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

# Youth Safety Policy

UPDATED: May 1, 2020

The following policies and procedures are in place to insure the physical, mental, and emotional safety of all players within our organization regardless of age or gender.

For the purposes of this document, all employees, contractors, and volunteers within the organization will be referred to as “Staff”, and must adhere to the following expectations.

## Background Clearance

All staff will be required to pass a U.S. Center for SafeSport background check on an annual basis prior to engaging with players of any age in club organized activities.

## SafeSport Training

All staff will be required to complete the U.S. Center for SafeSport’s SafeSport Training course on an annual basis prior to engaging with players of any age in club organized activities.

## Licensing

All staff conducting on-field activities for the club (i.e. “coaches”) will be required to obtain introductory licensing from the Oregon Youth Soccer Association, United States Soccer Federation, and/or the United Soccer Coaches Association within 6 months of employment with the club. All coaches are encouraged to further their licensing to the highest levels offered by the United States Soccer Federation, and will be reimbursed for associated expenses in line with the club’s Licensing & Coaching Education Reimbursement Policy.

## Coaches Code of Conduct

All coaches agree to conduct themselves in accordance with the following policies and statements, and recognize they can be terminated for violating these policies.



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1. As a coach with OVF Alliance, I am an educator and a mentor tasked with instilling the club's core values (Style [of play], Community, Competition, Work Ethic, Respect) within our membership. I am not a game manager tasked with winning games at all costs. I understand that my role exists to serve the needs of the growing and developing youth of OVF Alliance. These players and their roles do not exist to serve me, my ego, or my own purposes.
2. I will encourage the development of creative, skillful, and problem-solving players by praising risk-taking and ideas. I understand that our players do not intentionally make technical and tactical mistakes. These skills and the knowledge of how to implement said skills take years to develop. I know that yelling will not fix these problems. Encouragement to be brave and try again is the only way. I will praise the effort regardless of the outcome, and when mistakes occur I will teach my players how to be better the next time.
3. I will prioritize player health and safety above all else, and I will actively work to ensure a safe environment at all times for my players to develop. I understand and will abide by Max's Law (OAR 581-022-0421) and Jenna's Law (ORS 417.875) as they relate to concussions as well as the Club's Emergency Procedures and Crisis Management Plan.
4. Within the OVF Alliance community I am a role model to our players. I will conduct myself at all times in a way that shows maturity and respect to players, parents, club administrators, game officials, and opposing teams.
5. I will communicate openly and honestly with all players, parents, and administrators. I understand that while some lines of communication are difficult, honest and direct communication limits misunderstanding and future issues. Further, as an organization tasked with developing youth, a lack of direct, honest dialogue about developmental progress only stunts developmental growth.
6. I understand that as coaches we often form close bonds with the players that we work with. These close bonds are encouraged by the Club as they help to facilitate our purposes of developing and guiding well-rounded youth who have the skill sets and support to succeed in future stages of their lives. However, at all times I will keep these relationships and the communication they facilitate at the level of mentor-to-student, and I will not communicate or act in any way - in person or through electronic means - that could push or violate the boundaries of this relationship.



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7. I will not participate in any behavior that is in violation of the rules and laws as governed by the Oregon Youth Soccer Association, United States Soccer Federation, State of Oregon, or United States Federal Government.

8. I will hold myself to the highest ethical standards in all of my business with the club or in situations where my behavior may be tied back to the OVF Alliance organization.

## **Interaction between players and staff**

All staff are expected to engage with membership in a professional manner, and for the safety of both the player and staff should never interact with any player in a 1-on-1 setting without other players or staff in the visual line of sight.

## **Electronic communication between players and staff**

For the purposes of this policy, electronic communication includes phone calls, text messages, emails, social media, and any other form of communication that does not involve face-to-face verbal communication.

All electronic communication between players and staff should at all times include at least one other staff member and a parent or guardian. Whenever possible, this communication should also include a member of the club's administration.

## **Mandatory Reporting**

All staff are considered mandatory reporters by law, and should report any suspected case of abuse to authorities immediately.