

## Nebraska State Soccer Code of Conduct Policy

### Section 1. Introduction, Purpose, and Applicability

(a) The Code of Conduct Policy of Nebraska State Soccer establishes the ethical standards for governance and committee volunteers and staff of Nebraska State Soccer (collectively referred to as “Representatives”) in addition to all members and participants within any and all sanctioned programs, events, activities and competitions.

(b) The Code of Conduct Policy applies to all staff, volunteers, members and participants who are involved or engage with any sanctioned Nebraska State Soccer, event, activity or competition.

(c) The purposes of the Code of Conduct Policy is to provide evidence of Nebraska State Soccer’s commitment to the lawful and ethical conduct of its Representatives, members and participants and to protect those who report violations of the Code of Conduct Policy consistent with Nebraska State Soccer’s Whistleblower Policy.

(d) The Code of Conduct Policy is intended to supplement but not replace any applicable state or federal laws governing behavior.

(e) Representatives, members and participants must respect and comply with Nebraska State Soccer rules and regulations, observe high standards of conduct, and participate in establishing and maintaining such high standards.

### Section 2. Zero Tolerance

(a) Nebraska State Soccer maintains a zero tolerance regarding abuse.

(b) The Nebraska State Soccer Zero Tolerance for abuse extends to all representatives, members and participants in any and all Nebraska State Soccer sanctioned programs, events, activities and competitions.

(c) Nebraska State Soccer requires every representative, coach and volunteer to assist in creating a safe environment for participants at and during any and all sanctioned Nebraska State Soccer programs, events, activities and competitions.

Section 3. Prohibited Substances (a) Nebraska State Soccer prohibits the use and possession of illegal drugs, alcohol, or, in the case of minors, tobacco for any and all coaches and participants at any and all sanctioned programs, events, activities and competitions.

#### Section 4. Prohibited Activities

(a) Nebraska State Soccer prohibits nudity and any indecent exposure by any representative, member or participant at any sanctioned programs, events, activities and competitions.

(b) Nebraska State Soccer prohibits any representative, member or participant from engaging in sexually oriented conversations at any sanctioned programs, events, activities and competitions. This includes sharing information about one's own personal relationships, dating or sexual activities.

(c) Nebraska State Soccer prohibits the possession of any sexually oriented materials to include magazines and videos while participating at any sanctioned program, event, activity and competition.

#### Section 5. Physical Contact

(a) While appropriate physical contact taking place in public where the contact is designed for the benefit of the athlete and does not meet an emotional or other need of an adult while also not having the potential of creating a physical or sexual intimacy is common within sport, Nebraska State Soccer prohibits representatives, members and participants from engaging in any other form of physical contact with and or between athletes. 1. An example of prohibited physical contact include a coach asking a minor athlete to sit in their lap or cuddling during training or while on an overnight trip.

#### Section 6. Bullying

(a) Nebraska State Soccer prohibits representatives, members and participants from engaging in any unwanted, aggressive behavior designed to intimidate or harm another through one's superior physical strength, access to embarrassing information, popularity or influence.

## Section 7. Harassment

(a) Nebraska State Soccer prohibits representatives, members and participants from engaging in any activity designed to cause fear or humiliation, reflect discriminatory bias, offend or degrade through physical or non-physical actions towards any other representatives, members or participants at any sanctioned program, event, activity or competition.

## Section 8. Hazing

(a) Nebraska State Soccer prohibits representatives, members and participants from engaging in any activity that could be defined as hazing at any sanctioned program, event, activity or competition.

## Section 9. Mandatory Reporting

(a) Nebraska State Soccer requires all representatives, members and participants to immediately report any violations or suspected violations of the Nebraska State Soccer Code of Conduct 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.

(b) Nebraska State Soccer takes any and all reports of inappropriate behavior or suspicions of abuse seriously.

(c) Nebraska State Soccer complies with all laws requiring a person to make a report to appropriate law enforcement agencies and requires all representatives, members and participants to either notify an official as indicated in Section 9. a. or report directly to law enforcement authorities.

No Retaliation U.S. Soccer prohibits reprisal or retaliation against an employee for filing a good faith complaint of harassment, for supporting or assisting, in good faith, another employee in pursuing a complaint or in assisting in the investigation of a complaint. Employees must report incidents of retaliation on the same basis as they are to report incidents of harassment. U.S. Soccer will not retaliate or discriminate against any employee for exercising, in good faith, any rights under this Policy. Retaliation is a violation of this Policy.

