



Monroeville Soccer Club Policy on Athlete and Participant Health, Safety & Welfare

Adopted: 4 Dec 2019

Revised: 4 Dec 2019

Monroeville Soccer Club Policy on Athlete and Participant Health, Safety & Welfare

Monroeville Soccer Club Values

Monroeville Soccer Club (“**MSC**”) is an association established to provide instruction and game situations in order to teach soccer skills and develop soccer players.

In fulfilling its purpose, MSC is committed to a culture that embraces all individuals with compassion, civility and respect. MSC fosters a positive and safe learning and playing environment.

For these reasons, as well as the policies of PA West, US Soccer, and US Youth Soccer, and consistent with various federal and state laws, all Participating Members of MSC shall adhere to this Monroeville Soccer Club Policy on Athlete and Participant Health Safety & Welfare including the following supplemental policies:

- MSC Code of Conduct
- Prohibited Conduct Policy
- Risk Management Policy
- Limiting One-on-One Interactions Policy
- Referee Abuse Policy
- MSC Grievance Policy

Scope of the Policy

This policy applies during all activities involving youth athletes at all levels to prevent behavior that adversely affects those involved with our sport. This policy provides minimum expectations and outlines conduct that MSC expects all participants and volunteers to follow.

These guidelines do not include all potential unsafe behaviors and misconduct but guidance on the types of behavior and misconduct. MSC reserves the right to take disciplinary action for behavior not expressly outlined in this Policy that violates the intent of these guidelines.

All policies and procedures are subject to change in order to maintain the Monroeville Soccer Club's compliance with PA West rules and regulations.



Monroeville Soccer Club Policy on Athlete and Participant Health, Safety & Welfare

Adopted: 4 Dec 2019

Revised: 4 Dec 2019

Purpose

In accordance with PA West Policy and US Soccer Bylaw 212, MSC is required, among other obligations to, 1) comply with applicable law and, in particular, the Ted Stevens Olympic and Amateur Sports Act (the “**Sports Act**”); 2) establish a risk management program to promote the safety and protect the welfare of participants; and 3) adopt policies prohibiting sexual abuse. In addition, this policy is intended to address the following Sports Act requirements:

- Reporting and prohibiting retaliation against any individual who makes a report;
- Establishing reasonable procedures to limit one-on-one interactions between an amateur athlete who is a minor and an adult (who is not the minor’s legal guardian) at a facility under the jurisdiction of MSC;
- Offering and providing consistent training to adult members in regular contact with minor amateur athletes and, subject to parental consent, to members who are minors, regarding prevention and reporting of child abuse.

Definitions

The following terms shall be used to define the individuals covered by this policy and its supplemental policies:

- **Participating Member** – shall mean all MSC Board Members, Club Members, administrators, coordinators, coaches, referees, players, parents and other members and volunteers affiliated with Monroeville Soccer Club.
- **Adult Participant/Participating Adult** – shall mean any Participating Member that is age 18 or above excluding those Excepted Participants as defined below.
- **Youth Participant/Participating Youth** – shall mean any Participating Member under the age of 18 including those Excepted Participants as defined below.
- **Excepted Participant** - A Excepted Participant is a Youth Participant who reaches the age of maturity (i.e. 18 years of age) and is not considered an Adult Participant in their capacity as an athlete when interacting with Youth Participants who are members of the same team and who are age 16 or older. Should an Excepted Participant obtain a position that presents a potential power imbalance, such as becoming a coach, the Excepted Participant is considered an Adult Participant, regardless of the age of the individuals with which the Excepted

All policies and procedures are subject to change in order to maintain the Monroeville Soccer Club's compliance with PA West rules and regulations.



Monroeville Soccer Club Policy on Athlete and Participant Health, Safety & Welfare

Adopted: 4 Dec 2019

Revised: 4 Dec 2019

Participant interacts.

Conduct Expectations

The mission of Monroeville Soccer Club (MSC) is to introduce soccer to area youth by providing a safe, fun and positive environment for developing young players while also fostering lessons in teamwork and good sportsmanship.

MSC strives and devotes its mission to providing for a fair, safe and nondiscriminatory competitive environment for all participants, parents, fans, coaches and referees of all ages and backgrounds. As a condition of affiliation and to further our mission, all Participating Members are expected to abide by this Monroeville Soccer Club Policy on Athlete and Participant Health Safety & Welfare and its supplemental policies and will be held responsible for all inappropriate conduct incongruous with and that adversely affects the reputation and mission of MSC.

Prohibited Conduct Policy

MSC has established a Prohibited Conduct Policy as a supplement to this Monroeville Soccer Club Policy on Athlete and Participant Health, Safety and Welfare that is applicable to all activities under the jurisdiction of MSC to all Participating Members as well as **any** adult individuals that MSC authorizes, approves or appoints to have regular contact with Youth Participants.

Appropriate Background and Screening

This policy is supplemented by the MSC Risk Management Policy which provides requirements related to Pennsylvania law and PA West Soccer requiring that Adult Participants shall be qualified by participating in and providing evidence of necessary background screenings.

Education and Training

MSC's Risk Management Policy includes the requirements for education and training designed to meet MSC Member's obligations under the SafeSport Act for Participating Adults as a condition to participation, and subject to parental consent offer and provide training to Youth Participants.

All policies and procedures are subject to change in order to maintain the Monroeville Soccer Club's compliance with PA West rules and regulations.



Monroeville Soccer Club Policy on Athlete and Participant Health, Safety & Welfare

Adopted: 4 Dec 2019

Revised: 4 Dec 2019

Reporting

Pennsylvania's Child Protection Act and the United States' Act for Safe Sport designates all adults with the role of "mandatory reporter" of suspected child abuse or neglect. Both of these laws require individuals to report to law enforcement any suspected child abuse or neglect.

All Adult Participants are required to report the suspected activity to law enforcement and file a subsequent report to the designated Risk Management officers of MSC and PA West Soccer. This reporting may be made anonymously, with no direct fees or other cost, and shall be protected from retaliation as outlined below in the Statement Against Retaliation.

Reporting Process – All entities listed below MUST be contacted when physical or sexual abuse is suspected.

1. Local Law Enforcement: 911 or police department non-emergency number.
2. PA ChildLine: 1-800-932-0313
3. Club Risk Manager Contact - riskmanagement@monroevillesoccer.org
4. State Risk Manager – stateoffice@pawest-soccer.org, 412-856-8011.
5. National Governing Body (NGB) – US Soccer
6. US Soccer Integrity Hotline Number – (312) 528- 7004
7. US Soccer – <https://www.ussoccer.com/integrity-hotline>
8. US Center for SafeSport – <https://www.safesport.org/report-a-concern>

Other forms of misconduct such as emotional abuse, bullying, hazing, or harassment must also be reported to:

1. Club Risk Manager Contact - riskmanagement@monroevillesoccer.org
2. MSC Board of Directors – The decision of the Board of Directors will be sent to the State Risk Manager.

Limiting One-on-One Interactions

MSC has established a Limiting One-on-One Interactions Policy as a supplement to this Monroeville Soccer Club Policy on Athlete and Participant Health, Safety and Welfare in

All policies and procedures are subject to change in order to maintain the Monroeville Soccer Club's compliance with PA West rules and regulations.



Monroeville Soccer Club Policy on Athlete and Participant Health, Safety & Welfare

Adopted: 4 Dec 2019

Revised: 4 Dec 2019

order to establish reasonable procedures to limit one-on-one interactions between individual Youth Participants and any Adult Participant who is not their legal guardian.

Enforcement

MSC will enforce this policy consistent with the policies and bylaws of PA West, US Soccer and the SafeSport Act. Violations of this policy and/or the supplemental policies referenced within shall be subject to the MSC Grievance Policy, to address allegations of misconduct following the report or complaint of misconduct.

Statement Against Retaliation

Retaliation is inconsistent with MSC and PA West Soccer's values. Retaliation is any adverse action, threat of adverse action, or pressure to unduly influence an individual by or on behalf of a person or group against another person or group in response to someone reporting an alleged violation or safety concern, or otherwise reporting or participating in a review of such an allegation in good faith. MSC will take immediate, swift, and strong action against retaliatory actions up to and including removal from MSC.

All policies and procedures are subject to change in order to maintain the Monroeville Soccer Club's compliance with PA West rules and regulations.