



Statement on Athlete and Participant Safety Program

Wisconsin Youth Soccer Association has developed this Athlete and Participant Safety Program as part of the WYSA Risk Management Program. The Athlete and Participant Safety Program was developed to meet requirements set forth by Public Law 115-126 *Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017* (the "SafeSport Act"), as well as U.S. Soccer Federation Policy 212-3.

Wisconsin Youth Soccer Association has zero tolerance for abuse or misconduct. All participants in the soccer community must play an active role in creating an environment that is free from emotional, physical, or sexual abuse. This program was developed to implement policies and processes to help participants detect and report abuse, respond to it, and prevent future occurrences. In order to maintain compliance with USSF Policy 212-3, WYSA's Athlete and Participant Safety Program includes six key components: Background Screening Policy, Mandatory Reporting Policy, Training and Education Policy, Prohibited Conduct Policy, Policy to Limit One-on-One Interactions, and Policy on Monitoring and Enforcement. Also included is a list of definitions for key terms mentioned within these six policies.

This program uses the term "Covered Personnel" to refer to those adults (aged 18 and older) to whom these policies apply. Covered Personnel are required to follow all policies included in WYSA's Athlete and Participant Safety Program. Covered Personnel include adult individuals (aged 18 and over) who are authorized directly by WYSA or indirectly by a member organization that is directly affiliated with WYSA to have:

- a) Routine and/or regular contact with an amateur athlete who is a minor;
- b) Authority over an amateur athlete who is a minor;
- c) Authority over those adults who have routine and/or regular contact with an amateur athlete who is a minor.

A minor athlete that reaches the age of majority may not be subject to athlete prevention policies if they remain an athlete, and when interacting with minor athletes who are 16 or older. Athlete prevention policies are in effect when this now age of majority athlete interacts with minor athletes 15 or younger. Should a minor athlete reach the age of majority and then obtain a position that presents a potential power imbalance, such as becoming a coach, the individual is subject to athlete prevention policies.

"Routine and/or regular contact" with an amateur athlete who is a minor is defined as recurring, repeated, or periodic contact between an adult and a minor.

"Authority over those adults who have routine and/or regular contact with an amateur athlete who is a minor" is defined as supervisory or decision-making authority over an adult who has recurring, repeated, or periodic contact with minors.

Examples of Covered Personnel may include but are not limited to:

1. WYSA board members;
2. WYSA committee members;
3. WYSA employees and independent contractors;
4. Club and District Board Members, Representatives, Administrators and/or Volunteers;
5. Coaches, Assistant Coaches, Team Managers, Other Team Officials, Team Trainers;

6. Referees*

**While Referees, Referee Coaches, Referee Mentors, Referee Assignors, and other Referee Program-Affiliated Personnel are expected to adhere to these policies due to referee involvement in WYSA sanctioned activities and competitions, it is understood that these individuals are also subject to any policies set forth by the Wisconsin Program for Referee Development and/or U.S. Soccer Policy.*

Many aspects of this policy are issued in order to protect Minor Participants in the sport of soccer who participate in WYSA sanctioned activities and competitions. This policy uses the term "Minor Participants" to refer to athletes, referees, coaches, or otherwise, who are under the lesser of (1) the age of 18; or (2) the age of majority in the applicable state, and who are participating in WYSA sanctioned activities and competitions. Additionally, although this Athlete and Participant Safety Program focuses in many areas on concerns unique to Minor Participants, these policies may be applicable to, and are designed to protect participants of all ages.

Should circumstances arise in which an activity or competition sanctioned by WYSA requires the use of adult volunteers and/or other adult individuals who 1) do not have routine and/or regular contact with an amateur athlete who is a minor, and 2) are authorized by WYSA and/or WYSA member organization(s) to act on the behalf of WYSA and/or WYSA member organization(s), the following shall apply:

- a) Adult individuals that do not meet the definition of Covered Personnel as described above shall be prohibited from having one-on-one contact with Minor Participants.
- b) If such adult individuals that do not meet the definition of Covered Personnel as described above have any contact with any Minor Participants, at least one Covered Personnel (who is compliant with all policies included in WYSA's Athlete and Participant Safety Program) shall be present and will supervise the WYSA sanctioned activity or competition to help ensure the safety of Minor Participants around such adult individuals that do not meet the definition of Covered Personnel as described above.

As part of WYSA's Athlete and Participant Safety Program, WYSA encourages a culture of respect and open communication in which all participants feel comfortable reporting concerns, whether the concerns involve suspected abuse or any other misconduct. Participants are encouraged to raise concerns to coaches, referees, team administrators, and WYSA employees or board members.

In the event WYSA receives a report or complaint that implicates a reporting obligation to law enforcement authorities (see "Mandatory Reporting Policy"), WYSA will make the report directly to law enforcement and/or will work with the individual who submitted the report or complaint to make the report directly to law enforcement. WYSA does not tolerate retaliation of any kind. No individual who makes a good faith report of misconduct will be subject to retaliation, including harassment, as a result of making a report.

The WYSA Athlete and Participant Safety Program is not an exclusive statement of all policies and processes pertaining to WYSA and its affiliated leagues and programming. WYSA affiliated clubs may implement additional policies and procedures specific to their operations. Furthermore, the WYSA Employee Handbook provides further guidance applicable to WYSA Employees on other matters to address conduct that may not be covered by the WYSA Athlete and Participant Safety Program.

WYSA recognizes that social norms continue to develop, as does the legal framework under which we operate. Accordingly, the WYSA Athlete and Participant Safety Program will always be subject to modification, amendment and further development by WYSA, in its discretion. The WYSA Athlete and Participant Safety Program and all policies herein may be amended from time to time by vote of the WYSA Board of Directors. Limited exceptions to these policies may be granted by WYSA on a case-by-case basis where appropriate, provided that such exceptions do not materially impact the safety of Minor Participants.

WYSA does not control the day-to-day operations of our direct member organizations or of those organizations that

are indirectly affiliated with WYSA via membership or participation with any WYSA direct member organization. WYSA recognizes that individual club and district organizations range in size, structure, resources, operations, and stakeholder needs. Additionally, each organization may have different levels of risk based on very different programs. Accordingly, each organization is encouraged to conduct an independent assessment of its own practices and evaluate how best to implement its own risk management program that maintains compliance with WYSA's Athlete and Participant Safety Program, USSF Policy 212-3, and the SafeSport Act.

The WYSA Athlete and Participant Safety Program and these six policies are hereby issued as of August 1, 2019. To allow adequate opportunity to ensure policy changes and compliance, WYSA direct member organizations, and those organizations that are indirectly affiliated with WYSA via membership or participation with any WYSA direct member organization, are expected to maintain compliance with these requirements on or before September 1, 2019 (but are nonetheless urged to complete compliance as early as practicable). Effective September 1, 2019, any WYSA direct member organization, or any organization that is indirectly affiliated with WYSA via membership or participation with any WYSA direct member organization, not in compliance with the requirements set forth by the WYSA Athlete and Participant Safety Program will be subject to enforcement as provided the "Policy on Monitoring and Enforcement" of this program.

Background Screening Policy

Pursuant to U.S. Soccer Policy 212-3, WYSA's Background Screening Policy is in place to set forth requirements pertaining to appropriate background screening.

Any coach, assistant coach, team trainer, team manager, referee, club or district board member, WYSA administrator, WYSA Board of Directors member, independent contractor, or any other individual seeking affiliation with WYSA or WYSA Affiliated Clubs who has direct or indirect contact or influence on a youth player shall be known collectively as "Applicant" for the purposes of this policy. Any WYSA player registered for the current season with an affiliated WYSA club will be known as "Youth Player" or "Player" for the purposes of this Policy.

I. Application Process

Every Applicant is required by WYSA to complete a Risk Management Disclosure, every two years through WYSA's online risk management system. Applications are subject to a processing fee which is established on an annual basis via the WYSA budget. Applicants must provide their Social Security Number, which will be collected, but not stored in their personal record. Those Applicants who do not have a Social Security Number (international applicants) may be subject to an additional background check with applicable fees. The Risk Management Disclosure authorizes a nationwide criminal background check which is performed on every Risk Management applicant. By submitting a Risk Management Disclosure, the Applicant acknowledges background check results may be shared with the club, league or association affected.

II. Risk Management Disqualification Criteria

The WYSA Executive Director will make initial decisions pertaining to an Applicant's eligibility to participate with WYSA. The Executive Director has the authority to immediately disqualify an Applicant based on the results of any criminal history background check(s). The Executive Director also has the authority to request additional information on any offenses and convictions based on the results of any criminal history background check(s).

Upon review of background check results, conviction of any offense substantially related to the duties and responsibilities that the Applicant seeks to perform or is currently performing for WYSA may cause the Risk Management Applicant to be immediately disqualified from participation with WYSA, all WYSA sanctioned activities and events, and all US Youth Soccer related activities and events. WYSA reserves the right to contact the Applicant regarding their criminal history and to request additional details about the background check results. Information

provided by the Applicant may be taken into consideration by the WYSA Executive Director in determining the eligibility of the Applicant to participate with WYSA.

WYSA reserves the right to disqualify an individual from employment with WYSA or participation in WYSA activities and events when presented with evidence of inappropriate communication, or contact with children even if the Applicant is not charged, convicted, or tried in a court of law. WYSA also reserves the right to disqualify an individual if that individual's behavior and/or conduct are considered detrimental to WYSA and/or the WYSA membership.

WYSA also reserves the right to perform criminal history background check(s) at random time periods on any Applicant who previously applied for Risk Management and who may or may not have a criminal history.

III. Disqualification Procedure

The WYSA Executive Director will send written notification to every Applicant or individual who has been disqualified with instructions on how to appeal the decision to disqualify. The disqualification remains in effect up to the time an appeal is heard by the WYSA Executive Committee. The disqualified person has ten (10) days from the receipt of the notice of disqualification to submit an appeal in writing to the WYSA State Office.

The WYSA Executive Director will send written notification to every Applicant who is asked to provide more information pertaining to offenses and/or convictions found during the criminal history background check(s). If the Applicant fails to respond within ten (10) days of receipt of the written request for information, the individual will be considered disqualified from participation with WYSA. A reversal of the disqualification will not be considered until the requested information is received.

If an Applicant is arrested or charged with commission of any offense substantially related to the duties and responsibilities that the Applicant seeks to perform or is currently performing for WYSA, the Executive Director may suspend the individual pending resolution of the charges. The applicant will receive a letter of disqualification which will stand until a determination has been made by the legal system and/or the WYSA Executive Director determines that the matter has been resolved. Applicants must immediately report all arrests or charges, other than arrests or charges for minor traffic offenses, to the WYSA Executive Director. Failure to report an arrest or charge, even if the arrest or charge is deemed not to be substantially related to the Applicant's WYSA duties and responsibilities, may result in the Applicant's disqualification from further employment with WYSA or participation in WYSA activities and events.

The WYSA Executive Director may request additional information from an Applicant at any time if he/she becomes aware of information about an individual that could have a negative impact on WYSA.

IV. Appeal Process

Any person who has been disqualified from participation with WYSA has the right to appeal the initial decision made by the WYSA Executive Director. A written notice of appeal must be received by the Executive Director within ten (10) calendar days of the disqualification letter. In the event, that person fails to appeal within the ten (10) day period, they may reapply after one (1) full year from the initial application date.

The appeal hearing will occur at a time and place as determined by the WYSA Executive Committee. The decision made by the Executive Committee is final and will take effect immediately following the notification by the WYSA Executive Director.

V. Other:

- Risk Management Disqualifications may not be appealed to the United States Soccer Federation or to US Youth Soccer. The United States Soccer Federation and US Youth Soccer defer risk management

programs and decisions on Risk Management eligibility to the State Associations. (E.g., USSF Bylaw 213, USYS Bylaw 214.)

- US Youth Soccer Bylaw 252. SUSPENSION BECAUSE OF LITIGATION:

Section 1. Any person participating in a USYSA program, or in a program of a State Association or a program of a member of a State Association, who becomes a defendant in litigation detrimental to the welfare of Youth Players or litigation based on activities detrimental to the welfare of Youth Players, shall be suspended from all soccer-related activities. Suspensions under this bylaw shall be determined by the appropriate State Association or the Board of Directors. Matters detrimental to the welfare of Youth Players shall include crimes of moral turpitude and felonies. The person has a right to appeal the suspension only over whether the matter, which is the substance of the accusation, if true, is detrimental to the welfare of Youth Players.

Section 2. On completion of the litigation, the suspended person may inform the body suspending the person under Section 1 of this bylaw that the litigation has been completed and request that the suspension be terminated, and the person reinstated. The suspending body may grant the request of the person or, if the decision of the litigation was adverse to the person, may continue the suspension for a period specified by the suspending body, fine the person, terminate all membership of that person with the suspending body and its members, or any combination of those authorized penalties.

Training and Education Policy

The *Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017* requires amateur sports organizations to offer consistent training to adult members who are in regular contact with amateur athletes who are minors, and subject to parental consent, to members who are minors, regarding prevention of child abuse. The “Core SafeSport Training” offered by the U.S. Center for SafeSport meets the requirements of WYSA’s Athlete & Participant Safety Policy. It consists of three modules: (1) Sexual Misconduct Awareness Education; (2) Mandatory Reporting; and (3) Emotional & Physical Misconduct. Training provides individuals the necessary tools, vocabulary and information to more effectively monitor our sport, minimize the opportunities for child physical or sexual abuse and other types of misconduct, and respond to concerns. Upon initial completion of these three online modules, the individual will have met the “SafeSport Trained” requirement.

All Covered Personnel must complete the “Core SafeSport Training” (three modules) in order to meet the “SafeSport Trained” requirement. All continuing Covered Personnel are required to complete the “Core SafeSport Training” no later than September 1, 2019. Any new Covered Personnel, effective September 1, 2019, are required to complete the “Core SafeSport Training” by the earlier of 1) prior to regular contact with a Minor Participant; or 2) within the first 45 days of the Covered Personnel taking on the role giving them access to Minor Participants. The “SafeSport Trained” requirement is considered valid for two years.

In addition, the U.S. Center for SafeSport offers a “SafeSport Refresher Course.” All Covered Personnel are required to complete the “SafeSport Refresher Course” on a bi-annual basis. Any individual who has NOT completed the “Core SafeSport Training” requirement should complete those three modules and NOT the “SafeSport Refresher Course.”

The “Core SafeSport Training” and “SafeSport Refresher Course” offered by the U.S. Center for SafeSport are available to WYSA Covered Personnel at *no additional cost*. For more information on accessing these trainings, visit WYSA’s website at www.wiyouthsoccer.com or contact the WYSA State Office.

In order to maintain compliance with USSF Policy 212-3, Minor Participants will also be offered access to training regarding the prevention of child abuse provided by the U.S. Center for SafeSport on an annual basis, with parental

consent. Regarding training for Minor Participants, WYSA will track a description of the training(s), the date each training was offered and given, and a description of how each training was offered and given. It is anticipated that this training will be available to Minor Participants by the end of 2019.

In addition to training regarding the prevention of child abuse for Covered Personnel and Minor Participants, the U.S. Center for SafeSport has made Parent Toolkits available on its website:

<https://resources.safesport.org/toolkits/library.html>

Background Screening, Training & Education Compliance

Every Covered Personnel must complete a Risk Management Disclosure (authorizing a background check), every two years through WYSA's online risk management system. In addition to the background screening, all Covered Personnel must complete the "Core SafeSport Training" in order to meet the "SafeSport Trained" requirement.

Both an approved background check and completion of the Core SafeSport training is mandatory to obtain a WYSA issued Pass Card. The Pass Card is required of any coach, assistant coach, team trainer, team manager, referee, club or district board member, WYSA administrator, WYSA Board of Directors member, independent contractor (excluding referees who are checked through the referee program), or any other individual seeking affiliation with WYSA or WYSA Affiliated Clubs who has direct or indirect contact or influence on a youth player.

Additionally, team approval in the State Registration system is contingent upon coaches' compliance with the Background Screening, Training & Education Policies.

Mandatory Reporting Policy

The comprehensive *Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017* (the "**SafeSport Act**" the *Victims of Child Abuse Act of 1990*, 34 U.S.C. § 20341, *et seq.*, and clarifies who is a mandatory reporter for cases of suspected child abuse. Specifically, the definition of mandatory reporter now includes any "adult who is authorized, by a national governing body, a member of a national governing body, or an amateur sports organization that participates in interstate or international amateur athletic competition, to interact with a minor or amateur athlete at an amateur sports organization facility or at any event sanctioned by a national governing body, a member of a national governing body, or such an amateur sports organization." Consequently, WYSA requires all participants to understand their reporting obligations under this important federal law.

In accordance with federal legislation, it is WYSA's Mandatory Reporting Policy that all Covered Personnel shall be considered mandatory reporters for cases of suspected child abuse. Individuals who may not be considered "Covered Personnel" under WYSA's Athlete and Participant Safety Program may nonetheless have an obligation to report suspected child abuse under applicable federal or state law. Therefore, WYSA urges all individuals to act to report suspected child abuse.

Under the SafeSport Act, the reporting obligation is triggered when a mandatory reporter becomes aware of "facts that give reason to suspect" a child has suffered an incident of child abuse. Child abuse includes physical or mental injury, sexual abuse or exploitation, or negligent treatment of a child. Sexual Abuse is defined to include the employment, use, persuasion, inducement, enticement, or coercion of a child to engage in, or assist another person to engage in, sexually explicit conduct or the rape, molestation, prostitution, or other form of sexual exploitation of children or incest with children. Mental Injury means harm to a child's psychological or intellectual functioning which may be exhibited by severe anxiety, depression, withdrawal or outward aggressive behavior, or a combination of those behaviors, which may be demonstrated by a change in behavior, emotional response or cognition.

In the event the reporting obligation is triggered, a report must be made, within 24 hours, to appropriate law enforcement authorities, as governed by applicable federal and state law. Should the mandatory reporter require assistance making a report to the appropriate law enforcement authority, he or she should consult with the WYSA State Office.

The U.S. Department of Health & Human Services has information available online regarding State Child Abuse and Neglect Reporting Numbers:
https://www.childwelfare.gov/organizations/?CWIGFunctionsaction=rols:main.dspList&rolType=Custom&RS_ID=5&rlist=ROL

The State of Wisconsin Department of Children and Families also has relevant information online specific to Mandatory Reporters in the state of Wisconsin: <https://dcf.wisconsin.gov/cps/mandatedreporters>.

A report to law enforcement may be made anonymously. There is no fee or cost associated with making a report.

WYSA does not tolerate retaliation of any kind. No individual who makes a good faith report will be subject to retaliation, including harassment, as a result of making a report. The SafeSport Act also includes qualified immunity for good faith reports. WYSA urges all mandatory reporters to refrain from judging or evaluating the credibility of such allegations—leave that to law enforcement. The obligation to report is not always satisfied by making an initial report. A Covered Personnel is required to report supplemental information of which he or she becomes aware that may be relevant to a pending investigation.

Importantly, civil or criminal statutes of limitations do not affect or negate the obligation of a Covered Personnel to report possible sexual misconduct. Misconduct should be reported, regardless of when it occurred. Failure to promptly report suspected child abuse to law enforcement authorities may constitute a violation of federal law and, in any event, will be deemed a violation of WYSA's Athlete and Participant Safety Program and this Mandatory Reporting Policy.

In addition to the obligation to report cases of suspected child abuse to law enforcement pursuant to the SafeSport Act, Covered Personnel must also make a report to the WYSA State Office.

Without limiting the foregoing, it is also WYSA's Mandatory Reporting Policy that Covered Personnel must report *any* suspected violation of the WYSA Athlete and Participant Safety Program to the WYSA Executive Director. Furthermore, WYSA prohibits retaliation against individuals making good faith reports of any suspected violation of the WYSA Athlete and Participant Safety Program.

Violations of WYSA's Athlete and Participant Safety Program will be handled as described by this program's Policy on Monitoring and Enforcement.

Prohibited Conduct Policy

WYSA's Prohibited Conduct Policy is a policy that applies to all WYSA Covered Personnel and Minor Participants as defined in this Athlete and Participant Safety Program, as well as any subcontractor, supplier, customer or third party and their employees in their dealings with WYSA employees. This policy is applicable to all WYSA sanctioned activities and competitions.

All Covered Personnel are responsible to help ensure that misconduct is avoided. WYSA cannot act to eliminate misconduct unless it has notice of the conduct.

All Covered Personnel have an obligation to cooperate in any investigation of a complaint of misconduct, including providing any and all information concerning the complaint. Failure to do so may be a violation of this Policy.

Any violation of this Prohibited Conduct Policy by Covered Personnel or Minor Participants may subject the individual(s) to disciplinary action. WYSA prohibits retaliation against individuals making good faith reports of misconduct, including potential violations of this Prohibited Conduct Policy by Covered Personnel or Minor Participants.

WYSA is committed to maintaining an environment within its sanctioned activities and competitions that is free from all forms of discrimination, including harassment, on the basis of any legally protected status. Protected status includes race, color, age, religion, marital status, sex, ancestry, national origin, citizenship, veteran's status, pregnancy, disability, sexual orientation, protected activity, or any other characteristic protected by federal, state or local law. The policy also prohibits harassment on the basis of the protected status of an individual's relatives, friends or associates.

WYSA is also committed to maintaining an environment within its sanctioned activities and competitions that is free from all forms of sexual abuse, sexual misconduct, emotional misconduct, physical misconduct, bullying and hazing.

Harassment

Harassment consists of unwelcome conduct, whether verbal, physical or visual, that is based upon a person's protected status. WYSA will not tolerate harassing conduct that creates an intimidating, hostile, or offensive environment during WYSA sanctioned activities and competitions. This Prohibited Conduct Policy forbids harassing conduct even when it does not rise to the level of a violation of law.

Among the types of conduct prohibited by this policy are epithets, slurs, negative stereotyping or intimidating acts based on an individual's protected status and the circulation or posting of written or graphic materials that show hostility toward an individual because of his or her protected status.

Sexual Harassment

Sexual harassment deserves special mention. Sexual harassment may involve individuals of the same or different gender. Unwelcome sexual advances, requests for sexual favors, and other verbal, written, or physical conduct of a sexual nature may constitute sexual harassment.

Examples of conduct which may constitute sexual harassment and are prohibited by this Policy include, but are not limited to:

- unnecessary touching, patting, hugging, pinching, or brushing against a person's body;
- staring, ogling, leering, or whistling at a person;
- continued or repeated verbal abuse of a sexual nature;
- sexually explicit statements, sexual flirtations, advances, propositions, subtle pressure for sexual activity, comments, questions, jokes, or anecdotes;
- graphic or degrading comments about a person's clothing, body or sexual activity;
- sexually suggestive objects, cartoons, posters, calendars, or pictures in the workplace;
- suggestive or obscene letters, notes or invitations;
- harassing use of electronic mail, electronic or instant messaging, or telephone communication systems;
- other physical or verbal conduct of a sexual nature.

Racial, Religious, or National Origin Harassment

Racial, religious, or national origin harassment deserves special mention as well, and is expressly prohibited by WYSA. Racial, religious, or national origin harassment includes any verbal, written, or physical act in which race,

religion, or national origin is used or implied in a manner which would make a reasonable person uncomfortable in the environment within WYSA sanctioned activities and competitions. Examples of race, religious or national origin harassment may include, but are not limited to:

- jokes, which include reference to race, religion, or national origin;
- the display or use of objects or pictures which adversely reflect on a person's race, religion, or national origin;
- use of pejorative or demeaning language regarding a person's race, religion, or national origin.

Child Sexual Abuse

Any sexual activity with a child is prohibited. This includes sexual contact with a child that is accomplished by deception, manipulation, force or threat of force, regardless of the age of the participants, and all sexual interactions between an adult and a child, regardless of whether there is deception, or the child understands the sexual nature of the activity.

Sexual Misconduct

Any sexual interaction between an athlete and an individual with evaluative, direct or indirect authority is prohibited. Such relationships involve an imbalance of power and are likely to impair judgment or be exploitative. This section does not apply to a pre-existing relationship between two spouses or life partners.

Emotional Misconduct

Emotional misconduct in all forms is prohibited. Emotional misconduct is a pattern of deliberate, non-contact behavior that has the potential to cause emotional or psychological harm to another person. Non-contact behaviors include verbal acts, physical acts, or acts that deny attention or support; or any act or conduct described as emotional abuse or misconduct under federal or state law (e.g. child abuse, child neglect). Emotional misconduct does not include professionally-accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline or improving athletic performance.

Physical Misconduct

Physical misconduct in all forms is prohibited. Physical misconduct is defined as contact or non-contact conduct that results in, or reasonably threatens to, cause physical harm to another person; or any act or conduct described as physical abuse or misconduct under federal or state law (e.g. child abuse, child neglect, assault). Physical misconduct does not include professionally-accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline or improving athletic performance. For example, hitting and punching are well-regulated forms of contact in combat sports but have no place in soccer.

Bullying

Intentional, persistent and repeated pattern of committing or willfully tolerating physical and non-physical behaviors that are intended, or have the reasonable potential, to cause fear, humiliation or physical harm in an attempt to socially exclude, diminish or isolate the targeted athlete(s), as a condition of membership are prohibited. Bullying does not include group or team behaviors that (a) are meant to establish normative team behaviors, or (b) promote team cohesion.

Hazing

Coercing, requiring, forcing or willfully tolerating any humiliating, unwelcome or dangerous activity that serves as a condition for (a) joining a group or (b) being socially accepted by a group's members are prohibited. Hazing does not include group or team activities that (a) are meant to establish normative team behaviors or (b) promote team cohesion.

Policy to Limit 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, the risk of child sexual abuse is reduced. However, one-on-one time with trusted adults is also healthy and valuable for a child. WYSA's Policy to Limit One-on-One Interactions Between Adults and Minors ("Policy to Limit One-on-One Interactions") protects children while allowing for these beneficial relationships. These policies are intended to limit one-on-one interactions between Minor Participants and any Covered Personnel who is not their legal guardian during WYSA sanctioned activities and competitions.

Topics detailed within this policy include:

- 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 Participant that reaches the age of majority may not be subject to this policy in their capacity as an athlete, and when interacting with Minor Participants who are aged 16 or older. The Policy to Limit One-on-One Interactions is in effect when this now age of majority athlete interacts with Minor Participants aged 15 or younger. Should a Minor Participant reach the age of majority and then obtain a position that presents a potential power imbalance, such as becoming a coach, the individual is subject to the Policy to Limit One-on-One Interactions.

One-on-One Interactions

Mandatory Components

- a. Application
This policy applies to all Covered Personnel.
- b. Observable and interruptible
 - One-on-one interactions between a Minor Participant and a Covered Personnel (who is not the minor's legal guardian) during WYSA sanctioned activities and competitions are permitted, if they occur at an observable and interruptible distance by another adult.
 - Isolated, one-on-one interactions between a Minor Participant and a Covered Personnel (who is not the minor's legal guardian) during WYSA sanctioned activities and competitions are prohibited, except under emergency circumstances.
- c. Meetings
 - Meetings between a Covered Personnel and a Minor Participant during WYSA sanctioned activities and competitions 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 a Minor Participant during WYSA sanctioned activities and competitions, 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 WYSA sanctioned activity or competition, (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 WYSA.

- e. Individual training sessions
Individual training sessions between Covered Personnel and Minor Participants are permitted during WYSA sanctioned activities and competitions if the training session is observable and interruptible by another adult. The Covered Personnel must obtain the written permission of the Minor Participant'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.

Recommended Components

- f. Monitoring
When one-on-one interactions between Covered Personnel and Minor Participants occur during WYSA sanctioned activities and competitions, 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
Covered Personnel are prohibited from interacting one-on-one with unrelated Minor Participants in settings outside of the 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.

Messages and Rubdowns

Mandatory components

- a. Application
This policy applies to all Covered Personnel.
- b. Licensed, certified professional
 - Any massage or rubdown performed by a Covered Personnel on a Minor Participant during WYSA sanctioned activities and competitions is prohibited unless such Covered Personnel is a licensed massage therapist.
 - Any massage or rubdown performed during WYSA sanctioned activities and competitions by a licensed professional must be conducted in open and interruptible locations. Any massage of a Minor Participant must be done with at least one other adult present and must never be done with only the Minor Participant 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 a Minor Participant under any circumstances.

Recommended components

- c. Written consent
Written consent by a legal guardian shall be provided before providing each massage or rubdown on a Minor Participant. Parents must be permitted to be in the room as an observer.

Locker Rooms, Rest Rooms and Changing Areas

Mandatory Components

- a. Application
This policy applies to all Covered Personnel.

- 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 during WYSA sanctioned activities and competitions is prohibited. Exceptions may be made for media and championship celebrations, provided that such exceptions are approved by WYSA and two or more adults are present.
- c. Undress
 - Under no circumstances shall an unrelated Covered Personnel during WYSA sanctioned activities and competitions be undressed (disrobed or partial or full nudity where private body parts are exposed) in front of Minor Participants.
- d. Isolated one-on-one interactions
 - At no time are unrelated Covered Personnel permitted to be alone with a Minor Participant in a locker room, rest room, or changing area during WYSA sanctioned activities and competitions, except under emergency circumstances.
 - If any WYSA sanctioned activities and competitions require the use of a facility that has access to a single set of such facilities, the WYSA, where applicable, and/or WYSA member organizations, where applicable, will designate times for use by Covered Personnel, if any.
- e. Monitoring
The WYSA, where applicable, and/or WYSA member organizations, where applicable, regularly and randomly monitor the use of locker rooms, rest rooms, and changing areas at facilities at which WYSA sanctioned activities and competitions are taking place to ensure compliance with these policies.
- f. Non-exclusive facility
If the WYSA and/or WYSA member organizations use a facility for WYSA sanctioned activities and competitions and that facility is used by multiple constituents, Covered Personnel are nonetheless required to adhere to the rules set forth here.

Recommended Components

- g. To minimize the risk of bullying and hazing, the WYSA, where applicable, and/or WYSA member organizations, where applicable, use locker room monitors to ensure that minors are not left unattended in locker rooms, rest rooms, and changing areas.
- h. Adults make every effort to recognize when an athlete goes to the locker room or changing area during practice and competition and, if they do not return in a timely fashion, the WYSA, where applicable, and/or WYSA member organizations, where applicable, will check on the athlete's whereabouts.
- i. The WYSA and WYSA member organizations discourage parents from entering locker rooms and changing areas unless it is truly necessary. In those instances, it should only be a same-sex parent. If this is necessary, parents should let a coach or administrator know about this in advance.

Social Media & Electronic Communications

Mandatory components

- a. Application
This policy applies to all Covered Personnel.
- b. Content
All electronic communication originating from Covered Personnel to Minor Participants must be professional in nature.
- c. Open and transparent
 - If a Covered Personnel needs to communicate directly with a Minor Participant via electronic communications, another Covered Personnel or the minor's legal guardian will be copied.

- If a Minor Participant communicates to the Covered Personnel privately first, the Covered Personnel should respond to the Minor Participant with a copy to another Covered Personnel or the minor's legal guardian.
 - A Covered Personnel communicating electronically to the entire team will copy another Covered Personnel.
 - Minor Participants may "friend" the WYSA or WYSA member organizations' official page(s).
- d. Prohibited electronic communications
- Covered Personnel are not permitted to communicate privately via electronic communications with Minor Participants, except under emergency circumstances.
 - Covered Personnel are not permitted to "private message," "instant message," "direct message", or send photos via Snapchat or Instagram to a Minor Participant privately.
 - Covered Personnel are not permitted to maintain social media connections with Minor Participants; such Covered Personnel are not permitted to accept new personal page requests on social media platforms from Minor Participants and existing social media connections with Minor Participants shall be discontinued
- e. Requests to discontinue
- Legal guardians may request in writing that their child, a Minor Participant, not be contacted through any form of electronic communication by the WYSA, WYSA member organizations, or by specific Covered Personnel(s). The respective organization(s) and/or Covered Personnel(s) will abide by any such request that their child, a Minor Participant, not be contacted via electronic communication, absent emergency circumstances.

Recommended components

- f. Hours
- Electronic communications with Minor Participants will only be sent between the hours of 8:00 a.m. and 8:00 p.m.
- g. Monitoring
- The WYSA, where applicable, and/or WYSA member organizations, where applicable, should monitor their respective social media pages and remove any posts that violate the organization's policies and practices for appropriate behavior.
 - The WYSA, where applicable, and/or WYSA member organizations, where applicable, will inform the legal guardian of a Minor Participant of any prohibited posts, as well as the organization's administrator(s).

Local Travel

Local travel consists of travel to training, practice, and competition that occurs locally and does not include coordinated overnight stay(s).

Mandatory Components

- a. Application
- This policy applies to all Covered Personnel.
- b. Transportation
- The WYSA and/or WYSA member organizations do not arrange for local travel.
 - Covered Personnel who are not also acting as a legal guardian, shall not ride in a vehicle alone with an unrelated Minor Participant, absent emergency circumstances, and may only drive with at least two other Minor Participants or another adult at all times, unless otherwise agreed to in writing by the Minor Participant's parent/legal guardian in advance of each local travel.

Recommended Components

c. Shared or Carpool Travel Arrangement

WYSA encourages parents/legal guardians to pick up their child, a Minor Participant, first and drop off their child, a Minor Participant, last in any shared or carpool travel arrangement.

Team Travel

Team travel is travel to a competition or other team activity that the WYSA and/or WYSA member organization(s) plan and supervise.

Mandatory Components

a. Application

This policy applies to all Covered Personnel.

b. Team/competition travel

- When only one Covered Personnel and one Minor Participant travel to a competition, the Minor Participant must have his/her legal guardian's written permission in advance and for each competition to travel alone with the Covered Personnel.

c. Hotel rooms

- Covered Personnel shall not share a hotel room or other sleeping arrangement with a Minor Participant (unless the Covered Personnel is the legal guardian, sibling, or is otherwise related to the Minor Participant).

d. Meetings

- Meetings shall be conducted consistent with the WYSA's policy for one-on-one interactions – i.e., any such meeting shall be observable and interruptible.
- Meetings shall not be conducted in a hotel room.

Recommended Components

- e. Team travel policies must be signed and agreed to by all Minor Participants, parents, and Covered Personnel traveling with the WYSA and/or WYSA member organization(s).
- f. Covered Personnel who travel with the WYSA and/or WYSA member organizations must successfully pass a criminal background check and other screening requirements consistent with the organization's policies.
- g. During team travel, when doing room checks, attending team meetings and/or other activities, two-deep leadership and observable and interruptible environments should be maintained.

Policy on Monitoring and Enforcement

WYSA's Policy on Monitoring and Enforcement is set forth to establish procedures for monitoring and enforcing the WYSA Athlete and Participant Safety Program, as well as to establish an appropriate grievance process to address allegations of misconduct following the report or complaint of misconduct.

WYSA takes all reports of potential violations of the Athlete and Participant Safety Program seriously and is committed to confidentiality and investigation of allegations. The WYSA Risk Executive Director and/or WYSA Legal Counsel may conduct or manage investigations.

In order to monitor and enforce the WYSA Athlete and Participant Safety Program, WYSA reserves the right to, either directly or through a contracted third-party service provider, survey, audit, require certifications of compliance with, or otherwise review compliance with this policy by direct member organizations and/or those organizations that are indirectly affiliated with WYSA via membership or participation with any WYSA direct member organization. Any WYSA direct member organizations, and/or those organizations that are indirectly affiliated with WYSA via

membership or participation with any WYSA direct member organization, that fail to maintain compliance with this policy will be subject to review by the WYSA Board of Directors.

The grievance process for potential policy violations will be materially free of bias and conflicts of interest. Additionally, the grievance process will include the opportunity for review by disinterested and unbiased fact finders, and a right to appeal pursuant to WYSA and/or U.S. Soccer Bylaws, Rules, and Policies.

Should the WYSA Executive Director and/or WYSA Legal Counsel deem that an alleged violation of any provision of the WYSA Athlete and Participant Safety Program is supported, the Covered Personnel who is alleged to have violated the WYSA Athlete and Participant Safety Program will receive written notification in the form of an adverse action letter. An adverse action letter may include a temporary or permanent disqualification, a suspension, a removal from future assignments, or other remedial action (e.g. probation) that impacts participation. Notwithstanding the foregoing, WYSA reserves the right to require additional training (e.g., SafeSport-certified training) on the part of any participant at any time.

The Covered Personnel has the right to an appeal hearing before the WYSA Executive Committee. The adverse action letter from the WYSA Executive Director will include instructions on how to appeal the decision. The Covered Personnel has ten (10) calendar days from the receipt of the adverse action letter to submit an appeal in writing to the WYSA State Office.

Once the adverse action letter is received by the Covered Personnel, that individual must submit a written notice of appeal to the WYSA State Office. The written notice of appeal must be received within ten (10) calendar days from the receipt of the adverse action letter. The individual forfeits all rights to appeal if a written request of appeal is not received by the WYSA State Office within the allotted time period.

The appeal hearing date will be established at the discretion of WYSA Executive Committee. The Covered Personnel may send materials to the WYSA State Office to be reviewed by the WYSA Executive Committee before his or her hearing date. All materials must be received 5 (five) business days before his or her hearing date. All WYSA Executive Committee members present at the meeting may vote. A vote will be taken by the Executive Committee in a private session and the decision will be relayed in written form to the individual no later than 10 business days from the date of the meeting.

The WYSA Executive Committee shall have the authority to determine if the individual should be permitted to participate further in WYSA sanctioned activities and competitions, despite the individual's receipt of an adverse action letter. The Executive Committee determines the terms of reinstatements and disqualifications, where applicable.

As stated in the Background Screening Policy of the WYSA Athlete and Participant Safety Program, U.S. Soccer Policy 601-10 does not provide for the appeal of risk management policy disqualifications to the USSF Appeals Committee, for those disqualifications pertaining to the Background Screening Policy.

The decision of the WYSA Executive Committee shall be final and binding on all parties. Pursuant to U.S. Soccer Bylaw 704, the individual has the right to appeal a final decision rendered by WYSA's process for violations of the WYSA Athlete and Participant Safety Policy, excluding those decisions rendered pertaining to the Background Screening Policy of the WYSA Athlete and Participant Safety Program.

Definitions for terms included in Program

For the purposes of WYSA's Athlete and Participant Safety Program, we recognize the following definitions for terms used:

- a) **Adult Applicant:**
For the purposes of the Background Screening Policy within WYSA's Athlete and Participant Safety Program, an Adult Applicant includes any individual aged 18 or older who is a coach, assistant coach, team manager, assistant team manager, team trainer, team official, WYSA employee, WYSA board member, WYSA committee member, WYSA independent contractor, Club or League President, Club or League Delegate, Club or League Official, Club or League Representative, Club or League Administrator, Club or League Volunteer, or referee, or any other individual aged 18 or older seeking affiliation with WYSA or WYSA affiliated member organizations, who has regular contact with or authority over an amateur athlete who is a minor.
- b) **U.S. Center for SafeSport:**
The U.S. Center for SafeSport is an independent 501(c)(3) authorized pursuant to the SafeSport Act, with jurisdiction over the USOC and NGBs with regard to safeguarding amateur athletes against abuse, including emotional, physical and sexual abuse, in sports, and which has been further tasked with certain duties in the areas of education and outreach, policy development, and response and resolution.
- c) **Core SafeSport Training:**
The U.S. Center for SafeSport's online training, which consists of three modules: (1) Sexual Misconduct Awareness Education; (2) Mandatory Reporting, and (3) Emotional & Physical Misconduct, or the U.S. Center for SafeSport's in person PPT approved training.
- d) **Covered Personnel:**
This policy uses the term "Covered Personnel" to refer to those adults (aged 18 and older) to whom these policies apply. Covered Personnel are required to follow all policies included in WYSA's Athlete and Participant Safety Program. Covered Personnel include adult individuals (aged 18 and over) who are authorized directly by WYSA or indirectly by a club/league that is directly affiliated with WYSA to have regular contact with or authority over an amateur athlete who is a minor. Examples of Covered Personnel include but are not limited to:
- (1) WYSA board members;
 - (2) WYSA committee members;
 - (3) WYSA employees and independent contractors;
 - (4) Club and League Presidents, Club and League Delegates, Club and League Officials, Club and League Representatives, Club and League Administrators, and Club and League Volunteers;
 - (5) Coaches, Assistant Coaches, Team Managers, Assistant Team Managers, Team Officials, and Team Trainers;
 - (6) Referees*

*While Referees, Referee Coaches, Referee Mentors, Referee Assignors, and other Referee Program-Affiliated Personnel are expected to adhere to these policies due to referee involvement in WYSA sanctioned activities and competitions, it is understood that these individuals are also subject to any policies set forth by the Wisconsin Referee Committee and/or U.S. Soccer Policy.

- e) **Minor Participants:**
Any participant, whether athlete, referee, or otherwise, who is under the lesser of (1) the age of 18; or (2) the age of majority in the applicable state, and who is participating in WYSA sanctioned activities and competitions.
- f) **National Governing Body (NGB):**
A U.S. Olympic National Governing Body, Pan American Sport Organization, or Paralympic Sport Organization recognized by the United States Olympic Committee pursuant to the *Ted Stevens Olympic and Amateur Sports Act*, 36 U.S.C. §§ 220501-220529. U.S. Soccer is a National Governing Body.
- g) **Routine and/or regular contact with an amateur athlete who is a minor:**
Recurring, repeated or periodic contact between an adult and a minor.
- h) **Authority over those adults who have routine and/or regular contact with an amateur athlete who is a minor:**
Supervisory or decision-making authority over an adult who has recurring, repeated, or periodic contact with minors.
- i) **SafeSport Refresher Course:**
The U.S. Center for SafeSport's online training course(s) designed for those who have completed the initial "Core SafeSport Training" or the Center's in person PPT approved training designated as "refresher" courses.

- j) The SafeSport Act:
Public Law 115-126, the Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017.
- k) USOC:
The United States Olympic Committee.

Approved 07/16/19
WYSA Board of Directors