

Silver Lake Soccer Club Safe Soccer: Prohibited Conduct Policy

This policy was derived from the template provided by US Soccer Safe Soccer Framework.

This Policy applies to the following:

- 1) Adults at a facility under the jurisdiction of Silver Lake Soccer, including practice fields, game fields or meeting locations
- 2) Adult volunteers who have regular contact with amateur athletes who are minors
- 3) An adult authorized by Silver Lake Soccer to have regular contact with or authority over an amateur athlete who is a minor, such as a volunteer coach or other any other adult who has registered with Silver Lake Soccer club as a volunteer
- 4) Staff and board members of Silver Lake Soccer Club
- 5) Athletes

(Collectively, Covered Participants).

Silver Lake Soccer is committed to maintaining a safe soccer environment that is free from all forms of discrimination, including harassment, on the basis of any legally protected status. Accordingly, Silver Lake Soccer Club does not permit any form of unlawful harassment, discrimination or intimidation against its volunteers, players or staff by anyone. 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.

Silver Lake Soccer Club is also committed to maintaining a safe soccer 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 Participants may subject the Covered Participants to disciplinary action.

Harassment

Harassment consists of unwelcome conduct, whether verbal, physical or visual, that is based upon a person's protected status. Silver Lake Soccer will not tolerate harassing conduct that creates an intimidating, hostile, or offensive recreational soccer 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

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From USSF Safe Soccer Framework:

Sexual harassment deserves special mention. Unwelcome sexual advances, requests for sexual favors, and other verbal, written, or physical conduct of a sexual nature constitute sexual harassment and have no place in the recreational soccer programs of Silver Lake Soccer Club or anywhere on the soccer pitch.

Sexual harassment may involve individuals of the same or different gender. It may also occur between individuals of any age, including adult volunteers and athletes.

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.

Racial, Religious, or National Origin Harassment

Racial, religious, or national origin harassment deserves special mention as well, and is expressly prohibited by Silver Lake Soccer Club. 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

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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 judgement 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 when reasonable for soccer. 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 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.

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 behaviors that (a) are meant to establish normative team behaviors, or (b) promote team cohesion.

All Covered Participants are responsible to help ensure that we avoid misconduct. Silver Lake Soccer cannot act to eliminate misconduct unless it has notice of the conduct. Covered Participants are thus charged with reporting any concerns regarding compliance with this Policy. For the avoidance of doubt, in some instances, Covered Participants will be required to report to law enforcement and/or the U.S. Center for SafeSport.

Furthermore, Silver Lake Soccer Club volunteers are responsible to help assure recreational soccer environment is free from harassment. All volunteers have an obligation to promptly report any and all

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allegedly harassing conduct they are 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.

All volunteers must report the harassing conduct to a member of the Silver Lake Soccer Board of Directors.

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

All Covered Participants 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.

Silver Lakes Soccer Club's Prohibited Conduct Policy offers its employees greater protection from harassment than does the law. Consequently, Covered Participants who are found to have violated Silver Lake Soccer Club'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.