

Section 8
Risk Management
Policies and Procedures

8.1 KidsSafe/Risk Management

8.1.1 Purpose

1. In order to preserve the safety and welfare of youth involved in soccer and served by UYSA and its members, the purposes of this policy are to
 - a) Obtain disclosure and release forms from, and perform background checks in, all UYSA personnel and personnel of UYSA members; and
 - b) Determine whether individuals who are UYSA personnel or personnel of UYSA members are qualified to provide services for UYSA or UYSA members.
2. UYSA will not permit individuals to work with soccer youth if they have demonstrated conduct incompatible with services to, or care of, youngsters.

8.1.2 Authority and Application

1. Section 2 of US Youth Soccer Bylaw 214 requires US Youth Soccer and UYSA and all of its other State Associations to establish and monitor a risk management program within its jurisdiction. That program must include, as a minimum
 - a) The use of employment/volunteer disclosure statements for all volunteers, employees, coaches, and program administrators; and
 - b) Identification of a Risk Management Coordinator and an alternate for the organization.
2. In addition to US Youth Soccer Bylaw 214 and in compliance with those bylaw requirements, UYSA affirms its commitment to the safety and well-being of its youth by approving a requirement that background checks be performed on UYSA personnel and the personnel of UYSA members.
3. This policy applies to all UYSA personnel and personnel of UYSA members. "Personnel" includes, but is not limited to, all coaches, assistant coaches, trainers, other team officials, Board members, staff, and volunteers, whether paid or unpaid. The UYSA Board of Directors shall, in conjunction with the UYSA KidSafe/Risk Management Committee, determine any additional positions that may be subject to this policy.
4. The UYSA Risk Management Committee is designated by the UYSA Risk Management Chair.

8.2 Risk Management Coordinators

1. Each Organizational Member shall appoint a Risk Management Coordinator.
 1. An OM's Risk Management Coordinator shall have the following responsibilities:
 - a. To ensure that all of the OM's active team administrators and coaches have completed the following annual safety trainings required by UYSA:
 - i. SafeSport; and
 - ii. Heads Up Concussion in Youth Sports.
 - b. To monitor and manage in SOMS all suspected and known head injuries incurred by any of the OM's players;
 - c. To serve as a liaison between the OM and UYSA's Risk Management Committee, and attend meetings of the Committee when required.
 2. In the case of an independent team –
 - a. The team's certified league registrar shall ensure that the team's administrators and coaches have completed all annual safety trainings required by UYSA;
 - b. The State Office shall monitor and manage in SOMS all suspected and known head injuries incurred by the team's players.
 3. Those responsible for ensuring completion of UYSA annual safety trainings may rely on certificates of completion registered in SOMS.

8.3 Background Checking

8.3.1 Disclosure and Background Checks

1. UYSA requires that all UYSA personnel and personnel of members submit a KidSafe Disclosure Statement and Release form. No individual will be permitted to participate in UYSA activities if all information requested is not provided.

2. UYSA requires that background checks be performed on all UYSA personnel and personnel of UYSA members.
3. Individuals will be permitted to begin participation pending completion of a satisfactory background check. Failure to complete the KidSafe Disclosure Statement and Release form shall disqualify the individual from participating in any UYSA activity and any activity of a UYSA member.
4. All background checks should be completed within 30 days of the election or selection of an individual to a position in UYSA or a UYSA member. Thereafter, a background check must be performed bi-annually on all UYSA personnel. Background checks on UYSA member personnel must be performed at least every 2 years. The responses on the KidSafe form may target certain individuals for more frequent background checks.

8.3.2 Confirmation of Member Compliance

1. Each UYSA member must submit a UYSA KidSafe Compliance form signed by both the chief executive officer and the KidSafe/Risk Management Coordinator of the UYSA member at registration before each seasonal year.

8.3.3 Confidentiality and Notification of Reports

1. The background check reports must be kept strictly confidential. UYSA and each UYSA member should limit the number of persons authorized to review or have access to the reports. These reports should be kept in a locked, secure location, for a period as indicated by applicable law or until the person is no longer serving, whichever is later.
2. If an individual's background check report indicates a criminal conviction found in Section VII of this policy, Table of Convictions, a copy of that person's criminal conviction report received by UYSA or a UYSA member must be sent to that individual and marked "confidential - to be opened by addressee only". A copy of the "Notice of Duty to Review Criminal Record", which is attached to this policy, must be included with the criminal conviction report.
3. If an individual's background check report received by UYSA or a UYSA member indicates information that might require an explanation, a "Letter for Request of Explanation" should be sent to that individual and marked "confidential - to be opened by addressee only."

8.3.4 Disqualification

1. An individual shall be disqualified from providing services to UYSA or a UYSA member if the background check report shows that the individual has ever been convicted of any of the crimes as set out in Section VII, Table of Convictions, of this policy), as may be amended, or equivalent offenses in any state, and satisfies the guidelines provided under section VIII of this policy.
2. If a background check report discloses a criminal conviction, the KidSafe/Risk Management Coordinator for UYSA or the UYSA member, as the case may be, shall consult Section VII, Table of Convictions, of this policy and advise their Board. Each situation will be considered on a case-by-case basis using the Guidelines listed in Section VIII of this policy.

8.3.5 Table of Convictions

1. Any misdemeanor, felony conviction, and criminal charges of misconduct involving a child are grounds for suspension.
2. Crimes Against A Person
 - a) Murder and manslaughter
 - b) Malicious wounding by mob
 - c) Abduction
 - d) Felony assault and bodily wounding
 - e) Robbery
 - f) Carjacking
 - g) Extortion and other threats
 - h) Sexual assault
 - i) Felony stalking
 - j) Any other felonies against A person
 - k) Convictions of any attempt or conspiracies to commit any of the aforesaid crimes
3. Crimes Against Property
 - a) Felony arson
 - b) Burglary
 - c) Convictions of any attempts or conspiracies to commit any of the aforesaid crimes
4. Crimes Involving Health and Safety
 - a) Felony violation relating to the possession or distribution of drugs
 - b) Drive-by shooting
 - c) Use of gun in a crime of violence
 - d) Felonious discharge of firearms within or at occupied dwellings
 - e) Convictions of any attempts or conspiracies to commit any of the aforesaid crimes
5. Crimes Involving Morals and Decency
 - a) Failing to secure medical attention for injured child
 - b) Pandering
 - c) Crimes against nature involving children
 - d) Taking indecent liberties with children
 - e) Abuse and neglect of children
 - f) Obscenity offenses
 - g) Possession of child pornography or electronic facilitation of pornography
 - h) Abuse and neglect of incapacitated adults
 - i) Employing or permitting a minor to assist in an act constituting and obscenity offense

- j) Convictions of any attempts or conspiracies to commit any of the aforesaid crimes
 - k) Incest
6. Crimes against Minors
- a) Any conviction for a crime against the person or property of a minor, felony or misdemeanor, inclusive of the crimes set forth in sections 1–4.

8.3.6 Guidelines

1. Any personnel to whom this policy applies, that is convicted of a violent crime or crime against a person (including sex offenses) shall be permanently disqualified.
2. Any personnel convicted of a theft-related crime or fraud the prior 15 years should be disqualified from any position involving the handling of funds or property.
3. Any personnel convicted of a substance abuse crime within the past 10 years should be disqualified from any coaching position on any position that involves activities of youngsters.
4. Discretion shall be exercised in a uniform manner, so that similar convictions and circumstances result in similar treatment.
5. Felony convictions of any nature are serious offenses and should be viewed with extreme caution. Misdemeanor convictions, particularly where remote in time, may be viewed with more leeway where the applicant's conduct since the conviction indicates rehabilitation or lack of risk to youngsters and the activities of UYSA or the UYSA member.
6. All other convictions or pending charges (excluding crimes against minors) revealed through a background check should be considered on a case-by-case basis to determine whether or not the past conduct of the individual is compatible with working with youngsters. Risk Management Coordinators, in consultation with their respective Boards, shall determine whether such information disqualifies the individual. Factors that may be considered in deciding whether an individual should be permitted to participate include the following: the nature and character of the past conduct; how the past conduct relates to the particular functions of the individual's job; the length of time since the offending conduct; rehabilitation of the individual, if applicable; the individual's performance record; and how such conduct affects the integrity of the program. The individual should be given an opportunity to provide evidence of any mitigating circumstances prior to a decision being made concerning the individual's qualifications for service. Any pending charges, felony or misdemeanor, against minors, shall render the individual ineligible unless or until such charges are subsequently dismissed or the individual is found not guilty.

8.4 Appeals

8.4.1 Process & Recommendations

1. Any individual who is disqualified by a UYSA member as a result of information received from the background check may appeal the decision disqualifying the individual. Appeals must be followed as outlined in the UYSA Protest and Appeals Policy.

2. Decisions regarding participation for UYSA personnel will be made by the UYSA KidSafe/ Risk Management Committee which may be appealed to the UYSA Adjudication Committee.

8.4.2 Youngster Safety Check Recommendations

1. No single check source guarantees the safety and well-being of our soccer youngsters. A protective eye is a must to ensure the safety of our youngsters. The National Center for Missing & Exploited Children has recommendations that will help UYSA and UYSA members prevent sexual exploitation of our youngsters. Following are those recommendations adapted to soccer:
 - a. Know where our youngsters are when they are participating in our soccer activities.
 - b. Be sensitive to changes in a youngster's behavior; they are a signal that you should talk about what caused the changes.
 - c. Be alert to a teenager or adult who is paying an unusual amount of attention to a youngster or giving them inappropriate or expensive gifts.
 - d. Teach our youngsters to trust their own feelings and assure them that they have the right to say no to what they sense is wrong.
 - e. Listen carefully to our youngsters' fears and be supportive in all your discussions with them.
 - f. Teach youngsters that no one should approach them or touch them in a way that makes them feel uncomfortable. If someone does, they should tell their parents immediately.
 - g. Be careful about babysitters and other individuals who have custody of our youngsters.
 - h. A coach or other adult should never be alone with a youngster. There should always be other people present to see what the adult and youngster are doing.
 - i. Never leave a youngster alone after a game or practice or other activity.

8.5 Lightning Policy

1. Designated Personnel-
 - a) UYSA Staff Member and/or Athletic Trainer at UYSA hosted events
 - b) Referee during league matches
 - c) Club or Team Official at club/team hosted events (i.e. trainings, team events, sanctioned tournaments, etc.)
2. Evacuation Plan
 - a) Safe structures and/or locations should be designated
 - b) Well established structures and buildings that are electrically grounded
 - c) If a well-established structure is not available, any enclosed vehicle with a hard metal roof with windows up
3. Suspension
 - a) If lightning is seen or heard a lightning warning will be issued
 - b) A count will start from the first sight of lightning until the associated thunder is heard. If the count is less than 30 second from flash to thunder or as determined by advanced technology that the lightning is less than 6 miles away all individuals should be evacuated to a safe location.”
4. Resumption of Play
 - a) When lightning has moved farther than 6 miles away and 30 minutes has passed since the last clash of thunder or lightning flash, play may resume.

8.6 Prohibited Conduct Policy

1. Introduction, Purpose, and Applicability
 - a) The Prohibited Conduct Policy of UYSA establishes the standards for the conduct of UYSA's volunteers and employees (collectively referred to as "Representatives"), all members of UYSA's organizational members ("Members") and program participants, including coaches, parents, and players, within any and all of UYSA's sanctioned programs, events, activities and competitions ("Participants").
 - b) The Prohibited Conduct Policy applies to all staff, volunteers, members and participants who are involved or engage with any sanctioned UYSA, event, activity or competition.
 - c) The purpose of the Prohibited Conduct Policy is to provide evidence of UYSA'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 UYSA's Whistleblower Policy.
 - d) The Prohibited Conduct Policy is intended to supplement, but not replace, applicable state and federal laws governing behavior.
 - e) Representatives, Members and Participants must respect and comply with UYSA rules and regulations, observe high standards of conduct, and participate in establishing and maintaining such high standards.
2. Zero Tolerance
 - a) UYSA maintains a zero tolerance regarding abuse.
 - b) The UYSA Zero Tolerance for abuse extends to all Representatives, Members and Participants in any and all UYSA sanctioned programs, events, activities and competitions.
 - c) UYSA requires every Representative Member and Participant to assist in creating a safe environment for participants at and during any and all sanctioned UYSA programs, events, activities and competitions.
3. Prohibited Substances
 - a) UYSA prohibits the use and possession of illegal drugs, alcohol, or, in the case of minors, tobacco for any and all Participants at any and all sanctioned programs, events, activities and competitions.
4. Prohibited Activities
 - a) UYSA prohibits nudity and any indecent exposure by any Representative, Member or Participant at any sanctioned programs, events, activities and competitions.
 - b) UYSA 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) UYSA prohibits the possession of any sexually oriented materials to include magazines and videos while participating at any sanctioned program, event, activity and competition.
5. Child Sexual Abuse
 - a) 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.
6. Sexual Misconduct
 - a) Any sexual interaction between an athlete and an individual with evaluative, direct authority, or indirect authority is prohibited. Such relationships involve an imbalance of power and are likely to impair judgment or be exploitative.
7. Emotional Misconduct
 - a) UYSA 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 athletic performance improvement.

8. Physical Misconduct

- a) While appropriate physical contact 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, UYSA prohibits Representatives and Participants from engaging in any other form of physical contact with and or between athletes. An example of prohibited physical contact is 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 athletic performance improvement.

9. Sexual Harassment

- a) UYSA prohibits any unwelcome sexual advances, requests for sexual favors, and other verbal, written, or physical conduct of a sexual nature. Conduct constitutes sexual harassment when:
 - i. submission to such conduct is made either explicitly or implicitly a term or condition of the individual's employment;
 - ii. submission to or rejection of such conduct by an individual is used as the basis for an employment decision affecting that individual; or
 - iii. 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:
 - i. unnecessary touching, patting, hugging, pinching, or brushing against a person's body;
 - ii. staring, ogling, leering, or whistling at a person; -
 - iii. continued or repeated verbal abuse of a sexual nature;
 - iv. sexually explicit statements, sexual flirtations, advances, propositions, subtle pressure for sexual activity, comments, questions, jokes, or anecdotes;
 - v. graphic or degrading comments about a person's clothing, body or sexual activity;
 - vi. sexually suggestive objects, cartoons, posters, calendars, or pictures in the workplace;
 - vii. suggestive or obscene letters, notes or invitations;
 - viii. harassing use of electronic mail, electronic or instant messaging, or telephone communication systems; or
 - ix. other physical or verbal conduct of a sexual nature.

10. Bullying

- a) UYSA prohibits Representatives, Members and Participants from engaging in any 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).

11. Harassment

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

12. Hazing

- a) UYSA prohibits Representatives, Members and Participants from engaging in any activity that could be defined as hazing at any sanctioned program, event, activity or competition.

13. Reporting Misconduct

- a) UYSA requires all Representatives, Members and Participants to immediately report any violations or suspected violations of the UYSA Prohibited Conduct Policy during any sanctioned programs, events, activities and competitions to a team, sanctioned program, event, activity or competition official, or to a UYSA representative.

14. No Retaliation

- a) UYSA 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. UYSA 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.

8.7 Education & Training

1. 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 U.S. Soccer's Athlete & Participant Safety Policy. It consists of three modules: (1) Sexual Misconduct Awareness Education; (2) Mandatory Reporting, and; (3) Emotional & Physical Misconduct.

UYSA mandates the minimum training requirements for the roles listed below and are included but not limited to the following:

	Core SafeSport Training	Refresher Course
Employees of UYSA and any of its Programs and Affiliate Member's	Prior to contact with minor athletes	Refresher course every year
Members of UYSA's Board of Directors, Education Staff, Coaching Education Staff, ODP Coaches and Scouts	Prior to contact with minor athletes	Refresher course every year
*All Organizational Members Officers, Board Members, Program Directors, Team Managers, Athletic Trainers, Coaches, Assistant Coaches and Substitute Coaches	Prior to contact with minor athletes	Refresher course every year

*The above is not an exhaustive list but is meant to help identify common roles within UYSA and each Organizational Member. Federal law requires any adult holding a position with an Organizational Member who has regular contact with minors to complete the SafeSport training.

2. UYSA offers and provides training annually for youth participants to complete SafeSport Online Certification provided they have consent from their legal guardian.

8.8 Reporting

1. UYSA requires all Representatives, Members and Participants to immediately report any violations or suspected violations of the SafeSport code to the UYSA Risk Management Committee. All violations or suspected violations shall be submitted via email to the committee at riskmanagement@utahyouthsoccer.net.

The following chart can be used as a guide for reporting.

Type of Abuse	Report To:
Sexual Abuse & Misconduct	Local Law Enforcement U.S. Center for SafeSport U.S. Soccer Integrity Hotline UYSA Risk Management Committee
Physical Abuse	Local Law Enforcement U.S. Center for SafeSport U.S. Soccer Integrity Hotline UYSA Risk Management Committee
Bullying/Hazing	Your Club UYSA Risk Management Committee

8.9 Monitoring & Enforcement: No Retaliation

1. UYSA 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.
2. Members must report incidents of retaliation on the same basis as they are to report incidents of harassment. UYSA 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.

9.1 Athlete & Player Safety Policies

1. One-on-One Interactions

a) Application

This policy applies to:

- i. Adults at a facility under UYSA's jurisdiction;
- ii. Adult members who have regular contact with amateur athletes who are minors;
- iii. An adult authorized by UYSA to have regular contact with or authority over an amateur athlete who is a minor;
- iv. Staff and board members of UYSA.

b) Observable and interruptible

- i. One-on-one interactions between minors and an Adult (who is not the minor's legal guardian) are permitted, if they occur at an observable and interruptible distance by another adult.
- ii. Isolated, one-on-one interactions between minors and an Adult (who is not the minor's legal guardian) are prohibited, except under emergency circumstances.

c) Meetings

- i. Meetings between Adults and minors 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.
- ii. 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 minors at one of our facilities, a closed-door meeting may be permitted to protect patient privacy – provided all of the following exist: (1) the door remains unlocked, (2) another adult is present at the facility, (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 our organization.

e) Individual training sessions

Individual training sessions between Adults and minors are permitted 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.

f) Monitoring

When one-on-one interactions between Adults and minors occur, 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

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.

2. Messages and Rubdowns

a) Application

This policy applies to:

- i. Adults at a facility under UYSA's jurisdiction;
- ii. Adult members who have regular contact with amateur athletes who are minors;
- iii. An adult authorized by UYSA to have regular contact with or authority over an amateur athlete who is a minor;
- iv. Staff and board members of UYSA.

b) Licensed, certified professional

- i. Any massage or rubdown performed by an Adult on a minor athlete at one of UYSA's facilities, or a training or competition venue, is prohibited unless such Adult is a licensed massage therapist.
- ii. Any massage or rubdown performed at one of UYSA's facilities or a training or competition venue by a licensed professional must be conducted in open and interruptible locations. Any massage of a minor athlete must be done with at least one other adult present and must never be done with only the minor athlete and licensed massage therapist in the room.
- iii. Even if a coach is a licensed message therapist, the coach shall not perform a rubdown or massage of an athlete under any circumstances.

c) Written Consent

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

3. Locker Roomers, Rest Rooms and Changing Areas

a) Application

This policy applies to:

- i. Adults at a facility under UYSA's jurisdiction;
- ii. Adult members who have regular contact with amateur athletes who are minors;
- iii. An adult authorized by UYSA to have regular contact with or authority over an amateur athlete who is a minor;
- iv. Staff and board members of UYSA.

b) Use of recording devices

Use of any device, including a cell phone, with recording capabilities, including voice recording, still cameras, and video cameras, in locker rooms, rest rooms, changing areas, or similar spaces at a facility under UYSA's jurisdiction is prohibited.

Exceptions may be made for media and championship celebrations, provided that such exceptions are approved by UYSA and two or more adults are present.

c) Undress

Under no circumstances shall an unrelated Adult at a facility under UYSA's jurisdiction be undressed (disrobed or partial or full nudity where private body parts are exposed) in front of minor athletes.

d) Isolated one-on-one interactions

- i. At no time are unrelated Adults permitted to be alone with a minor in a locker room, rest room, or changing area when at a facility under UYSA's jurisdiction, except under emergency circumstances.
- ii. If UYSA is using a facility that has access to a single set of such facilities, we will designate times for use by Adults, if any.

e) Monitoring

UYSA regularly and randomly monitors the use of locker rooms, rest rooms, and changing areas at facilities under its jurisdiction to ensure compliance with these

policies.

- f) Non-exclusive facility
If UYSA uses a facility not under its jurisdiction (for, e.g., training or competition or similar events) and the facility is used by multiple constituents, Adults in categories 2 through 4 are nonetheless required to adhere to the rules set forth here.
- g) To minimize the risk of bullying and hazing, UYSA uses 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, UYSA will check on the athlete's whereabouts.
- i) UYSA discourages 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.

4. Social Media & Electronic Communications

- a) Application
This policy applies to the following ("Participating Adults"):
 - i. Adult members who have regular contact with amateur athletes who are minors;
 - ii. An adult authorized by UYSA to have regular contact with or authority over an amateur athlete who is a minor;
 - iii. Staff and board members at UYSA.
- b) Content
All electronic communication originating from Participating Adults to amateur athletes who are minors must be professional in nature.
- c) Open and Transparent
 - i. 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.
 - ii. 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.
 - iii. A Participating Adult communicating electronically to the entire team will copy another Participating Adult.
 - iv. Amateur athletes who are minors may "friend" the organization's official page
- d) Prohibited Electronic Communications
 - i. Participating Adults are not permitted to communicate privately via electronic communications with amateur athletes who are minors, except under emergency circumstances.
 - ii. Participating Adults are not permitted to "private message," "instant message," "direct message", or send photos via Snapchat or Instagram or other online platform to a minor athlete privately.
 - iii. 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.
- e) Request to Discontinue
Legal guardians may request in writing that their child not be contacted through any form of electronic communication by an organization or its Participating Adults. The organization will abide by any such request that their child not be contacted via electronic communication, absent emergency circumstances.
- f) Hours
Electronic communications will only be sent between the hours of 8:00 a.m. and 10:00 p.m.

- g) Monitoring
 - i. An organization shall monitor its social media pages and remove any posts that violate the organization's policies and practices for appropriate behavior.
 - ii. An organization will inform the legal guardian of a minor athlete of any prohibited posts, as well as the organization's administrator.
5. Local Travel
- a) Application

This policy applies to the following ("Participating Adults"):

 - i. Adult members who have regular contact with amateur athletes who are minors;
 - ii. An adult authorized by UYSA to have regular contact with or authority over an amateur athlete who is a minor;
 - iii. Staff and board members at UYSA.
 - b) Transportation
 - i. An organization does not arrange for local travel.
 - ii. Participating Adults who are not also acting as a legal guardian, shall not ride in a vehicle alone with an unrelated athlete who is a minor, absent emergency circumstances, and may only drive with at least two other minor athletes or another adult at all times, unless otherwise agreed to in writing by the minor athlete's parent/legal guardian in advance of each local travel.
 - c) Shared or carpool travel arrangements

We encourage parents/legal guardians to pick up their minor athlete first and drop off their minor athlete last in any shared or carpool travel arrangement.
 - d) Parents/legal guardians receive education concerning child abuse prevention before providing consent for their minor to travel alone with a Participating Adult.
6. Team Travel
- a) Application

This policy applies to the following ("Participating Adults"):

 - i. Adult members who have regular contact with amateur athletes who are minors;
 - ii. An adult authorized by UYSA to have regular contact with or authority over an amateur athlete who is a minor;
 - iii. Staff and board members at UYSA.
 - b) Team/Competition Travel

When only one Participating Adult and one minor athlete travel to a competition, the minor athlete must have his/her legal guardian's written permission in advance and for each competition to travel alone with the Participating Adult.
 - c) Hotel Rooms

Participating Adults shall not share a hotel room or other sleeping arrangement with a minor athlete (unless the Participating Adult is the legal guardian, sibling, or is otherwise related to the minor athlete).
 - d) Meetings
 - i. Meetings shall be conducted consistent with the organization's policy for one-on-one interactions – i.e., any such meeting shall be observable and interruptible.
 - ii. Meetings should not be conducted in a hotel room.
 - e) Team travel policies must be signed and agreed to by all minor athletes, parents and Participating Adults traveling with the organization.
 - f) Participating Adults who travel with the organization 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 activities, two-deep leadership and observable and interruptible environments should be maintained.

- h) Parents/legal guardians receive education concerning child abuse prevention before providing consent for their minor to travel alone with Participating Adult.