

# **Nebraska State Soccer Prohibited Conduct Policy**

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

(a) The Prohibited 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 Prohibited 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 Prohibited 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 Prohibited Conduct Policy consistent with Nebraska State Soccer’s Whistleblower Policy.

(d) The Prohibited 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. Child Sexual Abuse**

(a) Nebraska State Soccer prohibits 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.

#### **Section 6. Sexual Misconduct**

(a) Nebraska State Soccer prohibits 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.

#### **Section 7. Emotional Misconduct**

(a) Nebraska State Soccer prohibits all forms of emotional misconduct. 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).

(b) Emotional misconduct does not include professionally-accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline or improving athletic performance.

#### **Section 8. Physical Misconduct**

(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. 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.

(b) Physical misconduct does not include professionally-accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline or improving athletic performance.

## **Section 9. Sexual Harassment**

(a) Nebraska State Soccer prohibits any unwelcome sexual advances, requests for sexual favors, and other verbal, written, or physical conduct of a sexual nature constitute sexual harassment when:

1) submission to such conduct is made either explicitly or implicitly a term or condition of the individual's employment;

2) submission to or rejection of such conduct by an individual is used as the basis for an employment decision affecting that individual; or

3) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance and creating an intimidating, hostile, or offensive working environment.

(b) Sexual harassment may involve individuals of the same or different gender. It may also occur between individuals of any employment status. 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; or
- other physical or verbal conduct of a sexual nature.

## **Section 10. Bullying**

(a) Nebraska State Soccer prohibits representatives, members and participants from engaging in any 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).

## **Section 11. 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.

(b) 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.

(c) Prohibited conduct can also include jokes, kidding, or teasing about another person's protected status. While harassing conduct is unlawful only if it affects tangible job benefits and/or interferes unreasonably with work performance and creates an abusive or hostile work environment, this Policy forbids harassing conduct even when it does not rise to the level of a violation of law.

(d) Harassment based on Race, Religious, or National Origin is expressly prohibited by Nebraska State Soccer. 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 their environment. 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; or
- use of pejorative or demeaning language regarding a person's race, religion, or national origin.

## **Section 12. 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 13. Reporting Misconduct**

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

**Section 14. No Retaliation**

(a) Nebraska State Soccer prohibits reprisal or retaliation against a representative, member or participant for filing a good faith complaint of misconduct, for supporting or assisting, in good faith, another member in pursuing a complaint or in assisting in the investigation of a complaint.

(b) Members must report incidents of retaliation on the same basis as they are to report incidents of harassment. Nebraska State Soccer will not retaliate or discriminate against any member for exercising, in good faith, any rights under this Policy. Retaliation is a violation of this Policy.