



Policy Memorandum # 2: Anti-Discrimination Policy

Effective Date: January 1, 2026

References

- Presidential Action, *Ending Discrimination and Restoring Merit-Based Opportunity*, January 21, 2025
- USYS, *Diversity, Equity, and Inclusion Initiatives*, May 29, 2025
- UYSA, *NO DISCRIMINATION, Zero Tolerance Policy*, Spring 2025

1. Purpose & Scope

1.1 Ogden Soccer Club is committed to a respectful, inclusive community where every member is treated with dignity and protected under federal civil rights laws. The Club values fairness, integrity, and individual merit, aligning with US Youth Soccer to ensure all participants feel welcomed and empowered through shared character and leadership—not identity-based preferences.

1.2 This policy establishes the Club's standards for preventing and addressing discrimination, defining conduct expectations and outlining referee and disciplinary procedures. It applies to all Club activities—on the field, at events, and online—and reinforces Ogden Soccer's commitment to maintaining a safe, accountable, and inclusive environment for everyone.

2. Policy

2.1 *Purpose and Commitment*

2.1.1 Ogden Soccer Club is committed to fostering a respectful, inclusive, and bias-free environment for all players, coaches, volunteers, and families.

2.1.2 The Club upholds federal civil rights protections against discrimination based on race, color, religion, sex, or national origin.

2.1.3 The Club aligns with US Youth Soccer's commitment to diversity, equity, and inclusion through education, leadership, and community engagement.

2.1.4 Ogden Soccer rejects identity-based preferences and affirms merit, character, and hard work as the foundation of opportunity.

2.2 *Expectations for Conduct*

2.2.1 All members must treat others with dignity and respect, both on and off the field.

2.2.2 Discriminatory language or behavior—including racist, sexist, or religious slurs—is strictly prohibited.

2.2.3 The use of the N-word or any racially charged term is considered foul and abusive, regardless of context.

2.2.4 Inclusion means ensuring every member feels welcomed and empowered through shared values, accountability, and respect—not through quotas or preferential treatment.

2.3 *Referee Protocol for Discrimination Complaints*

2.3.1 Upon Receiving a Complaint

- Wait for a dead ball; Blow the whistle and send both teams to their benches.
- Speak with the complaining team to gather specifics.
- Inform the opposing coach of the alleged comment.
- Remind both teams that discriminatory comments are never acceptable.
- Resume play from the dead ball.

2.3.2 In-Game Penalties

- If the referee crew hears a racist comment, referees may use discretion to determine discipline.
- Racist comments are typically deemed “foul and abusive” and warrant ejection.

2.3.3 Post-Game Penalties

2.3.3.a The League Commissioner may:

- Issue a minimum two-game suspension for racist language ejections.
- Require a written apology from the offending player.
- Issue a season-long suspension for parents who make racist comments.
- If no further incident occurs after stoppage, notify Club leadership to address the issue with all teams.

2.3.4 Reporting and Follow-Up

2.3.4.a Referees must document incidents thoroughly to support league follow-up.

2.3.4.b Repeat offenses by teams will trigger broader review and potential Club-level interventions.

2.4 *Reporting Violations and CARE Committee Oversight*

2.4.1 *Complaint Submission Process*

- Ogden Soccer Club maintains a structured process for handling complaints with impartiality, transparency, and consistency.
- Individuals who believe a violation has not been properly addressed—or who have experienced discrimination—are encouraged to contact the Ogden Soccer CARE Committee.
- The CARE Committee provides a fair, confidential, and timely resolution process.

2.4.2 *CARE Committee Review Process*

- Acknowledgment of the complaint will be sent within 48 hours of submission.
- The Committee will investigate, gather information, and determine appropriate action.
- A resolution will be communicated directly to the complainant.
- Appeals may be submitted within seven (7) days of the resolution to CARE@ogdensoccer.com.

3. **Additional Guidance**

3.1 For full details on the complaint process, refer to Policy Memo #3: Conflict Resolution & Complaint Policy