’s parent/guardian.

c. Minor Athlete(s) or their parent/guardian can withdraw consent at any time.

d. Adult Participants may transport Minor Athletes if accompanied by at least one other Adult Participant or at least two minors.

e. Written consent from a Minor Athlete’s parent/guardian is required for all transportation arranged by the Organization Member annually.

f. Shared or Carpool Travel Arrangement

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

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

h. Non-Local Team/Competition Travel

When only one Participating Adult and one Minor Athlete travel to a competition, the Minor Athlete must have his/her legal guardian's written permission in advance and for each competition to travel alone with the Participating Adult.

- i. Hotel rooms and Other Sleeping Arrangements:
 1. All In-Program Contact at a hotel or lodging site between an Adult Participant and a Minor Athlete must be observable and interruptible, and an Adult Participant cannot share a hotel room or otherwise sleep in the same room with a Minor Athlete(s), except if:
 - a. A Dual Relationship Exists; or
 - b. The Close-in-Age Exception Applies; or
 - c. A Minor Athlete needs an Adult Participant Personal Care Assistant ("PCA"), and:
 - i. The Minor Athlete's parent/guardian has provided written consent to the Organization Member for the Adult Participant PCA to work with the Minor Athlete; and
 - ii. The Adult Participant PCA has complied with the Organization Member's education and training policy; and
 - iii. The Adult Participant PCA has complied with the Organization Member's screening policy.
 - c. The Adult Participant has advance, written consent to transport the Minor Athlete one-on-one obtained at least annually from the Minor Athlete's parent/guardian.
 2. Written consent from a Minor Athlete's parent/guardian must be obtained for all In- Program lodging at least annually.
- j. Meetings
 - Meetings shall be conducted consistent with the organization's policy for one-on-one interactions, i.e., any such meeting shall be observable and interruptible.
 - Meetings shall not be conducted in a hotel room.
- k. Team travel policies must be signed and agreed to by all Minor Athletes, parents, and Participating Adults traveling with the organization.
- l. Participating Adults who travel with the organization must successfully pass a criminal background check and other screening requirements consistent with the organization's policies.
- m. During team travel, when doing room checks, attending team meetings and/or other activities, two-deep leadership and observable and interruptible environments should be maintained.
- n. Parents/legal guardians receive education concerning child abuse prevention before providing consent for their minor to travel alone with a Participating Adult.

EASTERN PENNSYLVANIA YOUTH SOCCER SAFE SOCCER ACRONYMS AND DEFINITIONS

ACRONYMS

LAO - Local Affiliated Organizations – *Eastern Pennsylvania Youth Soccer* and all its affiliated member organizations.

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

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

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

USOPC – United States Olympic & Paralympic Committee

DEFINITIONS

Adult Athlete

Youth player age 18 years of age and older

Adult Participant

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

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

Amateur Athlete

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

Amateur Organization Member

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

Authority

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

Center

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

Exceptions

A Close-in-Age Exception

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

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

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

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

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

Exceptions for Dual Relationships

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

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

In-Program Contact

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

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

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

Local Affiliated Organization

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

MAAPP

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

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

Minor Athlete

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

National Governing Body (NGB)

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

Personal Care Assistant

An Adult Participant who assists an athlete requiring help with activities of daily living (ADL) and preparation for athletic participation. This support can be provided by a Guide for Blind or visually impaired athletes or can include assistance with transfer, dressing, showering, medication administration and toileting. Personal Care Assistants are different for every athlete and should be individualized to fit their specific needs. When assisting a Minor Athlete, PCAs

must be authorized (have written consent yearly) by the athlete’s parent/guardian, be SafeSport trained, and compliant with appropriate background check screening.

Regular Contact

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

SafeSport Code

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

ADDITIONAL RESOURCES

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

[SafeSport Code](#)

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

[U.S. Soccer's Safe Soccer](#)

An overview of U.S. Soccer's Safe Soccer Policies as well as resources for reporting concerns or learning more about SafeSport.

[2022 MAAPP AT-A-GLANCE](#)

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

[2022 MAAPP Need to Know: For Parents](#)

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

[2022 MAAPP Need to Know: For Volunteers](#)

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

[Do I Need to Follow the U.S. Center for SafeSport’s Education & Training Policy?](#)

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

[2022 MAAPP Need to Know: For Personal Care Assistants](#)

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

[2022 MAAPP Need to Know: For Emergency Care Providers](#)

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

[2022 MAAPP Need to Know: For Coaches](#)

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

[2022 MAAPP Need to Know: For Adult Athletes](#)

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

[In-Program Contact](#)

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

[One-on-One Interactions Policy](#)

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

[Electronic Communications Policy](#)

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

[Transportation Policy](#)

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

[Meeting and Training Sessions Policy](#)

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

[Athletic Training Modalities, Massages, and Rubdowns Policy](#)

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

[Lodging Policy](#)

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

[Locker Rooms and Changing Areas Policy](#)

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