

Abuse Education, Prevention and Reporting Policy

Purpose: MLYSL is committed to keeping our children safe by adhering to federal, state and local laws. In February of 2018, Federal Law S. 534- Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017 was signed and became effective immediately. As a result, MLYSL created the following Abuse Education, Prevention and Reporting Policy.

Training Policy: All individuals affiliated with MLYSL to include board members, coaches, assistant coaches, managers and other volunteers or staff shall complete Sexual Misconduct and Abuse Awareness training prior to participating in any Sanctioned Activity as defined below; or before regular contact with a Youth Participant begins; or within the first 45 days of initial membership; or upon beginning a new role subjecting the adult to this policy. The Sexual Misconduct and Abuse Awareness training will be provided and completed through SafeSport, which is accessible through Cal North via the MLYSL website. A SafeSport Refresher Training must be completed annually thereafter.

Youth Training Policy: MLYSL shall offer and provide consistent Sexual Misconduct and Abuse Awareness training, through SafeSport via Cal North, to Youth Participants and only with parental consent. The training material will be available for access on the MLYSL website and at the following website:<https://www.athletesafety.org/training/index>

Definitions:

- (a) Risk Management Liaison:** a Board Member appointed by the MLYSL Board of Directors to undertake the actions outlined within. In the absence of a specified Risk Management Liaison, the President shall assume the role.
- (b) Family Members:** parents, domestic partners, step-parents, grandparents, guardians, brothers, sisters, aunts, uncles and first cousins.
- (c) Participant:** any coach, assistant coach, director, team manager, referee, employee, officer, independent contractor, or other individual (other than a "Youth Participant") affiliated with MLYSL, and who has direct or indirect contact with a Youth Participant through Sanctioned Activities.
- (d) Youth Participant:** any minor (person under 18 years of age) who is a registered player of MLYSL or who is otherwise a player participant or minor referee in Sanctioned Activities.
- (e) Sanctioned Activities:** matches, games, tournaments, practices, training sessions, tryouts, team meetings, and other similar activities conducted by MLYSL, Cal North, or any other youth soccer league or club, communication in connection with the foregoing activities (other than communication exclusively

with Family Members); travel to and from the foregoing activities other than with Family Members; and overnight lodging in connection with the foregoing activities other than exclusively with Family Members.

Prohibited Conduct:

- (i) Prohibited Substances:** Participants shall not be under the influence or consume alcohol or any illegal substance while participating in Sanctioned Activities. Participants shall not provide alcohol or drugs (illegal or otherwise) to Youth Participants.
- (ii) Sexual Misconduct:** The following actions in connection with any Sanctioned Activity shall be deemed sexual misconduct:

 - a. Nudity:** No participant shall be purposely nude in the presence of a Youth Participant who is not a Family Member.
 - b. Sexually Oriented Communication:** No Participant shall engage in sexually oriented communications with any Youth Participant.
 - c. Sexually Oriented Materials:** No Participant shall present or provide sexually oriented materials (e.g. magazines, other printed materials, videos, electronic media, photographs, etc.) to any Youth Participant.
 - d. Sexually Oriented Physical Contact:** No Participant may engage in sexually oriented physical contact with a Youth Participant.
- (iii) Harassment:** No Participant or Youth Participant shall engage in harassment of any Youth Participant in connection with any Sanctioned Activity. "Harassment" means a repeated pattern of behaviors including foul or abusive language that are intended to cause fear or humiliation, offend or degrade, create a hostile environment, or establish dominance or power over a Youth Participant. Includes any conduct within the definition of "harassment" under applicable federal or state laws.
- (iv) Sexual Harassment:** No Participant or Youth Participant shall engage in sexual harassment of any Youth Participant, Participant or Family Member in connection with any Sanctioned Activity. Unwelcome sexual advances, requests for sexual favors, and other verbal, written, or physical conduct of a sexual nature constitute sexual harassment and may arise to a violation of federal, state or local laws. Examples of conduct which may constitute sexual harassment include, but are not limited to:

 - a. Unnecessary touching, patting, hugging, pinching, or brushing against a person's body**

- b. Staring, ogling, leering, or whistling at a person
 - c. Continued or repeated verbal abuse of a sexual nature
 - d. Sexually explicit statements, sexual flirtations, advances, propositions, subtle pressure for sexual activity, comments, questions, jokes or anecdotes
 - e. Graphic or degrading comments about a person's clothing, body or sexual activity
 - f. Sexually suggestive objects, cartoons, posters, calendars, or pictures at any Sanctioned Activity
 - g. Suggestive or obscene letters, notes or invitations
 - h. Harassing use of electronic mail, electronic or instant messaging, social media platforms or telephone communications systems
 - i. Other physical or verbal conduct of sexual nature
- (v) **Racial, Religious, or National Origin Harassment:** No Participant or Youth Participant shall engage in racial, religious or national origin harassment of any Youth Participant, Participant or Family Member in connection with any Sanctioned Activity. 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.
- (vi) **Hazing:** No Participant or Youth Participant shall engage in hazing of any Youth Participant in connection with any Sanctioned Activity. "Hazing" means coercing, requiring, or intentionally tolerating any humiliating or dangerous act or omission that serves as a condition for a Youth Participant joining a group or being socially accepted by a group. Includes conduct within the definition of "hazing" under applicable federal and state laws. "Hazing" does not include group or team activities that are intended to establish normative team behaviors or promote team cohesion.
- (vii) **Bullying:** Bullying by Participants and/or Youth Participants is prohibited. "Bullying" means intentional, persistent and repeated patterns 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 person(s), as a condition of membership. Bullying does not include group or team behaviors that are meant to establish normative team behaviors or promote team cohesion.

(viii) **Child Sexual Abuse:** Any sexual activity with a Youth Participant is prohibited. This includes sexual contact with a Youth Participant that is accomplished by deception, manipulation, force or threat of force, regardless of the age of the Youth Participant, and all sexual interactions between a Participant and a Youth Participant, regardless of whether there is deception, or the Youth Participant understands the sexual nature of the activity.

(ix) **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.

(x) **Physical Contact:**

a. **Appropriate Physical Contact:** Appropriate physical contact between a Participant and a Youth Participant is a likely and often times a productive part of youth soccer. Such contact may occur in connection with training (positioning a player's body so an athletic skill is more quickly acquired), medical treatment, celebration (brief hug), consolation (arm around a distressed player), or safety concerns (pulling a player out of harm's way). Physical contact with a Youth Participant in these appropriate circumstances should comply with the following principals:

-Physical contact should take place in public

-The Participant must structure the contact to avoid the potential for (or actual) sexually oriented intimacies during the physical contact (e.g. "side hugs" instead of "front to front hugs")

-The Participant must intend the physical contact to benefit the Youth Participant and not the needs of the Participant.

b. **Inappropriate Physical Contact:** Certain physical contact is either ill-advised in that it presents the appearance of inappropriate contact or to a reasonable and objective observer would constitute sexually oriented physical contact, harassment or hazing. Examples of such contact include:

-Lingering or repeated embraces of a Youth Participant

-Slapping, hitting, punching, kicking or similar contact to discipline, punish or achieve compliance from a Youth Participant

-Continued physical contact that makes a Youth Participant obviously uncomfortable

-Any contact that is contrary to a previously expressed personal desire of a Youth Participant for decreased or no physical contact, where such decreased or no physical contact is appropriate in the context of the existing Sanctioned Activity.

(xi) Youth Participant Sexual Misconduct:

Participants should be aware that sexual interaction between Youth Participants or between a Youth Participant and another minor within the context of Sanctioned Activities may constitute sexual abuse. Whether such conduct constitutes sexual abuse depends on a variety of factors, including whether an imbalance of power (e.g. age difference, disparity in size, existence of physical or mental disability, etc.) is present. If a Participant has a concern that such an interaction has occurred or is occurring and may constitute sexual abuse, the Participant should review the Reporting Requirements section.

Abuse Prevention:

One-on-One Interactions:

One-on-one interactions between a Youth Participant and a Participant (who is not the minor's legal guardian) must occur at an observable and interruptible distance from another adult unless meeting with a Mental Health Care Professional and/or Health Care Provider (see below) or under emergency circumstances.

Meetings:

a. Meetings between a Youth Participant and a Participant may only occur if another adult is present and where interactions can be easily observed and at an interruptible distance from another adult, except under emergency circumstances.

b. If a one-on-one meeting takes place, the door to the room must remain unlocked and open. If available, it must occur in a room that has windows, with the windows, blinds, and/or curtains remaining open during the meeting.

c. Meetings must not be conducted in a Participant's or Youth Participant's hotel room or other overnight lodging location during team travel.

Meetings with Mental Health Care Professionals and/or Health Care Providers:

If a Mental Health Care Professional and/or Health Care Provider meets with a Youth Participant in conjunction with participation, including at practice or

competition sites, a closed-door meeting may be permitted to protect patient privacy provided that:

- a. The door remains unlocked;
- b. Another adult is present at the facility;
- c. The other adult is advised that a closed-door meeting is occurring; and
- d. Written legal guardian consent is obtained in advance by the Mental Health Care Professional and/or Health Care Provider, with a copy provided to MLYSL

Individual Training Sessions:

Individual training sessions outside of the regular course of training and practice between Participants and Youth Participants are permitted if the training session is observable and interruptible by another adult. Legal guardians must be allowed to observe the training session.

Social Media and Electronic Communications:

All electronic communication from Participants to Youth Participants must be professional in nature. All electronic communication from Participants to Family Members or any other associated member must be professional in nature, except under circumstances between two consenting adults.

(i) Open and Transparent:

Absent emergency circumstances, if a Participant with authority over a Youth Participant needs to communicate directly with a Youth Participant via electronic communications (including social media), the Youth Participant's legal guardian must be copied. If a Youth Participant communicates to the Participant (with authority over the minor athlete) privately first, said Participant must copy the Youth Participant's legal guardian on any electronic communication response to the Youth Participant.

When a Participant with authority over a Youth Participant communicates electronically to the entire team, said Participant must copy another adult.

(ii) Requests to Discontinue:

Legal guardians may request in writing that their Youth Participant not be contacted through any form of electronic communication by MLYSL or by a Participant subject to this Policy. The organization must abide by any such request that the minor athlete not be contacted via electronic communication, or included in any social media post, absent emergency circumstances.

(iii) Hours:

Electronic communications must only be sent between the hours of 7:00 a.m. and 9:00 p.m., unless emergency circumstances exist, or during competition travel.

(iv) Prohibited Electronic Communication:

Participants with authority over Youth Participants are not permitted to maintain private social media connections with unrelated Youth Participants and such Participants are not permitted to accept new personal page requests on social media platforms from Youth Participants, unless the Participant has a fan page, or the contact is deemed as celebrity contact as opposed to regular contact. Existing social media connections with Youth Participants must be discontinued. Youth Participants may “friend” MLYSL and/or MLYSL’s official page. Participants with authority over Youth Participants must not send private, instant or direct messages to a minor athlete through social media platforms.

Travel:

I. Local Travel:

Local travel consists of travel to training, practice and competition that occurs locally and does not include coordinated overnight stay(s). Participants must not ride in a vehicle alone with an unrelated Youth Participant, absent emergency circumstances, and must always have at least two Youth Participants or another adult in the vehicle, unless otherwise agreed to in writing by the Youth Participant’s legal guardian. Legal guardians should pick up their Youth Participant first and drop off their Youth Participant last in any shared or carpool travel arrangement.

II. Team Travel:

Team travel is defined as travel to a competition or other team activity that MLYSL, Cal North or any other youth soccer league or club plans and supervises.

a. During team travel, when doing room checks two-deep leadership (two Participants/adults should be present) and observable and interruptible environments must be maintained. When only one Participant and one Youth Participant travel to a competition, the Youth Participant’s legal guardian must provide written permission in advance and for each competition for the Youth Participant to travel alone with said Participant. Team Managers and Chaperones who travel with MLYSL members must be in good standing.

b. Unrelated Participants must not share a hotel room, other sleeping arrangement or overnight lodging location with a Youth Participant. Youth Participants should be paired to share hotel rooms or other sleeping arrangements with other minor athletes of the same gender and of similar age.

c. Meetings during team travel must be conducted consistent with the One-on-One Interactions section of this Policy (i.e., any such meeting must be observable and interruptible). Meetings must not be conducted in a Participant's hotel room or other overnight sleeping location.

Locker Rooms and Changing Areas:

I. Requirement to Use Locker Room or Changing Area:

The designated locker room or changing area must be used when a Youth Participant or Participant changes, in whole or in part, into or out of a swimsuit when wearing just one suit (e.g., deck changing is prohibited).

II. Use of Recording Devices:

Use of any device's (including a cell phone) recording capabilities, including voice recording, still cameras and video cameras in locker rooms, changing areas, or similar spaces by a Youth Participant or a Participant is prohibited.

III. Undress:

An unrelated Participant must not expose his or her breasts, buttocks, groin or genitals to a Youth Participant under any circumstance. An unrelated Participant must not request an unrelated a Youth Participant to expose his or her breasts, buttocks, groin or genitals to the unrelated Participant under any circumstance.

IV. One-on-One Interactions:

Except for Youth Participants on the same team or Youth Participants attending the same competition, at no time are unrelated Participants permitted to be alone with a Youth Participant in a locker room or changing area, except under emergency circumstances. If the organization is using a facility that only has a single locker room or changing area, separate times for use by Participants must be designated.

V. Monitoring:

MLYSL shall regularly and randomly monitor the use of locker rooms and changing areas to ensure compliance with this Policy. Locker rooms and changing areas may be monitored by use of the following methods:

- a. Conducting a sweep of the locker room or changing area before athletes arrive;
- b. Posting board members and/or field marshals directly outside the locker room or changing area during periods of use;
- c. Leaving the doors open when adequate privacy is still possible; and/or
- d. Making occasional sweeps of the locker rooms or changing areas with women checking on female locker rooms and men checking on male locker rooms.

Every effort must be made to recognize when a Youth Participant goes to the locker room or changing area during practice and competition, and, if the Youth Participant does not return in a timely fashion, to check on the Youth Participant's whereabouts.

VI. Legal Guardians in Locker Rooms or Changing Areas:

Legal guardians are discouraged from entering locker rooms and changing areas. If a legal guardian does enter a locker room or changing area, it must only be a same-sex legal guardian and the legal guardian should notify a Participant in advance.

Massages and Rubdowns/Athlete Training Modalities:

The term "Massage" refers to any massage, rubdown, athletic training modality including physical modalities (e.g., stretching, physical manipulation, injury rehabilitation, etc.) and electronic or instrument assisted modalities (e.g., stim treatment, dry needling, cupping, etc.).

a. General Requirement:

Any Massage performed on a Youth Participant must be conducted in an open and interruptible location and must be performed by a licensed massage therapist or other certified professional. However, even if a Participant is a licensed massage therapist, the Participant must not perform a rubdown or massage of a Youth Participant under any circumstance.

b. Additional Requirements:

1) Written consent by a legal guardian must be obtained in advance by the licensed massage therapist or other certified professional, with a copy provided to MLYSL.

2) Legal guardians must be allowed to observe the Massage.

3) Any Massage of a Youth Participant must be done with at least one other adult present and must never be done with only the Youth Participant and the person performing the Massage in the room.

4) Any Massage of a Youth Participant should only occur after a proper diagnosis from a treating physician and be done in the course of care according to the physician's treatment plan.

Reporting Requirements: MLYSL has a zero tolerance policy for abuse of Youth Participants. "Abuse" means sexual or physical abuse of a Youth Participant including all incidents of sexual misconduct. The following is the reporting procedure:

Sexual and/or Physical Abuse Reports:

(a) Every Participant who witnesses an event of sexual and/or physical abuse (an "Abuse") or reasonably suspects an event of sexual and/or physical abuse (a "Suspected Abuse") shall, within 24 hours of becoming aware of the event, report the Abuse or Suspected Abuse to the appropriate law enforcement agency or Amador County Child Protective Services in compliance with federal, state or local laws. Failure to make such an Abuse or Suspected Abuse Report is a violation of this Policy and could result in a violation of federal, state or local laws. A listing of law enforcement agencies can be found at the end of this policy.

(b) After making an Abuse or Suspected Abuse Report, the Participant shall promptly notify in writing the same to the MLYSL Risk Management Liaison at risk.mlysl@gmail.com. The Participant shall include the name of the person and the agency who received the initial Abuse or Suspected Abuse Report. The Risk Management Liaison shall then immediately forward the Abuse or Suspected Abuse Report to the Cal North State Risk Manager, U.S. Soccer and SafeSport.

Cal North State Risk Manager:
(925) 400-8030 or reporting@calnorth.org

U.S.Soccer:
(312) 528 - 7004 or <https://www.ussoccer.com/report-a-concern>

SafeSport:
<https://safesport.org/report-a-concern>

(c) MLYSL, the Risk Management Liaison and Participants are not obligated and will not attempt to investigate allegations or suspicions of Abuse or to evaluate the credibility or validity of such allegations or suspicions as a condition of making reports to law enforcement.

(d) MLYSL strictly prohibits retaliation against any Participant, Youth Participant, or Family Member who reports in good faith any actual or suspected violation of this policy.

(e) MLYSL, the Risk Management Liaison and Participants must comply with all federal, state and local laws applicable to reporting Abuse or Suspected Abuse.

Reports of Other Policy Violations (Non-Abuse):

- (a)** Every Participant who witnesses or reasonably suspects a violation of this Policy or any other existing MLYSL misconduct policy, other than a Sexual and/or Physical Abuse or Suspected Abuse event, shall promptly report such witnessed or suspected violation(s) to the Risk Management Liaison and/or any Board Member.
- (b)** The Risk Management Liaison and/or Board Member who receives the report shall promptly notify the President.
- (c)** In the event the Risk Management Liaison and/or Board Member reasonably believes the report describes an incident of possible criminal misconduct, the Risk Management Liaison and/or Board Member shall direct the Participant to report the incident to the appropriate law enforcement authority in compliance with federal, state or local laws. The Risk Management Liaison and/or Board Member will notify the President and ensure that the report is forwarded to U.S. Soccer and SafeSport.

Public Safety Agencies:

Amador County Sheriff's Office

700 Court Street
Jackson, CA 95642
209-223-6500

Jackson Police Department

33-D Broadway
Jackson, CA 95642
209-223-1771

Sutter Creek Police Department

18 Main Street
Sutter Creek, CA 95685
209-267-5646

Ione Police Department

1 East Main Street
Ione, CA 95640
209-274-2456

Amador County Child Protective Services

10877 Conductor Boulevard #200
Sutter Creek, CA 95685
209-223-1075