



Yardley Makefield Soccer (YMS) takes all reports of misconduct very seriously and is committed to creating a safe environment for all participants. Participants are defined as any player, coach, volunteer, employee, or parent who has chosen to partake in any event sponsored by or related to Yardley Makefield Soccer.

ZERO TOLERANCE FOR ABUSE

YMS has a zero tolerance policy for abuse for all participants at all club activities. It is the responsibility of all participants to assist in the effort to create a safe environment.

PROHIBITED ACTIVITIES AND MISCONDUCT

SEXUAL MISCONDUCT

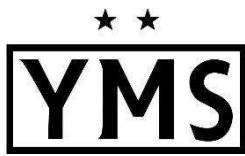
Any action or circumstance considered sexual misconduct constitutes a breach of the YMS Risk Management Policy and is unacceptable at any YMS activity or any activities or engagements related to YMS, including coach and athlete interactions off the field.

Sexual misconduct is defined as:

- Any sexual interaction, whether non-touching or touching, that is forced or perpetrated in an exploitative, harassing, aggressive, or threatening manner.
- Any sexual interaction between a participant and an individual with direct, indirect, or evaluative authority. Such relationships usually involve power imbalance; disparity in age, development, size, or intellectual capabilities; the existence of an aggressor; and are likely to impair judgment or be exploitative.
- Any conduct or acts defined under state or federal law as sexual abuse or misconduct.
- Sexual misconduct can be between adults, between adults and minors, or between minors. Minors don't have the legal capacity to consent to sexual activity with an adult, and as a result, any sexual interaction between a minor and adult is strictly prohibited.

Sexual misconduct includes, but is not limited to:

- Inappropriate Physical Contact, which includes
 - Lingering or repeated embrace that goes beyond acceptable physical touch.
 - Tickling, horseplay, or wrestling.
 - Continued physical contact that makes a participant uncomfortable
- Intentionally sharing Sexually Oriented Materials with athletes
- Engaging in Sexually Oriented Conversations
- Intentionally exposing an athlete to nudity
 - This does not apply to shared changing areas between athletes
- Peer-to-Peer Sexual Abuse
 - Whether or not sexual interaction between children constitutes child sexual abuse turns on the existence of an aggressor, the age difference between the children, and/or whether there is an imbalance in power and/or intellectual capabilities. Allegations or suspicions of peer-to-peer child sexual abuse must be reported.
- Any act of a sexual nature between an adult and a child



EMOTIONAL MISCONDUCT

- Emotional misconduct in all forms is prohibited. Emotional misconduct is a pattern of deliberate, noncontact 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 nonphysical 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

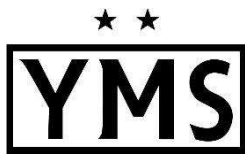
- Coercing, requiring, forcing or willfully tolerating any humiliating, unwelcome or dangerous activity that serves as a condition for (a) joining a group or (b) being socially accepted by a group's members are prohibited.
- Hazing does not include group or team activities that (a) are meant to establish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

Willfully tolerating any forms of misconduct is also considered a breach of this policy.

PARTICIPANT INTERACTIONS

VOLUNTEER REQUIREMENTS

- All volunteers are required to complete all necessary background checks in accordance with Eastern Pennsylvania Youth Soccer's Risk Management Policy.



- Additionally, in accordance with EPYSA, all volunteers must complete SafeSport Training. YMS may deny participation in volunteerism due to the grounds outlined in the EPYSA risk management policy.
- All clearances must be completed prior to the new soccer year beginning (August 1). Trainers, Coaches, and Volunteers will NOT be allowed to participate until all clearances are completed and approved.

ONE ON ONE INTERACTIONS AT YMS FACILITIES

- **Observable and interruptible:**

One-on-one interactions between minors and an adult (who is not the minor's legal guardian) at our 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 our facility are prohibited, except under emergency circumstances.

- **Meetings:**

Meetings between adults and minors at our facilities 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 has windows, with the windows, blinds, and/or curtains remaining open during the meeting.

- **Individual training sessions:**

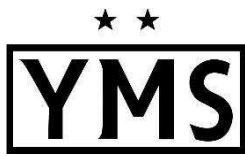
Individual training sessions are contracts between individual trainers and the individual player's family, not with YMS. Individual training sessions between adults and minors are permitted at our facility if the training session is observable and interruptible by another adult. The adult must obtain 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.

- **Out-of-program contacts:**

Adults are prohibited from interacting one-on-one with unrelated minor athletes 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.

LOCKER ROOMS, RESTROOMS, AND CHANGING AREAS

- **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 the Covered Organization and two or more adults are present.

- **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.

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.

SOCIAL MEDIA & ELECTRONIC COMMUNICATIONS

- **Content:**

All electronic communication originating from participating adults to amateur athletes who are minors must be professional in nature.

- **Open and transparent:**

If a participating adult needs to communicate directly with an amateur athlete who is a minor via electronic communications, another participating adult or the minor's legal guardian will be copied.

If a minor athlete communicates to the participating adult privately first, the participating adult should respond to the minor athlete with a copy to another participating adult or the minor's legal guardian.

A participating adult communicating electronically to the entire team will copy another participating adult.

Amateur athletes who are minors may "friend" the organization's official social media pages.

- **Prohibited electronic communications:**

Participating adults are not permitted to communicate privately via electronic communications with amateur athletes who are minors, except under emergency circumstances.

Participating adults are not permitted to "private message," "instant message," "direct message," or send photos via any social media or electronic platform to a minor athlete privately.

Participating adults are not permitted to maintain social media connections with minors; such adults are not permitted to accept new personal page requests on social media platforms from amateur athletes who are minors and existing social media connections with amateur athletes who are minors shall be discontinued.



Requests to discontinue: legal guardians may request in writing that their child not be contacted through any form of electronic communication by the organization or by the organization's participating adults. YMS will abide by any such request that their child not be contacted via electronic communication, absent emergency circumstances.

REPORTING RESPONSIBILITIES

- Given YMS's zero tolerance for abuse, we encourage a culture of communication regarding matters that place an athlete or member at risk. As such, parents and players are encouraged to report any concerns regarding inappropriate conduct to any YMS representative, including YMS coaches, trainers, employees, or volunteers.
- All YMS representatives who supervise YMS athletes and members, including coaches, volunteers, trainers and employees, are charged with the diligent enforcement of all policies related to the safety and protection of our athletes and must report any suspected misconduct.
- All suspected violations of this policy should be reported to the YMS Club Safety Officer and the YMS President.

CHILD ABUSE MANDATED REPORTING

- In the instance of child abuse, YMS participants are subject to the Child Protective Services Laws and procedures found at <http://www.keepkidssafe.pa.gov>
- All instances of child abuse must be reported within 24 hours via Childline 800.932.0313 or at <http://www.keepkidssafe.pa.gov>
- All YMS coaches, trainers, employees and volunteers are mandated reporters defined by [keepkidssafe.pa.gov](http://www.keepkidssafe.pa.gov) as individuals paid or unpaid, who, on the basis of the individual's role as an integral part of a regularly scheduled program, activity or service, is a person responsible for the child's welfare or has direct contact with children.

ENFORCEMENT OF POLICIES

- A violation of these policies can be grounds for immediate dismissal from YMS activities indefinitely.
 - Final decisions related to policy violations and continued participation will be the responsibility of YMS's Abuse Prevention Committee (Club Safety Officer and Officers of the Board).
- Any person accused of committing a prohibited act or any act considered to be harmful to a child will be immediately suspended from all YMS activities. This suspension will continue during any investigation by YMS, law enforcement or any child protective agency. Any person found to have committed a prohibited act may be banned from any future YMS activity.
- Failure to report a prohibited act as designated in this policy is in and of itself a violation of YMS's Risk Management Policy and grounds for dismissal or removal.
 - Coaches, trainers, employees, or volunteers who fail to report a prohibited act may be restricted from participation in any future YMS activity.

PROTECTING YOUNG VICTIMS FROM SEXUAL ABUSE AND SAFE SPORT AUTHORIZATION ACT OF 2017



On February 14, 2018, the Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017 was signed into law and became effective immediately. The full legislation can be read [here](#) and below are additional details on the specific mandatory reporting of child abuse requirements:

- **24 Hour Mandate**

All suspected child abuse reports, including sexual abuse, must be within 24 hours by all adults who are authorized to interact with minor or amateur athletes.

- **Definition of Child Abuse**

The legislation defines child abuse as physical or mental injury, sexual abuse or exploitation, or negligent treatment of a child.

- **Reports to Proper Agencies**

Reports of child abuse should be made to the local law enforcement agency or local child protective services agency that has jurisdiction to investigate reports of child abuse or to protect child abuse victims or to the FBI.

- **Failure to Report**

An individual who is required, but fails, to report suspected child sexual abuse is subject to criminal penalties including fines and up to one year in jail.

- **Additional State Law Requirements**

These obligations are in addition to any state law requirements that an individual may have in a particular jurisdiction.

SOURCES

<https://www.epysa.org/assets/55/6/riskmanagement2020.pdf>

<https://uscenterforsafesport.org/>

<http://www.keepkidssafe.pa.gov/>