



United States Youth Futsal Safeguarding Policies and Player Safety Initiatives

All athletes deserve to play futsal and develop their skills in a positive environment which fosters their love of the game. Player Safety is a priority at United States Youth Futsal (USYF) and the policies and initiatives set forth below aim to support that environment.

It is our expectation that all USYF leagues, affiliates, and participants are responsible for knowing and complying with all USYF Bylaws, Policies and Rules in addition to all applicable federal and state laws, rules and regulations and any other applicable safeguarding efforts within the US Soccer ecosystem.

TERMINOLOGY

Adult Participant: Any adult (18 years of age or older) who has regular contact with or authority over Minor Athletes in activities within USYF jurisdiction including but not limited to:

1. A member of USYF or its affiliate members
2. An employee or board member of USYF or its affiliate members
3. Coaches and Team Managers that registered for and participate in any USYF event
4. US Soccer Federation Referees, Referee Assignors, or any other Referee staff that participate in any USYF event
5. Authorized, approved, or appointed by USYF or its members any volunteers, medical staff, trainers, chaperones, monitors, contract personnel, bus/van drivers, officials, adult athletes, staff, board members, and any other individual who meets the Adult Participant definition.

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.

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. Also see the Power Imbalance definition in the SafeSport Code. Individuals may include, but are not limited to:

1. USYF Directors and Staff
2. USYF Affiliate executives, directors, coaches, managers, administrators and other staff that may have regular contact with or authority over Minor Athletes
3. USYF Futsal ID and International Team Directors, Coaches, Staff, and Administrators
4. Sports Medicine, Health Care Professionals, Athletic Trainers contracted by or part of USYF



5. US Soccer Federation registered referees
6. Referee Assignors or other referee staff having regular contact with or authority over Minor Athletes

Close-in-Age Exception: An exception applicable to certain policies when an Adult Participant does not have authority over a Minor Athlete *and* is not more than four years older than the Minor Athlete (e.g., a 19-year-old and a 16-year-old). Note: this exception *only* applies within the prevention policies and *not* regarding conduct defined in the SafeSport Code.

Dual Relationships: An exception applicable to certain policies when an Adult Participant has a dual role or relationship with a Minor Athlete and the Minor Athlete's parent/guardian has provided written consent at least annually authorizing the exception.

In-Program Contact: 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-game or 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 (LAO): A regional, state, or local club or organization that has registered with and/or is directly affiliated with USYF.

Minor Athlete: An Amateur 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 USYF.

National Governing Body (NGB): A U.S. Olympic National Governing Body, Pan American Sport Organization, or Paralympic Sport Organization recognized by the U.S. Olympic & Paralympic Committee pursuant to the Ted Stevens Olympic and Amateur Sports Act, 36 U.S.C. §§ 220501, et seq. This definition shall also apply to the USOPC, or other sports entity approved by the USOPC, when they have assumed responsibility for the management or governance of a sport included on the program of the Olympic, Paralympic, or Pan-American Games.

Adult Participant 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, Adult Participant PCAs must be authorized by the athlete's parent/guardian.

Paralympic Sport Organization (PSO): an amateur sports organization recognized and certified as an NGB by the USOPC.

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).

U.S. Olympic & Paralympic Committee (USOPC): A federally chartered nonprofit corporation that serves as the National Olympic Committee and National Paralympic Committee for the United States.

MINOR ATHLETE ABUSE PREVENTION POLICY (“MAAPP”)

A. Mandatory Child Abuse Prevention Training and Background Checks for Adult Participants

1. Adult Participants are Required to Complete SafeSport Training
 - a. The following Adult Participants must complete the *SafeSport Trained Core* either through the Center's online training or the Center's approved, in-person training:
 - i. Adult Participants including but not limited to Coaches and Team Managers who have regular contact with any amateur athlete(s) who is a minor;
 - ii. Adult Participants who have authority over any amateur athlete(s) who is a minor;
 - iii. Adult Participants who are an employee or board member of USYF, as well as all individuals considered USYF League Owners or Affiliate Directors.
 - iv. USYF only uses US Soccer certified referees and as such all adult referees must complete the SafeSport requirements to receive their US Soccer referee certification.
 - b. Adult Participants who are medical providers required to take training under Section can take the Health Professionals Course in lieu of the *SafeSport Trained Core*.
2. Refresher Training: The above listed Adult Participants must complete a refresher course on an annual basis, beginning the calendar year after completing the *SafeSport Trained Core*. Every four years, Adult Participants will complete the *SafeSport Trained Core* training. Medical providers can take the Health



Professionals Course in lieu of the *SafeSport Trained Core* and are required to take the refresher courses on an annual basis if they meet the criteria above in (A)(1)(b).

3. Background Screening: USYF Criminal Background Screening is required for all Adult Participants. In addition to completing and passing the USYF Criminal Background Check, all Adult Participants will also be screened against the following databases prior to receiving clearance:
 - a. The US Center for SafeSport Centralized Disciplinary Database
 - b. US Soccer's Risk Management Disqualification List
 - c. USYF Suspension list.
4. All Adult Participants must complete Background Check and SafeSport training:
 - a. Before regular contact with an amateur athlete who is a minor begins; **and**
 - b. Within the first 45 days of either initial membership or upon beginning a new role subjecting the adult to this policy.
5. USYF tracks through our registration platform, HTG Sports, whether Adult Participants under the organization's jurisdiction complete the required annual SafeSport training and USYF Criminal Background Check before being eligible to be considered an active participant in any USYF sanctioned league, tournament, or event.

B. Minor Athlete Training

1. USYF fully supports and encourages all Minor Athlete's, subject to parental consent, to take the training course on the prevention and reporting of child abuse accessed through the US Center for SafeSport website.

C. Parent Training

1. USYF fully supports and encourages Parents of Minor Athletes to take the Parent's Guide to Misconduct in Sport course accessed through the US Center for SafeSport website.

D. Exemptions and Accommodations

1. Exemptions from this Education & Training Policy may be made on a case-by-case basis for victims/survivors. Requests may be made directly to the U.S. Center for SafeSport at exemptions@SafeSport.org.
2. The Center will work with the NGBs, PSOs, LAOs, and the USOPC on appropriate accommodations for persons with disabilities and individuals with limited English proficiency to satisfy these training requirements. Each NGB, PSO, LAO and the USOPC must provide reasonable accommodations and track any exemptions for individuals with disabilities and individuals with limited English proficiency.



Compliance

USYF reserves the right to directly and indirectly audit, survey, or otherwise review compliance from our Affiliates members with our Player Safety Initiatives and Safeguarding Policies. Violation of the policies may result in disqualification, corrective action, disciplinary action, and/or termination with the applicable USYF Affiliate member or organization.

ONE-ON-ONE INTERACTION POLICY

All one-on-one In-Program Contact between an Adult Participant and a Minor Athlete must be observable and interruptible, except in emergency circumstances.

The exceptions below may apply to specific policies, and if the exceptions apply, they are listed in the policy. These exceptions also apply to all one-on-one In- Program Contact not specifically addressed in other policies:

- a. When a Dual Relationship exists; or
- b. When the Close-in-Age Exception applies; or
- c. If a Minor Athlete needs an Adult Participant Personal Care Assistant, and:
 - i. the Minor Athlete's parent/guardian has provided written consent to the Organization for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
 - ii. the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and
 - iii. the Adult Participant Personal Care Assistant has complied with the Organization's screening policy; or
- d. In other circumstances specifically addressed in this policy that allow for certain one-on-one interactions if USYF or its Affiliates receive parent/guardian consent.

MEETINGS AND TRAINING SESSIONS

Adult Participants must follow the one-on-one interaction policy (Observable and Interruptible) in all meetings and training sessions where Minor Athlete(s) are present.

1. Individual Training Sessions

- a. One-on-one, In-Program, individual training sessions must be observable and interruptible except if:
 - i. A Dual Relationship exists; or
 - ii. The Close-in-Age Exception applies; or
 - iii. A Minor Athlete needs an Adult Participant Personal Care Assistant, and:



1. the Minor Athlete’s parent/guardian has provided written consent to the Organization for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
 2. the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and
 3. the Adult Participant Personal Care Assistant has complied with the Organization’s screening policy.
- b. The Adult Participant providing the individual training session must receive advance, written consent from the Minor Athlete’s parent/guardian at least annually, which can be withdrawn at any time; and
 - c. Parents/guardians must be allowed to observe the individual training session.
2. Meetings with licensed mental health care professionals and health care providers. (*Athletic trainers who are covered under these policies must follow the “Athletic Training Modalities, Massages, and Rubdowns” policy). If a licensed mental health care professional or licensed health care provider meets one- on-one with a Minor Athlete at a sanctioned event or a facility, which is partially or fully under USYF jurisdiction, the meeting must be observable and interruptible except:
 - a. If the door remains unlocked; and
 - b. Another adult is present at the facility and notified that a meeting is occurring, although the Minor Athlete’s identity needs not be disclosed; and
 - c. USYF is notified that the provider will be meeting with a Minor Athlete; and
 - d. The provider obtains consent consistent with applicable laws and ethical standards, which can be withdrawn at any time.

If a permitted meeting or training session takes place between an Adult Participant(s) and a Minor Athlete(s) at a facility partially or fully under USYF jurisdiction, USYF recommends that another Adult Participant should monitor each meeting or training session. Monitoring includes reviewing the parent/guardian consent form, knowing that the meeting or training session is occurring, knowing the approximate planned duration of the meeting or training session, and dropping in on the meeting or training session.

ATHLETIC TRAINING MODALITIES, MESSAGES, AND RUBDOWNS

All In-Program athletic training modalities, massages, or rubdowns of a Minor Athlete must:

- a. Be observable and interruptible; and
- b. Have another Adult Participant physically present for the athletic training modality, massage, or rubdown; and
- c. Have documented consent; and
- d. Be performed with the Minor Athlete fully or partially clothed, ensuring that the breasts, buttocks, groin, or genitals are always covered; and
- e. Allow parents/guardians in the room as an observer, except for competition or training venues that limit credentialing.



Providers of athletic training modalities, massages, and rubdowns must obtain consent at least annually from Minor Athletes' parents/guardians before providing any athletic training modalities, massages, or rubdowns. Minor Athletes or their parents/guardians can withdraw consent at any time.

USYF recommends that the provider should narrate the steps in the massage, rubdown, or athletic training modality before taking them, seeking assent of the Minor Athlete throughout the process.

- When possible, techniques should be used to reduce physical touch of Minor Athletes.
- Only licensed providers should administer a massage, rubdown, or athletic training modality.
- Coaches, regardless of whether they are licensed massage therapists, should not massage Minor Athletes.

LOCKER ROOMS AND CHANGING AREAS

Adult Participants must ensure that all one-on-one In-Program Contact with Minor Athlete(s) in a locker room, changing area, or similar space where Minor Athlete(s) are present is observable and interruptible, except if:

- a. A Dual Relationship exists; or
- b. The Close-in-Age Exception applies; or
- c. A Minor Athlete needs a Personal Care Assistant and:
 - i. the Minor Athlete's parent/guardian has provided written consent to the Organization for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
 - ii. the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and
 - iii. the Adult Participant Personal Care Assistant has complied with the USYF screening policy.

No Adult Participant or Minor Athlete can use the photographic or recording capabilities of any device in locker rooms, changing areas, or any other area designated as a place for changing clothes or undressing.

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). Adult Participants must not change clothes or behave in a manner that intentionally or recklessly exposes their body to a Minor Athlete.



USYF may permit recording or photography in locker rooms for the purpose of highlighting championship celebrations or athletic accomplishments if:

- Parent/legal guardian consent has been obtained; and
- USYF approves the specific instance of recording or photography; and
- Two or more Adult Participants are present; and
- Everyone is fully clothed.

Personal Care Assistants: Adult Participant Personal Care Assistants are permitted to be with and assist Minor Athlete(s) in locker rooms, changing areas, and similar spaces where other Minor Athletes are present, if they meet the requirements above.

Availability and Monitoring of Locker Rooms, Changing Areas, and Similar Spaces

- USYF and Affiliates must provide a private or semi-private place for Minor Athletes that need to change clothes or undress at sanctioned events or facilities partially or fully under USYF jurisdiction.
- USYF and Affiliates must monitor the use of locker rooms, changing areas, and similar spaces to ensure compliance with these policies at sanctioned events or facilities partially or fully under USYF jurisdiction.

ELECTRONIC COMMUNICATIONS

All one-on-one electronic communications between an Adult Participant and a Minor Athlete must be Open and Transparent except:

- a. When a Dual Relationship exists; or
 - b. When the Close-in-Age Exception applies; or
 - c. If a Minor Athlete needs a Personal Care Assistant and:
 - i. the Minor Athlete's parent/guardian has provided written consent to the Organization for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
 - ii. the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and
 - iii. the Adult Participant Personal Care Assistant has complied with the Organization's screening policy.
 - d. Open and Transparent means that the Adult Participant copies or includes the Minor Athlete's parent/guardian, another adult family member of the Minor Athlete, or another Adult Participant. If a Minor Athlete communicates with the Adult Participant first, the Adult Participant must follow this policy if the Adult Participant responds.
 - e. Only platforms that allow for Open and Transparent communication may be used to communicate with Minor Athletes.
2. Team Communication: When an Adult Participant communicates electronically to the entire team or any number of Minor Athletes on the team, the Adult Participant



must copy or include another Adult Participant or the Minor Athletes' parents/guardians.

3. Content: All electronic communication originating from an Adult Participant(s) to a Minor Athlete(s) must be professional in nature. Electronic communications include, but are not limited to phone calls, videoconferencing, video coaching, texting, and social media.
4. Requests to discontinue: Parents/guardians may request in writing that USYF or an Adult Participant subject to this policy not contact their Minor Athlete through any form of electronic communication. USYF and the Adult Participant must abide by any request to discontinue, absent emergency circumstances.
5. Adult Participants, except those with a Dual Relationship or who meet the Close-in-Age Exception, are not permitted to maintain private social media connections with Minor Athletes and should discontinue existing social media connections with Minor Athletes.

TRANSPORTATION

An Adult Participant cannot transport a Minor Athlete one-on-one during In-Program travel, except if:

- a. A Dual Relationship exists; or
- b. The Close-in-Age Exception applies; or
- c. A Minor Athlete needs a Personal Care Assistant and:
 - i. the Minor Athlete's parent/guardian has provided written consent to the Organization for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
 - ii. the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and
 - iii. the Adult Participant Personal Care Assistant has complied with the Organization's screening policy; or
- d. The Adult Participant has advance, written consent to transport the Minor Athlete one-on-one obtained at least annually from the Minor Athlete's parent/guardian.

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

An Adult Participant meets the In-Program transportation requirements if the Adult Participant is accompanied by another Adult Participant or at least two minors. Written consent from a Minor Athlete's parent/guardian is required for all transportation sanctioned by USYF.

USYF encourages parents/guardians to pick up their Minor Athlete first and drop off their Minor Athlete last in any shared or carpool travel arrangement.



LODGING

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, and the Minor Athlete's parent/guardian has provided the Organization with advance, written consent for the lodging arrangement.
- b. The Close-in-Age Exception applies, and the Minor Athlete's parent/guardian has provided the Organization with advance, written consent for the lodging arrangement; or
- c. The Minor Athlete needs a Personal Care Assistant, and:
 - i. The Minor Athlete's parent/guardian has provided advance, written consent to the Organization for the Adult Participant Personal Care Assistant to work with the Minor Athlete and for the lodging arrangement.
 - ii. The Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and
 - iii. The Adult Participant Personal Care Assistant has complied with the Organization's screening policy.

Monitoring or Room Checks During In-Program Travel: If USYF or team performs room checks during In-Program lodging, the one-on-one interaction policy must be followed and at least two adults must be present for the room checks.

Additional Requirements for Lodging Authorized or Funded by USYF

- Adult Participants traveling with USYF must agree to and sign the USYF lodging policy at least annually.
- Adult Participants that travel overnight with Minor Athlete(s) are assumed to have Authority over Minor Athlete(s) and thus must comply with the Center's Education & Training Policy.
- Written consent from a Minor Athlete's parent/guardian must be obtained for all In-Program lodging at least annually.

Compliance

Violation of the policies may result in disqualification, corrective action, disciplinary action, and/or termination with the applicable USYF Affiliate member or organization.



USYF PROHIBITED CONDUCT POLICY

This Policy applies to:

1. Members or Affiliates of USYF
2. Employees and board members of USYF and the employees and board members of all USYF members or Affiliates
3. Anyone within USYF governance or disciplinary jurisdiction
4. Anyone participating in a USYF sanctioned league, program, or event
5. Any subcontractor, supplier, or third-party and their employees in their dealings with USYF and its Affiliate Members

All definitions in this policy are taken from the SafeSport Code for the U.S. Olympic and Paralympic Movement the (“SafeSport Code”), as may be amended from time to time. In the event of any conflict between this Policy and the SafeSport Code, the SafeSport Code will govern. The most recent SafeSport Code is always available at www.SafeSport.org.

Any violation of this policy may be subject to disciplinary action. Appropriate action may also be taken against any subcontractor, supplier, or third-party and their employees found in violation of this Policy. This policy is in addition to all other provisions of USYF Bylaws, Policies, and Rules as well as all applicable local, state, and federal laws, rules and regulations.

PROHIBITED CONDUCT

1. Harassment

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

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

- a. submission to such conduct is either explicitly or implicitly a term or condition of the individual's employment,
- b. submission to or rejection of such conduct by an individual serves as the basis for an employment decision affecting that individual, or
- c. 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:

- a. unnecessary touching, patting, hugging, pinching, or brushing against a person's body,
- b. staring, ogling, leering, or whistling at a person,
- c. continued or repeated verbal abuse of a sexual nature,
- d. sexually explicit statements, sexual flirtations, advances, propositions, subtle pressure for sexual activity, comments, questions, jokes, or anecdotes,
- e. graphic or degrading comments about a person's clothing, body or sexual activity,
- f. sexually suggestive objects, cartoons, posters, calendars, or pictures in the workplace,
- g. suggestive or obscene letters, notes or invitations,
- h. harassing use of electronic mail, electronic or instant messaging, or telephone communication systems, or
- i. other physical or verbal conduct of a sexual nature.

3. Racial, Religious, or National Origin Harassment

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

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



- c. use of pejorative or demeaning language regarding a person's race, religion, or national origin.

4. Child Abuse, Including Child Sexual Abuse

Child abuse is prohibited. Child abuse is defined as the physical or mental injury, sexual abuse or exploitation, or negligent treatment of a child. Specifically, child sexual abuse includes sexual contact with a child that is accomplished by deception, manipulation, force or threat of force, regardless of the age of the participants, and all sexual interactions between an adult and a child, regardless of whether there is deception, or whether the child understands the sexual nature of the activity.

5. Sexual Misconduct and Power Imbalance

Sexual misconduct is prohibited. Sexual misconduct includes:

- a. Sexual Harassment as defined in this policy,
- b. non-consensual touching of a sexual nature, however slight,
- c. watching, recording, or disseminating images of private sexual activity without the consent of all parties, and
- d. engaging in solicitation of prostitution or prostituting or trafficking another person.

Any sexual interaction between an athlete and an individual where there is a power imbalance is prohibited. A power imbalance exists when one person has evaluative, direct, or indirect authority over another. 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 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.

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 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.

Purported consent by the person subject to hazing is not a defense, regardless of the person's willingness to cooperate or participate.

Hazing does not include group or team activities that:

- a. are meant to establish normative team behaviors or
- b. promote team cohesion.

10. Retaliation

Retaliation against a person for reporting prohibited conduct or for participating in an investigation of a report of misconduct under this policy, is prohibited.

Retaliation means any adverse action, or threat to take an adverse action including, but not limited to threatening, intimidating, harassing, coercing, or any other action or conduct with the potential effect of dissuading a reasonable person from reporting under this policy or participating in the investigation of a report.

11. Aiding and Abetting

Aiding and abetting is prohibited. Aiding and abetting is defined as:

- a. knowingly assisting, in any way, the commission of prohibited conduct under this policy or
- b. allowing any person who has been suspended or ruled ineligible by the U.S. Center for SafeSport to participate, in any capacity, in USYF programs.



12. Abuse of Process

Abuse of process is prohibited. Abuse of process is defined as interfering with the U.S. Center for SafeSport's ("the Center's") process by:

- a. falsifying, misrepresenting, concealing, or destroying information,
- b. attempting to discourage a person's participation in the Center's process,
- c. publicly disclosing a claimant (or victim's) information,
- d. failing to comply with a temporary measure or other sanction,
- e. distributing or publicizing materials created or produced by the Center except as expressly permitted by the Center, or
- f. having another person complete any Center required training for them.

13. Misconduct Related to Reporting

Misconduct related to reporting is prohibited. Misconduct related to reporting is defined as:

- a. Failing to report allegations to the Center or to law enforcement under Reporting Obligations of this Policy, or
- b. Filing a knowingly false allegation that someone engaged in prohibited conduct.

REPORTING OBLIGATIONS

Pursuant to the SafeSport Act, all mandatory reporters are required to report suspected child abuse, including sexual abuse, within 24 hours to the appropriate law enforcement agency that has jurisdiction to investigate reports of child abuse or to protect child abuse victims. This may include local law enforcement, child protective services, or FBI. This section shall not be interpreted to require a victim of abuse to make a report.

Reporting to Law Enforcement and the U.S. Center for SafeSport

Any allegation of child abuse, including child sexual abuse, or any concern for the immediate safety of a child must be reported within 24 hours to:

- Local law enforcement, any other agency as required by state law, and
- The U.S. Center for SafeSport, at <https://uscenterforSafeSport.org/report-a-concern/> or 833-587-7233.

Reporting to the U.S. Center for SafeSport

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

- Other known activity or general misconduct that violates Safesport code
- Retaliation
- Aiding and abetting
- Abuse of Process



Reporting to USYF

Beyond the obligation defined in the Safesport Act, participants also have an affirmative duty to report suspected abuse and other misconduct to USYF governing body so we can also take appropriate action. Any incidents of conduct prohibited by this policy or the Code, as well as violations of USYF's Minor Athlete Abuse Prevention Policy ("MAAPP") should be reported to USYF as soon as possible via the online form at:

<https://www.usyouthfutsal.com/player-initiatives>. Reports may be made anonymously and there is no fee or cost to filing a report.

USYF does not tolerate retaliation of any kind. No individual that makes a good-faith report of misconduct will be subject to retaliation or adverse consequence of any kind.

Failure to promptly report suspected child abuse to law enforcement authorities may constitute a violation of federal or state law and in any event, may be deemed a violation of USYF Player Safety Initiatives and Policies

ENFORCEMENT AND RESOLUTION

Any allegation of prohibited conduct reported herein shall be addressed by USYF subject to the process set forth that is materially free of bias and conflicts of interest, and which includes the opportunity for review by a disinterested individual or group and a right to appeal a final decision subject to the terms set forth in U.S. Soccer Bylaw 704.

Risk Management Review Panel: A minimum of 3 members of USYF staff and/or USYF Affiliate members shall constitute a Risk Management Review Panel. This panel will have the authority to review all facts, evaluate any responsibilities, and take action pursuant to any and all USYF Bylaws and Policies. Upon a completion of review, the panel decision will be sent in writing.

Risk Management Appeal: Individuals who have been disqualified from registration or participating in USYF activities may appeal the decision to the USYF Risk Management committee within 15 calendar days of such notification by submitting their request via the Risk Management Appeal Form located at <https://www.usyouthfutsal.com/player-initiatives>. Upon receipt of the Appeal Form, the USYF Risk Management Review Panel shall be convened, determine next steps, and ultimately render a decision.

COMPLIANCE

USYF reserves the right to directly and indirectly audit, survey, or otherwise review compliance from our Affiliates members with our Player Safety Initiatives and Safeguarding Policies. Violation of the policies may result in disqualification, corrective action, disciplinary action, and/or termination with the applicable USYF Affiliate member or organization.



Mandatory Self-Disclosure: Any person who has been disqualified or declared by a sport organization to be temporarily or permanently ineligible or disqualified is required to self-disclose this information to a member of USYF at the time of application with USYF or if already a participant immediately at the time of disqualification by another sport organization. Failure to disclose is a basis for disqualification, corrective action, disciplinary action, and/or termination.



BACKGROUND SCREENING POLICY

Background screening (and Safesport Training) is required for all Adult Participants. USYF uses Reference Services (RSI) for providing background checks that meet the USPOC and US Soccer background screening standards including:

- Social Security Number Validation
- Name and address history
- Multi-Jurisdictional Nationwide Criminal Database covering all states in the US, DC, Guam, and Puerto Rico
- US Sex Offender Registry
- US Center for Safesport Centralized Disciplinary Database
- US Soccer's Risk Management Disqualified list
- National Watch lists, OFAC Patriot Act Search, FBI Fugitive List, OIG – Department of Health and Services Exclusion List, Interpol Most Wanted
- International Records and/or separate comprehensive International Background Check for when the individual currently lives or has lived internationally during the past 7 years, going back the length of time records are available and reportable based on the name and address the individual provides

Findings are shared as a Red Light/Green Light system. A Green Light means that the individual meets the background screening criteria for the intended role and is eligible to participate in USYF activities. A Red Light finding means that the individual does not meet the background check criteria for the related role and is ineligible for any Adult Participant role in USYF activities.

A reportable record or disclosure from the individual that contains a disposition or resolution of a criminal proceeding other than an adjudication of not guilty will be flagged as a Red Light and not meet the criteria for the related role. The following examples are considered criteria that would make an individual ineligible:

- Any Felony: Defined as all crimes punishable by greater than 1 year in jail or prison – regardless of how characterized by jurisdiction – if range, alternate sentencing, or intermediate sentencing with an outer range is greater than 1 year.
- Any misdemeanor involving:
 - All sexual crimes, criminal offences of a sexual nature including but not limited to rape, child molestation, sexual battery, lewd conduct, possession and distribution of child pornography, possession and distribution of obscene material, prostitution, indecent exposure, public indecency, and any sex offender registrant
 - Any drug related offenses



- Harm to a minor or vulnerable person including but not limited to offences such as child abandonment, child endangerment, child neglect, child abuse, contributing to the delinquency of a minor, and DUI with a minor
- Violence against a person, force, or threat of force (includes crimes involving a deadly weapon and domestic violence)
- Stalking, harassment, blackmail, violation of a protection order, and/or threats
- Destruction of property including arson, vandalism, and criminal mischief
- Animal abuse, cruelty, or neglect

The above criteria are contained within the USOPC's Responsible Sports Organization Policy and have been adopted by USYF. USYF reserves the right to consider any other reportable records not mentioned above when making a final determination of whether an individual is considered safe to be eligible as an Adult Participant with any activity within USYF jurisdiction.

RISK MANAGEMENT APPEALS AND REVIEW PANEL

Should an individual receive a Red Light finding and be disqualified from registration or participation in activities under USYF jurisdiction, the individual may appeal the determination and request a review by a USYF review panel. The review panel will consist of a disinterested 3 person panel selected from the USYF Risk Management committee.

The individual will have 5 business days from the date that they are notified of the finding to request a review. The request for review shall be in writing to the USYF Executive Director(brian@usyouthfutsal.com) and shall include all arguments the individual wished to make as well as all written evidence that the individual wishes the Review Panel to consider. By requesting the review, the individual grants permission for his or her complete background check findings, history, all materials submitted in the review request, and any other information to be provided to the Review panel, any US Center for SafeSport and US Soccer advisors, and USYF legal advisors.

Unless otherwise communicated, the review shall be completed within 15 business days of receipt of the completed request. The decision of the review panel shall be considered final and binding on all parties.