



Fairbanks Youth Soccer Association Policies

Policy #21 - RISK MANAGEMENT

Last Updated: January 2016

I. PROGRAM

a. **OBJECTIVE:** To identify and mitigate the risks facing the Fairbanks Youth Soccer Association (FYSA) and facing the soccer youth who participate in its programs or who utilize its facilities.

b. POLICY

i. FYSA shall strive to adhere to and participate in any and all health and safety related programs relevant to our association as promoted and published by US Youth Soccer at <http://www.usyouthsoccer.org/HealthandSafetyResourceCenter/> including, but not limited, guidelines regarding Field/Outdoor Safety, Head/Concussion Information, Heat/Water Information, Sports Injuries and more.

ii. FYSA shall arrange liability insurance for itself and its members, including medical coverage where appropriate.

c. RESPONSIBILITY

i. All members of the Association are participants in the risk management program and as such are expected to report behavior and information that represents a threat to the Association or to the health, safety and protection of soccer youth.

ii. The board of directors is responsible for FYSA's risk management program.

iii. The FYSA Executive Director is responsible for subscribing the Association and its members to insurance policies approved by the FYSA board of directors.

iv. Coaching and officiating personnel are jointly responsible for noticing and appropriately responding to suspected head injury events. This responsibility includes gathering testimony from credible witnesses. Head injuries shall be reported to the Association in enough detail to enable longitudinal data analysis, and to prevent any misuse of this policy.

II. REPUTATION

a. **OBJECTIVE:** to categorize the public perception risks facing the Fairbanks Youth Soccer Association (FYSA) and describe the organization's risk mitigation strategies.

b. POLICY

i. FYSA shall maintain a reputation for being an absolutely safe custodian for all participating youth.

ii. FYSA shall maintain a reputation for providing recreational players an equal opportunity for development.

iii. FYSA shall maintain a reputation for providing recreational teams an equal chance of success.

iv. When responding to complaints, concerns or issues, FYSA reserves the right to protect, enhance and/or repair the association's reputation locally, regionally and nationally, using methods appropriate to each circumstance.

v. FYSA shall maintain a reputation for supporting the mission and objectives of competitive soccer including, but not limited to, competitive/elite/select/united teams and clubs, Olympic development, U.S. national pool programs, collegiate and professional soccer:



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- vi. Governance of competitive soccer in the Association's district shall be conducted in a manner that provides the district's competitive soccer constituency an equal chance of success within Alaska and the U.S.

c. RESPONSIBILITY

- i. All members of the Association are participants in the risk management program and as such are expected to report behavior and information that represents a threat to the Association or to the health, safety and protection of soccer youth.
- ii. The FYSA Executive Director is responsible for identifying, tempering and correcting circumstances that represent imbalanced development of recreational soccer youth, including training and game play opportunities.
- iii. The FYSA Executive Director is responsible for identifying, tempering and correcting circumstances that represent imbalanced opportunities for success for recreational teams.
- iv. The FYSA Executive Director is responsible for enabling the mission & objectives of competitive soccer.

III. FACILITIES

- a. OBJECTIVE: To categorize the facilities related risks facing soccer youth and describe the organization's risk mitigation strategies.

b. POLICY

- i. The greatest inanimate risk to youth soccer players is injury from unsecured soccer goals that fall on players. FYSA shall adhere to a practice of primary and secondary personnel validating that soccer goals are appropriately secured during use, maintenance, transportation and periods of non-use.
- ii. The Association shall maintain its facilities, structures, equipment and properties to be in a safe condition.
- iii. The Association shall employ access controls and training as required to prevent injury to persons who use or maintain its facilities.

c. RESPONSIBILITY

- i. All members of the Association are participants in the risk management program and as such are expected to report behavior and information that represents a threat to the Association or to the health, safety or protection of soccer youth.
- ii. The board of directors shall appoint an FYSA Field Crew Supervisor who will be responsible for the safety of the Association's fields and equipment

IV. NATURE

- a. OBJECTIVE: To categorize the natural risks facing soccer youth and describe the organization's risk mitigation strategies.

b. POLICY

- i. Preventing injury from electrical storms: FYSA shall adhere to a practice of canceling soccer activities whenever lightning is visible in the atmosphere and the associated thunderclap occurs in less than 30 seconds. In such instances, games are immediately cancelled and all individuals should seek shelter.



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Cancelled games are not resumed after a waiting period, however games that take place later in the evening may still be held if lightning has subsided.

- ii. Preventing injury from airborne particulate: FYSA shall adhere to the practice of cancelling outdoor soccer activities whenever the Air Quality Index is at a rating of Unhealthy or worse. AQI information will be obtained via established borough, state and federal websites, as well as on-site at the FYSA field complex using available air quality monitoring equipment. This data will be used for reference, with ultimate decisions being made by FYSA staff on-site. Game cancellation decisions will be made and communicated to members in the 4 o'clock hour for all scheduled games that night.
 - iii. Preventing injury from adverse winter weather conditions: FYSA shall adhere to a practice of canceling soccer activities on days whenever the Fairbanks North Star Borough School District cancels classes.
 - iv. It is important to note that when soccer activities have been cancelled for any nature-related risk management purposes as outlined above, any players, teams, coaches, etc. that elect to hold their own events are doing so at their own risk. Such activities are not FYSA-sanctioned and thus are not covered under program insurance.
- c. RESPONSIBILITY
- i. All members of the Association are participants in the risk management program and as such are expected to report behavior and information that represents a threat to the Association or to the health, safety or protection of soccer youth.
 - ii. The FYSA Executive Director shall be responsible canceling soccer activities.
 - iii. The FYSA Executive Director shall be responsible for communicating changes to schedule soccer activities in a manner that effectively reaches the Association's membership in a timely manner. To the extent practical, forecasts for resumption of activities shall be included with cancellation notices:
 - 1. Schedule changes due to risks shall be prominently displayed on the Association's websites, including administrative sites, social media sites and other online outlets regularly utilized by the membership
 - 2. Schedule changes due to risks shall be included in the Association's voicemail message.
 - 3. Schedule changes due to risks shall be broadcast via email.
 - 4. Schedule changes due to risks shall be communicated using signage at the Association's facilities, located and sized so as to not require members to exit their vehicles.

V. BEHAVIOR

- a. OBJECTIVE: To categorize the behavior related risks facing soccer youth and describe the organization's risk mitigation strategies.
- b. POLICY
 - i. The Fairbanks Youth Soccer Association respects, appreciates and wholly relies on volunteers to govern and operate its many programs. As part of the



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- qualification process the Association screens all persons interested in membership
- ii. FYSA shall collect a risk assessment fee from all applicants, in an amount that underwrites the readily identifiable costs for assessing behavior related risks to soccer youth. To assess people-based risk, consideration shall be given to all credible indications of a person's judgment and behavior
 - iii. Past behavior is a high fidelity indication of possible future behavior
 - iv. In the U.S. legal system, convictions are negotiated to be the smallest subset of behaviors for which accountability to society will be obtained. Thus legal convictions can represent a subset of evidence-supported illegal behavior.
 - v. Following prevailing best practices, the Association shall go beyond legal convictions when assessing people-based risk. Public domain and public records searches and/or fee-based national background checks relating to criminal, financial, sexual or other category shall be conducted as warranted.
 - vi. All coaching personnel, volunteers, governing, program and operations staff is required to submit a Risk Disclosure Form PRIOR to serving in any youth soccer role.
 - vii. Volunteers who serve in roles having direct contact with youth shall be subject to more detailed and more frequent risk assessments.
 - viii. If an applicant is required to become active prior to the risk screening process being completed, the Risk Management Officer may choose to allow a temporary variance for the applicant.
 1. This variance shall only be available to those applicants who have submitted a Risk Disclosure Form and who have previously participated without incidence in the Association's programs.
 2. New applicants shall not be granted a variance, nor allowed access to their position until the risk screening process has been completed.
 - ix. Submission of false, incomplete or inaccurate information on the Risk Disclosure Form is sufficient grounds for disqualification from service with youth soccer and any of its member leagues, associations, clubs or teams.
 - x. Answering YES to any disclosure inquiry will not necessarily disqualify someone from participation with youth soccer, but will require the Risk Management Officer to make further inquiries before they are permitted to begin their activities.
 - xi. Disqualifying Offenses: The following offenses disqualify a person from membership which, in this context, means any role in youth soccer within the Association's district. Roles include, but not limited to, recruiter, player, coach, assistant coach, trainer, advisor, referee, lines person, manager, field maintenance staff or management, board member or officer, executive or program director, or other positions not listed but deemed appropriate by the FYSA Board of Directors. The primary purpose for publicizing a list of disqualifying offenses is to enable self-selection of members; a secondary purpose is to transparently characterize the values of the Association. This list is not the totality of offenses regarded by the Association as preventing



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membership. This list is subject to change at the discretion of the FYSA board of directors:

1. Murder
2. Manslaughter (involuntary and/or voluntary)
3. Assault (felonious and/or aggravated)
4. Assault I (Class A Felony)
5. Assault II (Class B Felony)
6. Failing to provide for a functionally impaired person\
7. Felony, Class A
8. Aggravated menacing
9. Patient abuse; neglect
10. Kidnapping
11. Abduction
12. Criminal child enticement
13. Placing harmful objects in food or confection
14. Drug abuse beyond minor drug possession
15. Illegal administration or distribution of anabolic steroids
16. Funding and/or trafficking of drugs or marijuana
17. Corrupting another with drugs
18. Illegal manufacture of drugs or cultivation of marijuana
19. Compelling and/or promoting prostitution
20. Prostitution
21. Rape
22. Sexual Battery
23. Unlawful sexual conduct with a minor
24. Sexual imposition and/or Gross sexual imposition
25. Pandering obscenity (to include involving a minor)
26. Pandering sexually oriented matter involving a minor
27. Illegal use of minor in nudity-oriented material or performance
28. Dissemination (obscene) matter harmful to minors
29. Importuning
30. Voyeurism
31. Public indecency
32. Sex Offender registry listing
33. Procuring
34. Robbery and/or aggravated robbery
35. Burglary and/or aggravated burglary
36. Endangering minor
37. Contributing to unruliness or delinquency of a minor
38. Domestic violence
39. Carrying concealed weapons illegally
40. Possession of weapons while under disability
41. Improperly discharging firearms at or into habitation; school related offenses



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- xii. Partially disqualifying offenses based on recency of offense. The following offenses, when combined with their dates of occurrence, suspend a current member from membership and delay an applicant from qualifying for membership. This list is not the totality of offenses regarded by the Association as suspending or delaying membership:
1. Driving Under the Influence
 - a. Single conviction waits 4 years
 - b. Second conviction waits 6 years
 - c. Third conviction waits 8 years
 - d. If child involved waits 3 additional years
 2. Possession of drugs
 - a. Single conviction waits 4 years
 - b. Second conviction waits 6 years
 - c. Third conviction waits 8 years
 - d. If child involved waits 3 additional years
 3. Assault III/IV (Class C Felony)
 - a. Single conviction waits 8 years
 - b. Multiple convictions wait 15 years
 - c. If sex or child involved wait 3 additional years
 4. Assault IV (Class A Misdemeanor)
 - a. Any conviction waits 5 years
 - b. If sex or child involved waits 3 additional years
 5. Felony, Class B
 - a. Any conviction waits 10 years
 - b. If sex or child involved waits 3 additional years
 6. Felony, Class C
 - a. Any conviction waits 7 years
 - b. If sex or child involved waits 3 additional years
 7. Misdemeanor, Class A
 - a. Any conviction waits 4 years
 - b. If sex or child involved wait 3 additional years
 8. Misdemeanor, Class B
 - a. Any conviction waits 3 years
 - b. If sex or child involved waits 3 additional years
 9. Misdemeanor, Class C
 - a. Any conviction waits 2 years
 - b. If sex or child involved waits 3 additional years
- xiii. It is recommended that no less than two adults shall be present at team functions involving soccer youth. Team functions include, but are not limited to, games, practices, training, picnics, birthday parties, car washes, fund raising, and transportation to/from team functions as well as accommodations, meals or activities whenever any player is on travel status. While the focus of this policy is the child, it also provides protection for the volunteers in the event of misunderstandings.



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- xiv. Adults shall not communicate verbally or correspond with a soccer youth in any inappropriate manner. Correspondence includes, but is not limited to, electronic mail, electronic messaging, website postings, texting, tweeting, and any form of written communication including, but not limited to, greeting cards, notes, letters, annotated photographs/ books/ publications. Whenever possible, a second adult should be included in the communication and/or the delivery of the communication.
 - xv. Soccer youth shall not be compensated for their participation in soccer. Compensation includes, but is not limited to, currency, items that could readily be converted to currency, products, fee based services, coupons, vouchers, cost waivers, scholarships, grants, gifts, playing time, field position, or the promise of such items:
 - 1. Adults shall refrain from arranging or conveying compensation to soccer youth, their household members, relatives or guardians.
 - 2. Adults shall refrain from arranging or conveying compensation to groups of soccer youth without the consent of the Association.
- c. RESPONSIBILITY
- i. All members of the Association are participants in the risk management program and as such are expected to report behavior and information that represents a threat to the Association or to the health, safety or protection of soccer youth.
 - ii. The board of directors shall support specialized training for the Association's risk management personnel.
 - iii. The board of directors shall appoint a Risk Management Officer.
 - iv. The Risk Management Officer shall educate FYSA's per session membership including, but not limited to, players, their guardians, coaches and referees, about risk identification and response.
 - 1. To contain costs email-based communication and use of websites will be preferred.
 - 2. Mitigation of risk requires recurring education of all participants.
 - v. The Risk Management Officer shall coordinate and collaborate with U.S. youth sports risk management officers, board members, specialists or consultants as needed to assess risks to soccer youth.
 - vi. The Risk Management Officer shall review the disclosure form data and prepare a list of persons whose identities will be submitted for a more detailed risk assessment.
 - 1. The Risk Management Officer shall request any necessary follow-up documentation and/or information from each applicant as he/she feels is necessary to assess risks.
 - 2. For a typical risk review process at most three people will be aware of an issue with a volunteer application; the Association's Risk Management Officer, its Executive Director and the state Association's Risk Management Officer. It is extremely important that this



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- information remain protected, not only for the applicant, but for the protection of the Association as well.
3. The Association shall limit the collection, replication, distribution and storage of sensitive information regarding applicants and members.
 4. Records and information associated with each risk review process, paper-bound or electronic, shall be destroyed within three (3) business days following process completion.
- vii. The Alaska State Youth Soccer Association (ASYSA) shall conduct criminal history checks for recreational and competitive coaching staff, including head, assistant and specialty coaches, and assess all results. If the State's designated Risk Management Officer has concerns regarding the results of any checks then he/she will work with the regional Association's Risk Management Officer to assess the risk to soccer youth.
- viii. The Risk Management Officer shall recommend disqualification of applicants or members to the Association's board of directors, including disqualification of board members themselves. Disqualification due to risks shall be discussed during board executive session only.
- ix. Upon being named for disqualification, the basis for disqualification shall be communicated to the affected person in a confidential manner by the Risk Management Officer.
1. The applicant or member shall have the opportunity to respond and provide anything that he/she feels is relevant to the matter within seven (7) working days of being notified.
 2. The Risk Management Officer shall have five (5) business days to assess newly received information.
 3. Persons named for disqualification shall be banned from participation upon being notified by the Association. The notification shall specify the role(s) for which participation is prohibited.
 4. The ban on participation shall continue during disqualification appeals process.