



Club Incident Review Policy

PURPOSE

To provide a 360 view of any major club incident that involves a Fusion player, parent, coach or staff member, the incident report and policy ensures individuals involved have a platform to share any information seen necessary and therefore allow the club to act accurately and appropriately.

POLICY

Whenever an incident involves violence, racism, abuse, bullying, inappropriate behavior or negative behavior, those involved in such incident, on or off the field, will be subject to an incident review.

NOTE: If a league body, such as NorCal has ruled on an incident, that does not mean a club incident review won't be conducted. The club report will not affect the decision of any league body; however, the club may take additional action if deemed necessary.

PROCEDURE

If an incident report form or club leadership is informed of an incident, the following procedure will be followed.

Upon notification, club leadership will contact those involved by phone within 48 hours for an initial understanding of the incident.

Fusion leadership includes:

- The Executive Director
- The Club President or Vice President
- Director of Coaching

Once all individuals involved are contacted, a follow-up, in person meeting will be scheduled within 5 days of the initial incident or report, to gather further information and understanding.

Upon completion of club findings, Fusion will communicate one of the following:

- Ask for a final meeting with certain parties
- Keep you informed of the status of the investigation as it proceeds; and
- Advise you of the outcome of the investigation and any resulting discipline

The time expected for a final decision is within 5 days of the in-person meetings. If the club needs longer to collect necessary details, all parties involved will be communicated to.

* Whenever a player is involved, the club will provide post incident support and educational tools to help as needed, and if the player is open to such support. The club will assign a specialist among the staff for this support and share resources within its partners.