



---

OVFAlliance.com | PO Box 1354 Albany, OR 97321  
Federal EIN: 93-1244205 - *A Recognized 501(c)(3) Nonprofit*

*Updated October 26, 2021*

# Gender Equity & Support Plan

In recognition of Oregon Valley Futbol Alliance's continued commitment to providing equitable opportunities to all of our players regardless of gender, this documented plan codifies our commitment to the effort of gender equity in sport while creating safe, healthy, and supportive environments to nurture the holistic development of all our players.

## Equitable Player Development Environments

OVF Alliance is committed to providing development environments for all of our players, regardless of gender, that provide them with the resources and platforms to accomplish their individual and collective goals. OVF Alliance is committed to providing a players with:

- **Equitable Programming** - From recreational to elite youth, College Bound, and USL Senior-level programs, OVF Alliance will always provide access to equitable opportunities for all players.
- **Equitable Coaching** - OVF Alliance will hire coaches and staff with a commitment to developing players of all genders, and will encourage and financially support coaching education for all of our coaches.
- **Equitable Facilities & Equipment** - OVF Alliance will provide all players with access to equitable facilities and equipment to maximize their individual development.
- **Equitable Access to Resources** - OVF Alliance provides our athletes with numerous resources, such as our College Bound programming, to support their goals and development on and off the field. OVF Alliance will provide equal access to these resources for all players.

## Commitment to Developing Future Leaders

Additionally, OVF Alliance is committed to developing future leaders within our greater soccer community while creating an environment that is welcoming and open to all regardless of gender, race, and ethnicity. As such, OVF Alliance is committed to providing the following support to all of our coaches, paid and volunteer:



---

**OVFAlliance.com | PO Box 1354 Albany, OR 97321**  
**Federal EIN: 93-1244205 - A Recognized 501(c)(3) Nonprofit**

- **Financial Support for Coaching Education** - OVF Alliance will pay for 100 percent of all United States Soccer Federation (USSF) coaching education costs through the completion of the 'C' License for every coach (FTE, contract, and volunteer) within our organization.
- **Open Job Application Process** - All FTE staff positions within the club will utilize an open application process to remove barriers for female and minority coaches, and to help uncover the best candidates for every role. As part of this process, candidate screening and interviewing will be conducted by a team that includes at least one female club representative and one club representative from a minority background.
- **Equitable Pay** - All FTE and contract coaches will be paid equitably regardless of gender, race, or ethnicity, with the only factors impacting pay being organizational role/responsibilities, experience, and licensing credentials.
- **Paid Maternity & Paternity Leave** - Beyond protecting the position of the coach as required by the Family and Medical Leave Act (FMLA), all female coaches (FTE and contract) will receive 12 weeks paid leave for the birth or adoption of a child. All male coaches will receive 4 weeks of paid leave for the birth or adoption of a child\*.

*\*If serving as the primary caregiver, male coaches will also be eligible for 12 weeks paid leave.*

## **Creating Safe, Healthy, Supportive Environments**

In compliance with local, state, and federal guidelines, all OVF Alliance staff, contractors, and volunteers will complete the following verifications and training on an annual basis prior to working with any player in the club.

- Annual background check
- Annual training through the *U.S. Center for SafeSport*
- Annual concussion safety training through the *NFHS*

## **Establishment of “Player Advocate” Role & Anonymous Reporting Mechanism**

As a coach or volunteer trained through the U.S. Center for SafeSport, all OVF Alliance staff, contractors, and volunteers become mandatory reporters by state and federal law requiring them to report suspected abuse or neglect (physical, psychological, sexual or financial) to the proper authorities immediately.



---

OVFAlliance.com | PO Box 1354 Albany, OR 97321  
Federal EIN: 93-1244205 - *A Recognized 501(c)(3) Nonprofit*

However, OVF recognizes that instances of abuse and neglect aren't always seen, and often require reporting of the incident from the victim themselves. We also recognize that the greatest barrier to self-reporting is that victims of abuse and neglect often don't know who to trust or where to go to report the incident. This challenge can be amplified in instances where the victim is female and the leadership of the organization is largely male.

As such, OVF Alliance will establish a **Player Advocate** role within our board of directors, and create an anonymous reporting mechanism that allows players and families to report concerns of abuse and neglect. The **Player Advocate** role will:

- Be filled by a female board representative who is also a parent of youth in the organization.
- Serve as a neutral and supportive point of contact for players and families needing to report concerns of abuse who do not feel comfortable reporting to a coach or club employee for any reason. Any report shared with the **Player Advocate** will be handled at the board level, and will be kept anonymous when communication on the matter is required with club staff and coaches.
  - Serve as a mandatory reporter whenever information is brought forward that requires such action to be taken.
  - In instances involving a coach or staff member where the concerning behavior does not rise to a level of criminal behavior, but does violate OVF Alliance's [Coaches Code of Conduct](#), the **Player Advocate** will bring the report to the Board Executive Committee for potential disciplinary action.
  - In instances involving player-to-player interaction where the concerning behavior does not rise to a level of criminal behavior, but does violate OVF Alliance's expectations and core values, the **Player Advocate** will bring the report to the Board Executive Committee for potential disciplinary action.

While OVF Alliance is unaware of any instances of abuse or neglect within our organization currently or historically that would require this policy, we also recognize the need to be proactive in establishing this process for the health and safety of our players in perpetuity.