



Fox Chapel Area Youth Soccer (“FCAYS”) Policy on Youth Athletes’ Health, Safety and Welfare

FCAYS Soccer Values

FCAYS is an association established to provide public soccer development and competition for children in the Fox Chapel School District and surrounding communities.

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

As an organizer of soccer teams, provider of volunteer soccer coaching, and source of player development for its players and families, FCAYS requires that all volunteers are expected to share in the same minimum conduct and ethics expectations with respect to our players and families.

For these reasons, as well as US Soccer and US Youth Soccer policies, and consistent with various federal and state laws, all volunteers within FCAYS, including players, coaches, administrators and volunteers shall adhere to the within Policy as well as PA West Soccer Code of Conduct.

Scope of the Policy

The contents of this Policy include FCAYS teams, coaches, players, volunteers, and administrators. This Policy applies during all FCAYS 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 FCAYS expects its employees, administrators, 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. FCAYS, through its Corporate Officers and Board of Directors, reserves the right to take disciplinary action for behavior not expressly outlined in this Policy that violates the intent of these guidelines. This will be done in compliance with due process requirements of US Soccer Bylaw 701.

Purpose

The FCAYS Policy on Youth Athletes’ Health, Safety and Welfare is intended to provide direction consistent with U.S. Soccer Bylaw 212, whereas, Organization Members are required to, among other obligations, 1) comply with applicable law and, in particular, the Ted Stevens Olympic and Amateur Sports Act (the “**Sports Act**”); 2) if the member recruits, trains, fields or funds soccer players, establish a risk management program to promote the safety and protect the welfare of participants; and 3) adopt policies prohibiting sexual abuse. Effective February 14, 2018, Public Law 115-126, the *Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017* (the “**SafeSport Act**”), amends the Sports Act, and

requires applicable amateur sports organizations (as such term is defined in the SafeSport Act, 36 U.S.C. § 220530(b)) to:

- Comply with the SafeSport Act's reporting requirements and prohibit retaliation by the applicable amateur sports organization against any individual who makes a report (36 U.S.C. § 220530(a)(1));
- Establish 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 the applicable amateur sports organization (36 U.S.C. § 220530(a)(2));
- Offer and provide 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 (36 U.S.C. § 220530(a)(3));

This policy also provides direction related to compliance with Act 15 of 2015 revising Pennsylvania Act 153 requiring that coaches/volunteers/referees/employees **shall** be qualified by providing copies of current PA State Police Criminal Record Check and PA Child Abuse History Clearance. Additionally, individuals who have not lived in Pennsylvania continuously for the past 10 years must provide a copy of a current FBI Criminal Background Check; individuals living in PA continuously for more than 10 years must complete a notarized residency verification affidavit. This policy applies to all individuals age 18 and older; further, those under the age of 18 who are employed as a coach, referee, or other position must also comply with the requirements of the state law but are granted an exception to the FBI Criminal Background Check requirement and may have their parents complete an affidavit attesting the child hasn't been arrested for the commission of any of the exclusionary crimes.

All clearances must be obtained from the sources designated by the Commonwealth of PA and be uploaded into the PA West Soccer Online Risk Management system to be reviewed by the Executive Board designee. Clearances may also be delivered to the PA West Soccer office for review. No person shall be permitted to be a coach/volunteer/referee/employee if the report of criminal history record information indicates that the applicant has been convicted within the last five (5) years regarding any of the following offenses:

- a) Criminal homicide, aggravated assault, harassment and stalking, kidnapping, unlawful restraint, rape, statutory sexual assault, involuntary deviate sexual intercourse, sexual assault, aggravated indecent assault, indecent assault, indecent exposure, incest, concealing the death of another person, endangering the welfare of children, prostitution and related offenses, obscene/unlawful sexual material or performances, corruption of minors, and sexual abuse of children.
- b) Any offense related to the Act of April 14, 1972 known as "The Controlled Substance, Drug, Device and Cosmetic Act."
- c) Any offense related to firearms/weapons offenses related to a felony conviction.
- d) Any alcohol related offense including driving under the influence related to a felony conviction.
- e) Any out of state or federal offense similar in nature to those crimes set forth in a, b, c, or d above.

Conduct Expectations

Respect for the FCAYS Mission

FCAYS Mission Statement

The mission of FCAYS is to promote the game of soccer for children of all ages in the Fox Chapel School District and surrounding communities by inspiring a lifetime love for the game and developing our members as people and soccer players.

FCAYS provides for development and competition at all levels of play. FCAYS strives and devotes its mission to providing for a fair, safe and nondiscriminatory competitive environment for participants, parents, fans, coaches and referees of all ages and backgrounds. As a condition of membership and affiliation and to further our mission all FCAYS administrators, coaches, volunteers and parents will be held responsible for all inappropriate conduct incongruous with and that adversely affects the reputation and mission of FCAYS.

Respect for Others

The following actions committed by any coach, player, administrator, or volunteer within FCAYS are inconsistent with FCAYS values.

1. Abuse: verbal comments that demean or defame.
2. Harassment: unwelcome verbal, non-verbal, or physical conduct that embarrasses or shows hostility or ridicule towards another person.
3. Bullying/Hazing: the use of physical or verbal aggression with the intention of hurting another person. An act that intimidates, embarrasses, or ridicules including but not limited to:
 - a. Verbal abuse, such as derogatory remarks, insults, and epithets;
 - b. Slandering, ridiculing or maligning a person or his/her family;
 - c. Verbal or physical conduct of a threatening, intimidating, or humiliating nature;
 - d. Unwelcome physical contact, such as pushing, shoving, kicking, poking, tripping, punching, assault, or the threat of such conduct, or damage to personal property;
 - e. Inappropriate electronic communication, such as the use of electronic mail, text messaging, or other forms of social media in a threatening or humiliating manner.

Bullying and hazing can occur through one isolated incident or through a pattern of repeated incidents. Such actions are unwelcome and pose a risk to the health and safety of the FCAYS community.

4. Discrimination: See discrimination policy (see appendix)
5. Disruptive/disorderly conduct: intentionally or recklessly infringing upon the rights, privacy, or privileges of another person or group of people. This includes conduct that disturbs the peace at meetings, events, games, and other formal gatherings. This includes but is not limited to excessive noise, drunkenness, or public nuisance as defined by state law.
6. Harm, threats of harm, or other dangerous behavior
7. Sexual Harassment and Sexual Misconduct
8. Property Damage: destruction, damage, littering, or vandalism of any property, including the use of phone lines, networks or other properties.
9. Respect for the Property of Others: the attempted or actual theft, embezzlement, misappropriation, possession of stolen property or vandalism of any property.

10. Unauthorized Entry or Use: unapproved entry, access to, presence in, or use of a facility or grounds without verbal or written permission by an authorized official or representative.
11. Violation of Law: any violation of federal, state, or local law.

Use or Possession of Certain Substances

FCAYS strictly prohibits the distribution, consumption and/or handling of alcohol, narcotics and any other dangerous substance or related paraphernalia. FCAYS also prohibits carrying of weapons and/or illegal firearms at any FCAYS sanctioned match, event, training session or any other activity related to FCAYS. Any person attending a FCAYS sanctioned event and who violates this policy will face immediate eviction from the event and possible further sanctions and actions if so required by a FCAYS acting official.

Use of Social Media

Social media and networking sites are communication tools that help people connect and communicate with groups and individuals. FCAYS supports members' use and participation in online communities as a means of communication, learning, and networking. However, FCAYS members may be disciplined for personal use of FCAYS social media when usage is in violation of other FCAYS policies.

Because social media is a dynamic and ever-changing medium, the following guidelines have been developed to help FCAYS administrators and members navigate online opportunities while following association policies and protecting the personal and professional reputation.

Generally

- Individuals should be honest about their identity.
- Individuals should be respectful, professional, and courteous in posting and communicating.
- Individuals should maintain the confidentiality and privacy of others.

Personal Sites

- Individuals should be clear that they are sharing their personal views and are not representing FCAYS.
- Individuals must not use the logo, marks, or images of FCAYS on a personal site, without proper authorization.
- Individuals are personally and legally liable for what they post on their own sites and on the sites of others. Individual bloggers have been held liable for commentary deemed to be proprietary, copyrighted, defamatory, libelous, or obscene.
- Individuals should consider whether a post today might create concerns in the future. Individuals should use good judgment when posting messages and photographs of themselves and others on sites.

FCAYS members should use care in posting material and photographs that have been authorized.

Professionalism and Ethics

FCAYS expects professionalism and ethical conduct for its Board, Committees, volunteers and its members. These expectations support optimal performance and provides an environment that embraces all individuals and actions with compassion, civility and respect.

Professionalism demonstrates excellence, honesty, respect, integrity, compassion, and accountability in all efforts, including honesty and respect for all members. While FCAYS provides a competitive environment on the playing field providing the opportunity to learn; accepting and overcoming challenges; growth as a player and individual; and adherence to long established standards of sportsmanship, FCAYS members are expected to model, promote and advocate a strong and visible culture of professionalism and ethics. Our administrators and volunteers are responsible for establishing and maintaining a welcoming and respectful environment where every individual is valued and honored.

It is expectation of FCAYS that all administrators, coaches, players, and volunteers will conduct themselves in a professional and ethical manner during any and all interactions, on and off the field, with members, opponents, as well as the public.

Training

FCAYS has implemented and will enforce a policy (1) requiring education and training designed to meet the Organization Member's obligations under the SafeSport Act to (a) FCAYS administrators and board members and (b) Participating volunteer Adults, in each case as a condition to participation, and (2) subject to parental consent, offer and provide training to Youth Participants. The Policy requires the following:

Initial Training for Adults: Core Center for SafeSport Training or Equivalent

Pursuant to USOC and U.S. Center for SafeSport Policy, and as contemplated by the SafeSport Act, Covered FCAYS employees, administrators, board members and Participating Adults are required to complete consistent training concerning child abuse prevention. Participating Adults are required to complete either (1) the U.S. Center for SafeSport's Core SafeSport Training (i.e., the Center's online training or the Center's approved in-person training), and as applicable, follow-up refresher course training; or (2) similar training designed to meet the Organization Member's obligations under the SafeSport Act, with all continuing Adult Participants to receive initial training no later than September 1, 2019, and any new Adult Participants, effective no later than September 1, 2019, to receive initial training upon the earlier of:

- Before regular contact with an amateur athlete who is a minor begins, and
- Within the first 45 days of taking on the role giving them access to Youth Participants.

FCAYS strongly encourages Covered FCAYS employees, administrators, board members and Participating adults to use the Core SafeSport Training, and any alternative training is at the risk and responsibility of the Member to ensure compliance with applicable law. If a Member provides alternative training, it must not refer to such training as "SafeSport" Training.

FCAYS requires all coaches/volunteers/referees/employees to complete the abuse awareness training program provided by the US Center for SafeSport.

Enrollment in this program requires the proper access code in order to access the online training from the US Center for SafeSport. Individuals can obtain the access code and the URL for the online training via the PA West Soccer web site's Risk Management Page.

Once on the SafeSport web site, when prompted please select 'US Soccer' as your NGB and enter the access code. You will complete a confirmation process to activate your SafeSport Account. Once activated you will be able to complete the initial training course. This course will take 90 minutes.

Upon completion save a copy of your certification and upload it into your PA West Soccer Admin Record through the PA West Soccer Risk Management portal. Please contact the FCAYS Registrar for assistance and support.

Refresher Course(s) for Adults

In addition to the initial training, a refresher course is required on an annual basis effective the calendar year following the completion of the initial training. The U.S. Center for SafeSport's official refresher course is available via the same login provided to FCAYS.

Training for Youth Participants

1. FCAYS – subject to parental consent – offers and provides training annually to Youth Participants regarding the prevention of child abuse through the US Center for Safe Sport youth training modules. The modules are segmented by age offering age appropriate information for youth players from 4 to 17.
2. Youth players who are of legal age and participating with minor children more than 2 years younger must complete the SafeSport Training provided for coaches.

Limiting One-on-One Interactions – Required Policies

FCAYS has established reasonable procedures to limit one-on-one interactions between individual Youth Participants and any Adult Participant who is not their legal guardian ("Prevention Policies"). These procedures include athlete prevention policies covering the topics below:

- One-on-One Interactions, including meetings and individual training sessions
- Massages and rubdowns
- Locker rooms, rest rooms, and changing areas
- Social media and electronic communications
- Local travel
- Team travel

A. Minor athletes who become adult athletes

A minor athlete who reaches the age of maturity is not to subject to Prevention Policies in their capacity as an athlete, and when interacting with Youth Participants who are 16 or older. When this now of-age athlete interacts with minor athletes 15 or younger, all Prevention Policies shall be in effect. Should a minor athlete reach the age of maturity and then obtain a position that presents a potential power imbalance, such as becoming a coach, the individual is subject to Prevention Policies.

Anti-Discrimination Statement

Discrimination, or adverse treatment of an individual based on race, religion, gender, or other protected status is a violation of the policies set forth in this statement of values. Discriminatory harassment on such a basis is strictly prohibited. "Protected Status" is defined as an individual's race, color, ethnicity, ancestry, national origin, creed, gender, gender identity/expression, sexual orientation, age, religion, marital status, veteran status, disability/physical ability, or other legally protected classification.

Harassment

Harassment consists of unwelcome verbal, non-verbal or physical conduct that denigrates or shows hostility or aversion toward an individual or other member of the FCAYS community, including third parties, because of a protected category. Harassment constitutes a form of discrimination if it denies or limits a person's ability to participate in or benefit from participation in a FCAYS activity.

Examples of such harassment may include, but are not limited to, jokes or pranks that are hostile or demeaning with regard to a person's protected status or have the purpose or effect of creating an intimidating, hostile, abusive, or offensive training or playing environment.

Statement Against Sexual Misconduct

Sexual misconduct, including sexual harassment, non-consensual sex, sexual exploitation, and stalking are forms of sex discrimination that deny or limit a FCAYS member's ability to participate in FCAYS programs/activities.

1. **Sexual Harassment** is unwelcome conduct of a sexual nature and includes sexual advances, requests for sexual favors, and other verbal, physical, visual, or digital conduct of a sexual nature when:
 - a. Submission to such conduct is made or threatened to be made, either explicitly or implicitly, a term or condition of an individual's participation as an employee, volunteer, or participation;
 - b. Submission to or rejection of such conduct by an individual is used or threatened to be used as the basis for performance evaluation, participation qualification, advancement opportunities, or employment decisions affecting the individual;
 - c. Such conduct is sufficiently severe and pervasive that it has the purpose or effect of substantially interfering with an individual's performance or creating what a reasonable person would perceive as an intimidating, hostile, or offensive learning, playing, or working environment.

2. **Sexual Assault** includes physical acts perpetrated against a person's will or where a person is incapable of giving consent because of his or her temporary or permanent mental or physical incapacity, because they are below the minimum age of consent, or because they are incapacitated due to the use of drugs, alcohol or for any other reason. Sexual assault includes non-consensual sexual contact, or such contact with an individual that is under the age of consent.
 - a. *Sexual penetration without consent:* Any penetration of the sex organs or anus of another person when consent is not present; any penetration of the mouth of another person with a sex organ when consent is not present; or performing oral sex on another person when consent is not present. This include penetration or intrusion, however slight, of the sex organs of another person or by an object or other part of the body.

- Simply being in a romantic relationship with someone does not grant or imply consent to any form of sexual activity.
- Effective consent cannot exist when there is a disparity in power between the parties (i.e.-coach/player, administrator/coach)

Prohibition on Consensual Relationships and Sexual Activity Between Participating Clubs' Administrators/Coaches and Participants

FCAYS recognizes that learning environments, shared passions, activities of special interests such as sport often create productive, natural, positive, and healthy interpersonal relationships among members of our organization. FCAYS appreciates that members of our community often develop deep and lasting personal bonds that are mutually meaningful. FCAYS does not seek to restrict or prohibit the development of positive and constructive relationships among our members.

However, when individuals engage in relationships that become romantic or sexual in nature there is the potential for conflicts when the individuals are of an unequal position of power or status within the organizational structure. The power inequities in these relationships can create inherent and unavoidable risk, including conflicts of interest, favoritism, and exploitation.

With this in mind, FCAYS strictly prohibits consensual romantic or sexual relationships and sexual activity of any nature between staff and participants not meeting the age of consent.

Mandatory Reporting and Designated Responsible Official Child Abuse and Neglect

FCAYS recognizes that 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 individuals involved in FCAYS activities are required to report the suspected activity to law enforcement and file a subsequent report to the designated Risk Management officers with FCAYS and PA West Soccer. Reporting forms as well as the identity and contact information for the FCAYS Risk Management Officer can be found on the FCAYS website.

Reporting

Process

FCAYS is committed to properly and expediently address all reports of misconduct involving participating individuals of FCAYS, either minor or of a criminal nature and in compliance with all federal, state and local regulations, as well all applicable bylaws and policies of the United States Soccer Federation, United States Youth Soccer Association, United States Adult Soccer Association and of PA West Soccer Association. FCAYS also understands that minor infractions or disputes, when the issue is addressed promptly and adequately to an individual in a position of authority who resolves the issue expeditiously and without prejudice is an acceptable method to resolve the minor issues.

FCAYS will respond to allegations of misconduct in a manner consistent with the terms of its authority. Further, to the extent that FCAYS conducts an internal review of an allegation of misconduct, such a review will be conducted in a manner that observes basic principles of fairness for all parties involved.

When conducting disciplinary proceedings, FCAYS will provide due process as outlined in US Soccer Bylaw 701.

Encouraging Reports

FCAYS seeks to support an environment that encourages individuals to report misconduct with the knowledge they are protected from retaliation. Not all assertions of misconduct may rise to the level of a violation. Nonetheless, FCAYS recommends members report incidents where they feel an individual's conduct or language may be in violation of the laws, bylaws, or policies, is harassing in nature, is contributing to a hostile environment, or is lacking the degree of professionalism and civility expected of all our members. FCAYS expects all participating administrators, volunteers and members to develop a culture where reports of such conduct are encouraged, as a necessary check on individual conduct, as well as, a check on a harmful climate or culture within the organization.

All misconduct is to be reported to the appropriate FCAYS Age Group Commissioner as well as the FCAYS Designated Risk Management Officer and, to the extent required by the SafeSport Act, mandated reporting to appropriate law enforcement authorities. Contact information for these persons can be found on the FCAYS website. **Reporting may be made anonymously and no direct fees or other cost is involved in making a report.** FCAYS also maintains a policy prohibiting retaliation against individuals making good faith reports of misconduct.

This FCAYS Policy provides the following that allows a complaint to be easily reported for a reasonable suspicion of Sexual or Physical abuse/neglect, within a 24-hour period of awareness. Federal regulations require reports be made to a) local law enforcement b) PA Children and Youth Services Childline, c) US Soccer, and d) the US Center for SafeSport. Additionally, suspicion of abuse should be reported to FCAYS Designated Risk Management Officer and the PA West Soccer Risk Management Coordinator.

Federal and state laws make EVERYONE a mandatory reporter.

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

1. Local Law Enforcement: 911 (if the child is in immediate danger)
2. PA ChildLine: 1-800-932-0313
3. FCAYS Designated Risk Management Officer(Contact Information on FCAYS website)
4. PA West State Risk Manager – Tim McCoy, tim@pawest-soccer.org, 412-856-8011.
5. National Governing Body (NGB) – US Soccer
 - a. US Soccer Integrity Hotline Number – (312) 528- 7004
 - b. US Soccer – <https://www.ussoccer.com/integrity-hotline>
6. 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. Appropriate FCAYS Age Group Commissioner
2. FCAYS Designated Risk Management Officer
3. FCAYS President

Enforcement By FCAYS

FCAYS qualifies as an amateur sports organization under 36 U.S.C. § 220501(b)(3) and therefore must enforce Policy, consistent with the SafeSport Act. Specifically, violations of the policy will be subject to an appropriate grievance process that is materially free of bias and conflicts of interest, to address allegations of misconduct following the report or complaint of misconduct. This grievance process includes the opportunity for review by a disinterested individual or body and a right to appeal a final decision rendered by FCAYS's process pursuant to U.S. Soccer Bylaw 701. A copy of FCAYS's grievance process will be made available upon request to a member of FCAYS Board of Directors.

Statement Against Retaliation

Retaliation is inconsistent with FCAYS'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. FCAYS will take immediate, swift, and strong action against retaliatory actions up to and including removal from FCAYS.

Privacy

FCAYS acknowledges that it cannot guarantee confidentiality or anonymity for reporters in all circumstances but will only share the identity of a reporter(s) with those "who need to know" of a report for it to be promptly addressed. Confidentiality on the part of FCAYS helps protect the privacy interests of any impacted parties and reduces risk that related statements might be interpreted to be retaliatory or defamatory. Most importantly, protecting reporter privacy to the greatest extent possible also supports a welcoming environment for other reporters to come forward, which benefits the greater FCAYS community. Conversely, broad distribution of the identity and details of a report of misconduct may have a chilling effect on future reporters.

Other resources:

Bully Prevention: <https://www.stopbullying.gov/>

LGBTQ Safe Space Kit: <https://www.glsen.org/safespace>

Abuse Prevention Systems: <https://abusepreventionsystems.com/>

RAINN (Rape, Abuse and Incest National Network) – 800-656-HOPE (4673)

National Domestic Violence Hotline: 800-799-SAFE (7233)

Love Is Respect (Teen Dating Violence): <https://www.loveisrespect.org/> Hotline: 866-331-9474

Pittsburgh Action Against Rape: <https://paar.net/>

Crime Victim Center of Erie County: <http://www.cvcerie.org/>

Centre County Women's Resource Center: <https://ccwrc.org/>

Pennsylvania Coalition Against Rape: <https://pcar.org/help-pa/locations>

AFSP-Western Pennsylvania: <https://afsp.org/chapter/afsp-western-pennsylvania/> Hotline: 1-800-273-8255

Addendum

The U.S. Center for SafeSport has created a series of template policies for use by U.S. Soccer and its Organization Members. FCAYS has adopted these policies.

One-on-One Interactions

The majority of child sexual abuse is perpetrated in isolated, one-on-one situations. By reducing such interactions between children and adults, you reduce the risk of child sexual abuse. However, one-on-one time with trusted adults is also healthy and valuable for a child. Policies concerning one-on-one interactions protect children while allowing for these beneficial relationships.

Components

All FCAYS administrators and volunteers *must* comply with items a through g.

a. Application

This policy shall apply to:

- 1) Adults at a facility under the jurisdiction of FCAYS
- 2) Adult members who have regular contact with amateur athletes who are minors
- 3) An adult authorized by FCAYS to have regular contact with or authority over an amateur athlete who is a minor
- 4) Staff and board members of FCAYS

All individuals listed above to which this policy applies shall be referred to collectively as "Adults".

b. Observable and interruptible

- One-on-one interactions between minors and an Adult (who is not the minor's legal guardian) at any facility are permitted, if they occur at an observable and interruptible distance by another adult.
- Isolated, one-on-one interactions between minors and an Adult (who is not the minor's legal guardian) at any facility are prohibited, except under emergency circumstances.

c. Meetings

- Meetings between Adults and minors at any facility may only occur if another adult is present, except under emergency circumstances. Such meetings must occur where interactions can be easily observed and at an interruptible distance from another adult.
- If a one-on-one meeting takes place in an office, the door to the office must remain unlocked and open. If available, it will occur in an office that (if available) has windows, with the windows, blinds, and/or curtains remaining open during the meeting.

d. Meetings with mental health care professionals

If a mental health care professional meets with minors at any facility, a closed-door meeting may be permitted to protect patient privacy – provided that (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, and (4) written legal guardian consent is obtained by the mental health care professional, with a copy provided to our organization.

e. Individual training sessions

Individual training sessions between Adults and minors are permitted at any facility if the training session is observable and interruptible by another adult. The Adult must obtain the written permission of the minor's legal guardian in advance of the individual training session. Parents, guardians, and other caretakers must be allowed to observe the training session. Permission for individual training sessions must be obtained at least every six months.

f. Monitoring

When one-on-one interactions between Adults and minors occur at any facility, adults will monitor these interactions. Monitoring includes: knowing that the one-on-one interaction is occurring, the approximate planned duration of the interaction, and randomly dropping in on the one-on-one.

g. Out-of-program contacts

Adults are prohibited from interacting one-on-one with unrelated minor athletes in settings outside of the FCAYS program (including, but not limited to, one's home, restaurants, and individual transportation), unless parent/legal guardian consent is provided for each out-of-program contact. Such arrangements are nonetheless strongly discouraged.

Massages and Rubdowns

All FCAYS administrators and volunteers must comply with a through c.

a. Application

This policy shall apply to:

- 1) Adults at a facility under the jurisdiction of FCAYS
- 2) Adult members who have regular contact with amateur athletes who are minors
- 3) An adult authorized by FCAYS to have regular contact with or authority over an amateur athlete who is a minor
- 4) Staff and board members of FCAYS.

All individuals listed above to which this policy applies shall be referred to collectively as "Adults".

b. Licensed, certified professional

- Any massage or rubdown performed by an Adult on a minor athlete at any facility or a training or competition venue is prohibited unless such Adult is a licensed massage therapist.
- Any massage or rubdown performed at any facility or a training or competition venue by a licensed professional must be conducted in open and interruptible locations. 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 provided before providing each massage or rubdown on a minor athlete. Parents must be permitted to be in the room as an observer.

Rest Rooms and Changing Areas

All FCAYS administrators and volunteers must comply with a through f.

a. Application

This policy shall apply to:

- 1) Adults at a facility under the jurisdiction of FCAYS
- 2) Adult members who have regular contact with amateur athletes who are minors, or any child under the age of 18
- 3) An adult authorized by FCAYS to have regular contact with or authority over an amateur athlete who is a minor
- 4) Staff and board members of FCAYS

All individuals listed above to which this policy applies shall be referred to collectively as "Adults".

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 any facility is prohibited. Exceptions may be made for media and championship celebrations, provided that such exceptions are approved by FCAYS and two or more adults are present.

c. Undress

Under no circumstances shall an unrelated Adult at any facility be undressed (disrobed or partial or full nudity where private body parts are exposed) in front of minor athletes.

d. Isolated one-on-one interactions

- At no time are unrelated Adults permitted to be alone with a minor in a locker room, rest room, or changing area when at any facility, except under emergency circumstances.
- If FCAYS is using a facility that has access to a single set of such facilities, we will designate times for use by Adults, if any.

e. Monitoring

FCAYS 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.

f. Non-exclusive facility

If FCAYS 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 in categories 2 through 4 are nonetheless required to adhere to the rules set forth here.