



NEBRASKA STATE SOCCER RISK MANAGEMENT POLICY

Any Non-paid members of the Board of Directors; Education Staff; Coaching Education Staff; ODP Coaches and Scouts; Affiliate Member's Officers and Board Members; and Program Directors, Team Managers, Athletic Trainers, Coaches, Assistant Coaches and Substitute Coaches, and any other individual over the age of 18 seeking affiliation with NSSA who has direct or indirect contact or influence on a youth player shall be known collectively as "Adult Participant" for the purposes of this policy. An Adult Participant is any adult (18 years of age or older) who is:

1. A member or license holder of an NGB, PSO, LAO, or USOPC;
2. An employee or board member of an NGB, PSO, LAO, or USOPC;
3. Within the governance or disciplinary jurisdiction of an NGB, PSO, LAO, or USOPC;
4. Authorized, approved, or appointed by an NGB, PSO, LAO, or USOPC to have regular contact with or authority over Minor Athletes.

Any NSSA player registered for the current season with an affiliated NSSA member will be known as "Minor Athlete" or "Player" for the purposes of this Policy. A Minor Athlete is 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, an NGB, PSO, USOPC, or LAO

A. Background Screening

1. Overview

Pursuant to U.S. Soccer Policy 212-3, Nebraska State Soccer's Background Check Policy is in place to set forth requirements pertaining to appropriate background screening. This Background Check Policy does not apply to individuals under 18 years of age.

Every Adult Applicant is required to apply for a background check every two (2) years by using the NSS digital compliance platform prior to regular contact with Minor Athletes. A comprehensive background Check, including a national search, national sex offender search (50 states plus U.S. territories) and 7-year county of residence criminal record search will be conducted on every Adult Applicant submitted every two (2) seasonal years. In addition, all Adult Applicants should be vetted against SA's suspension database, U.S. Soccer's disqualification list and the SafeSport Centralized Disciplinary Database.

Each Risk Management Application is subject to a processing fee. The Nebraska State Soccer Board will determine the costs and billing each yearly registration cycle no later than the AGM. Any applicant who has been disqualified or declared by another sport organization to be temporarily or permanently ineligible is required to self-disclose this information at the time of application. Failure to disclose is a basis for discipline/disqualification.

2. Disqualification Criteria

Any criminal background check that is obtained pursuant to the terms of this policy that results in a report of a disposition or resolution of a criminal proceeding, other than an adjudication of not guilty, for any of the below criminal offenses will be subject to NSS's policies and procedures to determine eligibility:

1. Any felony.
2. Any misdemeanor involving:
 - a. Any conviction or adjudication of guilt for all sexual crimes, criminal offenses of a sexual nature to include 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.
 - b. Any conviction or adjudication of guilt for a crime against a person (including domestic violence and crimes involving firearms).
 - c. Any conviction or adjudication of guilt for Harm to a minor and vulnerable person, including, but not limited to, offenses such as child abandonment, child endangerment/neglect/abuse, contributing to the delinquency of a minor, and DUI with a minor.
 - d. Any conviction or adjudication of guilt for stalking, harassment, blackmail, violation of a protection order and/or threats.
 - e. Any conviction or adjudication of guilt for animal abuse or neglect.
 - f. Any conviction or adjudication of guilt for sale, manufacture, or intent to deliver drugs.
 - g. Any conviction or adjudication of guilt for crimes involving controlled substances (not paraphernalia or alcohol).

3. Any conduct which discriminates against any individual on the basis of race, color, ancestry, national origin, religion, age, marital status, sex, and sexual orientation which includes sexual harassment, which may consist of a request for sexual favors, unwanted or illegal sexual advances or propositions, verbal, physical and visual harassment, stalking, and unwanted or illegal sexual contact.

4. Any person who becomes involved as a defendant in litigation detrimental to the welfare of youth players, or litigation based on activities or conduct that reasonably may be deemed to be detrimental to the welfare of youth players shall be suspended by NSS from all soccer-related activities until completion of the litigation. Upon written request of the suspended person, the status of such person shall be reviewed by NSS. Matters detrimental to the welfare of youth players shall include but not be limited to crimes of moral turpitude, felonies and any of the crimes or activities referred to above. The person has a right to appeal whether the matter that is the substance of the accusation, if true, is detrimental to the welfare of youth players. Privileges may be reinstated at the conclusion of the litigation process.

NSS and NSS Legal Counsel have the right at any time to add additional offenses and convictions to the list as outlined above. NSS reserves the right to disqualify an individual when presented with evidence of inappropriate communication, contact, or contact with children or other individuals even if not charged, convicted, or tried in a court of law. NSS also reserves the right to disqualify an individual if that individual's behavior and/or conduct are considered detrimental to NSS, the NSS membership, or NSS member leagues.

3. Disqualification Procedure

NSS will send written notification to every Adult Applicant who has been disqualified with instructions on how to appeal their disqualification. The disqualified individual has ten (10) calendar days from the receipt of the notice of disqualification to submit an appeal in writing to the Director of Member Services.

NSS may request additional information if it becomes aware of information about an individual that could have a negative impact on NSS. If the Adult Applicant fails to respond to the request within 10 calendar days of the receipt of the written notification for more information, then the individual will be considered disqualified from participation with NSS. A reversal of the disqualification will not be considered until the requested information is received from the applicant.

4. Appeal Process

The Board of Directors shall hear appeals arising from Risk Management suspensions or revocations. The decisions of Board of Directors shall be appealed to USSF pursuant to USSF Rule 705. The appeal process will be as follows:

1. All appeals shall be subject to normal appeal fees.
2. Upon receipt of the notice of suspension, or revocation the applicant has ten (10) business days to notify the NSS of intent to appeal such action. This notification shall be in writing and sent to the Director of Member Services.
3. The applicant will be notified, via email, of the time, date, and place of the appeal hearing. At the time of the hearing, all evidence on behalf of Nebraska State Soccer shall be presented to the appeal board by the RMC and/or Director of Member Services. The appellant may present any supporting documentation for the appeal.

B. Education & Training

Amateur Organization Members must implement and enforce a policy (1) requiring education and training designed to meet the Amateur Organization Member's obligations under the this Policy, the SafeSport Act, and the MAAPP for (a) Amateur Organization Member employees and board members and (b) Adult Participants who have Regular Contact with or authority over amateur athletes who are minors, in each case as a condition to participation, and (2) subject to parental consent, offer and provide training to Minor Athletes.

Nebraska State Soccer Mandates the minimum training requirements provided in the chart below:

SafeSport Training Minimum Requirements

	<u>Core SafeSport Training</u>	<u>Refresher Course</u>
Employees of Nebraska State Soccer and any of its Programs and Affiliate Member's	Before Regular Contact with a Minor Athlete begins; and Within the first 45 days of initial membership or upon beginning a new role subjecting the adult to this policy	Effective 1/1/2019: Refresher course every year
Non-paid members of the Board of Directors; Education Staff; Coaching Education Staff; ODP Coaches and Scouts	Before Regular Contact with a Minor Athlete begins; and Within the first 45 days of initial membership or upon beginning a new role subjecting the adult to this policy	Effective 1/1/2019: Refresher course every year
Affiliate Member's Officers and Board Members; and Program Directors, Team Managers, Athletic Trainers, Coaches, Assistant Coaches and Substitute Coaches	Before Regular Contact with a Minor Athlete begins; and Within the first 45 days of initial membership or upon beginning a new role subjecting the adult to this policy	Effective 1/1/2019: Refresher course every year
Minor Athletes who become Adult Athletes	Prior to contact with minor athletes	Effective 1/1/2022: Refresher course every year

Parent Training	Will be offered annually to all members. The U.S. Center for SafeSport's parent course is located at www.athletesafety.org .	
Minor Athletes participating with NSS	All minor athletes will be offered access to SafeSport training on an annual basis, with parental consent. The applicable program will track the training by description, date and how it was offered.	

C. Reporting

Nebraska State Soccer requires all representatives, members and participants to immediately report any violations or suspected violations of the Nebraska State Soccer Risk Management Policy during any sanctioned programs, events, activities and competitions to a team official, sanctioned program, event, activity or competition official or Nebraska State Soccer representative. The following chart can be used as a guide for reporting.

Type of Abuse:	Report To:
Sexual Abuse & Misconduct	Local Law Enforcement U.S. Center for SafeSport U.S. Soccer Integrity Hotline NSSA Risk Management Coordinator
Physical Abuse	Local Law Enforcement U.S. Center for SafeSport U.S. Soccer Integrity Hotline NSSA Risk Management Coordinator
Bullying/Hazing	Report to your club NSSA Risk Management Coordinator

D. Monitoring & Enforcement: No Retaliation

(a) Nebraska State Soccer prohibits reprisal or retaliation against a representative, member or participant for filing a good faith complaint of misconduct, for supporting or assisting, in good faith, another member in pursuing a complaint or in assisting in the investigation of a complaint.

(b) Members must report incidents of retaliation on the same basis as they are to report incidents of harassment. Nebraska State Soccer will not retaliate or discriminate against any member for exercising, in good faith, any rights under this Policy. Retaliation is a violation of this Policy.

E. Minor Athlete Abuse Prevention Policies

This policy shall apply to all In-Program Contact between Adult Participants and Minor Athletes.

All athletes turning 18 who still meet the threshold for Regular Contact or authority must complete the SafeSport Core training, and must comply with the Prevention Policies herein, absent the Close-In-Age exception which may apply to the enforcement of Prevention Policies only.

I. One-on-One Interactions

a. Observable and interruptible

- One-on-one In-Program Contact between an Adult Participant and a Minor Athlete must be observable and interruptible.
- Isolated, one-on-one interactions between Minor Athletes and Adult Participants are prohibited, except under emergency circumstances, unless:
 - 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 Amateur Organization Member for the Adult Participant PCA to work with the Minor Athlete; and
 - The Adult Participant PCA has complied with the Amateur Organization Member’s education and training policy; and
 - The Adult Participant PCA has complied with the Amateur Organization Member’s screening policy.

b. Meetings and training sessions

Adult Participants must follow the one-on-one interaction policy in all meetings and training sessions where Minor Athletes are present.

c. Meetings with mental health care professionals

If a mental health care professional meets with a Minor Athlete at a sanctioned event or a facility, which is partially or fully under our jurisdiction, the meeting must be observable and interruptible except if: (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, although the minor’s identity need not be disclosed; (4) the organization is notified that the provide will be meeting with a Minor Athlete, and (4) written legal guardian consent consistent with applicable laws and ethical standards is obtained by the mental health care professional, with a copy provided to our organization.

d. Individual training sessions

One-on-one, In-Program, individual training sessions must be observable and interruptible except 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 Amateur Organization Member for the Adult Participant PCA to work with the Minor Athlete; and
- The Adult Participant PCA has complied with the Amateur Organization Member's education and training policy; and
- The Adult Participant PCA has complied with the Amateur Organization Member's screening policy.

The Adult Participant providing the individual training must obtain the written permission of the minor's legal guardian at least annually, which may be withdrawn at any time. Parents, guardians, and other caretakers must be allowed to observe the training session.

e. Monitoring

When one-on-one interactions between Adult Participants and Minor Athletes occur at a facility partially or fully under the organization's jurisdiction, another Adult Participant will 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 interaction, and dropping in on the meeting or training session.

f. Parent Training

Parents/guardians 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.

II. Athletic Training Modalities, Massages and Rubdowns

a. Application

This policy shall apply to all In-Program training athletic training modalities, massages, or rubdowns of Minor Athletes.

b. Licensed, certified professional

- Any athletic training modality, massage or rubdown performed by an Adult on a minor athlete at our facilities 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 our facilities or a training or competition venue by a licensed professional must be observable and interruptible. 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. Parents must be permitted to be in the room as an observer.

d. Parent Training

Parents/guardians 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.

e. 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.

III. Locker Rooms and Changing Areas

a. Application

This policy shall apply to:

- 1) All In-Program Contact between Adult Participants and Minor Athlete(s) in a locker room, changing area, or similar space.
- 2) Staff and board members of Nebraska State Soccer.

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 a facility under our organization's jurisdiction 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 Nebraska State Soccer, everyone is fully clothed, and two or more Adult Participants 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: a Dual Relationship exists, the Close-In-Age Exception applies, or a minor athlete requires a Personal Care Assistant ("PCA") and the PCA requirements set forth in above have been fulfilled.

d. Isolated one-on-one interactions

- All one-on-one, In-Program contact between an Adult Participant and a Minor Athlete in a locker room, rest room, or changing area must be observable and interruptible, except 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 Amateur Organization Member for the Adult Participant PCA to work with the Minor Athlete; and
 - The Adult Participant PCA has complied with the Amateur Organization Member's education and training policy; and
 - The Adult Participant PCA has complied with the Amateur 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 Adult Participants, 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. 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.

h. 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.

IV. Electronic Communications

a. Application

This policy shall apply to:

- 1) Adult Participants who have regular contact with Minor Athletes
- 2) Staff and board members at Nebraska State Soccer

b. Content

All electronic communication originating from Adult Participants to Minor athletes must be open and transparent, and 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:

- 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 Amateur Organization Member for the Adult Participant PCA to work with the Minor Athlete; and
 - The Adult Participant PCA has complied with the Amateur Organization Member's education and training policy; and
 - The Adult Participant PCA has complied with the Amateur Organization Member's screening policy.

d. Open and transparent means:

- If an Adult Participant needs to communicate directly with a Minor Athlete via electronic communications, another Adult Participant or the minor's legal guardian will be copied.
- If a Minor Athlete communicates to the Adult Participant privately first, the Adult Participant should respond to the minor athlete with a copy to another Adult Participant or the minor's legal guardian.

- An Adult Participant communicating electronically to the entire team will copy another Adult Participant.
- Minor Athletes may “friend” the organization’s official page.
- Only platforms that allow for open and transparent communication may be used to communicate with Minor Athletes.

e. Prohibited electronic communications

- Adult Participants are not permitted to communicate privately via electronic communications with amateur athletes who are minors, except under emergency circumstances.
- Adult Participants are not permitted to “private message,” “instant message,” “direct message,” or send photos via Snapchat or Instagram to a minor athlete privately, except under the exceptions above.
- Adult Participants 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 Minor Athletes and existing social media connections with Minor Athletes who are minors shall be discontinued, except under the exceptions above.

f. 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 Adult Participants. The organization will abide by any such request that their child not be contacted via electronic communication, absent emergency circumstances.

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.

V. Transportation

“Transportation” consists of travel to training, practice, and competition that occurs locally and does not include coordinated overnight stay(s).

- a. An Adult Participant cannot transport a Minor Athlete on-on-one during In-Program travel, except 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 Amateur Organization Member for the Adult Participant PCA to work with the Minor Athlete; and
 - The Adult Participant PCA has complied with the Amateur Organization Member’s education and training policy; and

- The Adult Participant PCA has complied with the Amateur Organization Member's screening policy.
- 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.

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

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

d. Written consent from a Minor Athlete's parent/guardian is required for all transportation arranged by the Amateur Organization Member.

e. 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.

f. Parent Training

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

VI. Lodging

Hotel Rooms and Other Sleeping Arrangements: 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 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 Amateur Organization Member for the Adult Participant PCA to work with the Minor Athlete; and
 - The Adult Participant PCA has complied with the Amateur Organization Member's education and training policy; and
 - The Adult Participant PCA has complied with the Amateur Organization Member's screening policy.
- 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.

b. Written consent from a Minor Athlete's parent/guardian must be obtained for all In-Program lodging at least annually.

c. Monitoring or Room Checks During In-Program Travel

If the Amateur Organization Member, club, 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.

d. Additional Requirements for Lodging Authorized or Funded by the Amateur Organization Member

- Any Participating Adult traveling with the organization must agree to and sign the organization's Lodging policy at least annually.
- Adult Participants that travel overnight with Minor Athletes are assumed to have authority of Minor Athletes and thus must comply with the Amateur Organization Member's education and training policy.

e. 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.

f. Adult Participants who travel with the organization must successfully pass a criminal background check and other screening requirements consistent with the organization's policies.

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