

Newberg Youth Soccer (NYS), as a member club of Oregon Youth Soccer Association (OYSA), is required to adhere to the standards set forth in OYSA Policy 801-3 to 801-8. NYS hereby adopts the following policies as our own:

POLICY 801-3 SAFE SOCCER FRAMEWORK

Section 1. USSF Policy 212-3

US Soccer Federation has adopted a new Policy 212-3 that requires its organizational members, including OYSA, to adopt policies to protect participants that are in line with the Federation's Safe Soccer Framework. The required policies are in six areas:

- (A) Prohibited Conduct
- (B) Background Screening
- (C) Education & Training
- (D) Reporting
- (E) Limiting One-on-one Interactions
- (F) Enforcement

Section 2. Background Screening

OYSA's Policy 801-1 and the Risk Management Manual it authorizes provide the required policy for background screening.

Section 3. New Policies

OYSA Policy 801-4 through 801-8 are adopted to meet the requirements of Section 1(A) and (C)-(F), above.

Section 4. Safe Soccer Framework Principles

The Safe Soccer Framework provided by the USSF does not directly apply to OYSA, but the principles set out in that document provide guidance in creating an environment that promotes the safety of participants in Federation related soccer programs. OYSA is committed to implementing the principles of the Safe Soccer Framework to the extent they apply to the programs of OYSA and its member and affiliate clubs.

POLICY 801-4 PROHIBITED CONDUCT

Section 1. Application - Covered Personnel

(A) This policy applies to OYSA and its member clubs as follows:

- (1) OYSA Board of Directors
- (2) OYSA employees
- (3) OYSA contractors, including referee assignors
- (4) OYSA member and affiliated clubs, including
 - (a) Club board members
 - (b) Club coaches and team officials
 - (c) Club volunteers
- (5) Referees assigned to an OYSA sponsored or sanctioned match

(6) Referees assigned to a match organized or sponsored by an OYSA member or affiliate club

(7) Any other employee or volunteer authorized by OYSA or a member or affiliated club of OYSA to have regular contact with, or authority over, minor athletes or participants in the programs of OYSA and/or its member or affiliated clubs.

(B) This policy also applies to conduct by any subcontractor, supplier, customer or third party and their employees in their dealings with OYSA employees.

(C) Commitment to safe workplace

(1) Oregon Youth Soccer is committed to maintaining a work environment that is free from all forms of discrimination, including harassment, on the basis of any legally protected status. Accordingly,

(a) OYSA does not permit any form of unlawful harassment, discrimination or intimidation against its employees by anyone, including managers, supervisors, coworkers, executives, directors, officers, other employees, vendors, clients, customers or third parties.

(b) Protected status includes race, color, age, religion, marital status, sex, ancestry, national origin, citizenship, veteran's status, pregnancy, disability, sexual orientation, protected activity, or any other characteristic protected by federal, state or local law.

(c) This policy also prohibits harassment on the basis of the protected status of an individual's relatives, friends or associates.

(2) OYSA is also committed to maintaining a work environment that is free from all forms of sexual abuse, sexual misconduct, emotional misconduct, physical misconduct, bullying and hazing.

(3) Any violation of this Policy by Covered Personnel may subject the Covered Personnel to disciplinary action. Appropriate action also will be taken against any subcontractor, supplier, or customer found in violation of this Policy.

Section 2. Harassment

(A) Harassment consists of unwelcome conduct, whether verbal, physical or visual, that is based upon a person's protected status. OYSA will not tolerate harassing conduct that affects tangible job benefits, that unreasonably interferes with an individual's work performance, or safety, or that creates an intimidating, hostile, or offensive working environment.

(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.

Section 3. Sexual Harassment

(A) Sexual harassment deserves special mention. 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.

(C) Examples of conduct which may constitute sexual harassment and are prohibited by this Policy include, but are not limited to:

- (1) unnecessary touching, patting, hugging, pinching, or brushing against a person's body;
- (2) staring, ogling, leering, or whistling at a person;
- (3) continued or repeated verbal abuse of a sexual nature;
- (4) sexually explicit statements, sexual flirtations, advances, propositions, subtle pressure for sexual activity, comments, questions, jokes, or anecdotes;
- (5) graphic or degrading comments about a person's clothing, body or sexual activity;
- (6) sexually suggestive objects, cartoons, posters, calendars, or pictures in the workplace;
- (7) suggestive or obscene letters, notes or invitations;
- (8) harassing use of electronic mail, electronic or instant messaging, social media, or telephone communication systems; or
- (9) other physical or verbal conduct of a sexual nature.

(D) OYSA prohibits managers and supervisors, including its Board of Directors, from threatening or insinuating, either explicitly or implicitly, that an employee's submission to or rejection of sexual advances will in any way influence any personnel decision regarding that employee's wages, assigned duties, advancement, evaluation, shifts, career development, or any other condition of employment.

(E) OYSA member and affiliated clubs are required to apply the same standards to the relationship between those persons, including their board of directors, who have supervisory authority over any employees or volunteers of the club.

Section 4. Racial, Religious, or National Origin Harassment

(A) Racial, religious, or national origin harassment deserves special mention as well,

and is expressly prohibited by OYSA.

(B) 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 the work environment or which would interfere with the person's ability to perform the job.

(C) Examples of race, religious or national origin harassment may include, but are not limited to:

- (1) jokes, which include reference to race, religion, or national origin;
- (2) the display or use of objects or pictures which adversely reflect on a person's race, religion, or national origin; or
- (3) use of pejorative or demeaning language regarding a person's race, religion, or national origin.

Section 5. Child Sexual Abuse

(A) Any sexual activity with a child is prohibited.

(B) This includes

- (1) sexual contact with a child that is accomplished by deception, manipulation, force or threat of force, regardless of the age of the participants, and
- (2) 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) 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.

(B) This section does not apply to a pre-existing relationship between two spouses or life partners.

Section 7. Emotional Misconduct

(A) Emotional misconduct in all forms is prohibited.

(B) Emotional misconduct is a pattern of deliberate, non-contact behavior that has the potential to cause emotional or psychological harm to another person.

(C) 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).

(D) 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) Physical misconduct in all forms is prohibited.

(B) Physical misconduct is defined as contact or non-contact conduct that results in, or reasonably threatens to, cause physical harm to another person; or any act or conduct described as physical abuse or misconduct under federal or state law (e.g.

child abuse, child neglect, assault).

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

(D) For example, hitting and punching are well-regulated forms of contact in combat sports, but have no place in soccer.

Section 9. Bullying

(A) 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), as a condition of membership are prohibited.

(B) Bullying does not include group or team behaviors that (a) are meant to establish normative team behaviors, or (b) promote team cohesion.

Section 10. Hazing

(A) Coercing, requiring, forcing or willfully tolerating any humiliating, unwelcome or dangerous activity that serves as a condition for (a) joining a group or (b) being socially accepted by a group's members are prohibited.

(B) Hazing does not include group or team activities that (a) are meant to establish normative team behaviors or (b) promote team cohesion.

Section 11. Procedures for Complaints, Investigations and Corrective Action

(A) All Covered Personnel are responsible to help ensure that we avoid misconduct. OYSA cannot act to eliminate misconduct unless it has notice of the conduct. Covered Personnel are thus charged with reporting any concerns regarding compliance with the Safe Soccer Framework as provided in this policy.

(B) OYSA employees are responsible to help assure that the work environment, on or off-premises, is free from harassment. All employees have an obligation to promptly report any and all allegedly harassing conduct they are the subject of, that they learn of, or that they witness. Our Policy provides for immediate notice of problems to the persons designated in this Policy so that we may address and resolve any problems as quickly as possible.

(C) An employee must report the harassing conduct to either:

- (1) The person to whom you report (supervisor or manager);
- (2) Risk Management Coordinator;
- (3) The Executive Director; or
- (4) The Chair of the Board of Directors.

(D) If the person to whom you would normally report is the subject of the complaint, the report should be made to one of the other listed persons who is not the subject of the complaint.

(E) If the person making the complaint is from an OYSA member or affiliated club and the person is not comfortable making a complaint to someone in their club, the report may be made to the OYSA Executive Director or the OYSA Risk

Management Coordinator.

(F) All Covered Personnel have an obligation to cooperate in any investigation of a complaint of misconduct, including providing any and all information concerning the complaint. Failure to do so may be a violation of this Policy.

(G) OYSA's Prohibited Conduct Policy offers its employees greater protection from harassment than does the law. Consequently, Covered Personnel who are found to have violated OYSA's Prohibited Conduct Policy shall be subject to corrective action, discipline or termination, even in cases where applicable laws may not have been violated and without regard to whether the conduct constitutes a violation of the law.

(H) An OYSA member or affiliated club may also take disciplinary action against its employees or volunteers who have violated this policy.

(I) An employee wishing to file a complaint outside OYSA, or a member or affiliated club, may also contact either the Equal Employment Opportunity Commission or the Oregon Bureau of Labor and Industries.

POLICY 801-5 TRAINING AND EDUCATION

Section 1. SafeSport Training

(A) Employees and other Covered Personnel [see Policy 801-4, Section 1] that have contact with athletes must successfully complete the U.S. Center for SafeSport training every year.

(B) Training is available at no charge to covered personnel because of OYSA's relationship with USSF.

(1) A person who needs to take the training for the first time should access the online training at

<http://safesport.org/authentication/register?token=ee57337f-31f9-421d-b095-82fc8c8c4c41>.

(a) The person will be required to create an account as a member of US Soccer.

(b) The access code for USSF training is YC3E-6P5G-YYIL-CS2M

(2) A person who is taking a refresher course will access training by logging into their account at <https://safesport.org> and starting the training from their user dashboard.

(C) Anyone who meets the definition of "covered personnel" in the 18-19 seasonal year and will continue to be covered personnel in the 19-20 seasonal year must complete their initial SafeSport training not later than 9/1/2019.

(D) Any adult who becomes covered personnel with the earlier of their registration with OYSA for the 19-20 seasonal or after 9/1/2019, must complete their initial training on the earlier of

(1) Before beginning regular contact with a youth athlete, or

(2) Within 45 days after taking on a role with OYSA or one of its member or affiliated clubs that will give the person access to youth athletes.

(E) Beginning with fall 2019-2020 registrations, a person will be blocked from being

assigned to a team in OYSA's online software until both a background check and SafeSport training have been completed.

(F) Every adult who has completed SafeSport training and continues as a covered person in the next seasonal year, must complete a SafeSport refresher course in the new seasonal year.

(G) OYSA's online registration software will track compliance with this requirement.

(H) OYSA's software will not approve a person who has not completed both the SafeSport training and a successful background check in the seasonal year of application.

Section 2. Training for Youth Participants

(A) OYSA and its member and affiliate clubs will make SafeSport training available to youth participants in the programs of OYSA and its member and affiliate clubs.

(B) Training will be made available to youth participants with the permission of the individuals' parents or guardian.

(C) The Center for SafeSport and the US Soccer Federation are completing training for youth participants. Training will be available before youth register for the 19-20 seasonal year.

Section 3. Concussion Training

(A) Oregon law requires that clubs arrange for and track the following concussion training:

(1) All coaches and assistant coaches are required to complete concussion training once each seasonal year.

(2) All players over the age of 12 and the parents of all players younger than 12 must be provided information about how to recognize the signs and symptoms of concussion

(B) The Centers for Disease Control (CDC) have created an online training for concussion awareness that meets the Oregon requirement.

(1) The training is available at <https://www.cdc.gov/headsup/youthsports/index.html>.

(2) The CDC course will allow a person to print a certificate of completion at the end of the course.

(3) The CDC does not maintain records of those individuals who have completed the course.

(C) The National Federation of High Schools (NFHS) provides a concussion training course that is essentially the CDC course.

(1) The NFHS course requires registration and creation of a free NFHS account.

(2) The NFHS maintains records of those persons who have completed the course.

(3) An NFHS certificate can be printed after completion, and because the NFHS maintains records, the certificate can be reprinted later.

(4) The NFHS education database can be searched to verify that a person has completed a course and the date on which the course was completed.

(D) OYSA encourages clubs to have all of their team officials, board, and staff complete the CDC or NFHS training.

POLICY 801-6 REPORTING

Section 1. Mandatory Reporter Status

(A) All covered persons are considered Mandatory Reporters under Federal Law for incidents of witnessed or suspected child abuse or child sexual abuse.

(B) All paid coaches are also mandatory reporters under Oregon law.

Section 2. When to Report

(A) Reports of child abuse are required when a covered person becomes aware of “facts that give reason to suspect” a child has suffered an incident of child abuse.

(B) A report must be submitted within 24 hour after the person becomes aware of the situation.

(C) The SafeSport Act, and Oregon law, provides a qualified immunity for a report made in good faith.

(D) Failure to report may be a violation of federal law that could subject a person to a fine and/or imprisonment.

(E) Failure to report will be deemed to be a violation of this policy that will subject the person to disciplinary action by a club or OYSA.

Section 3. What is Child Abuse?

(A) The SafeSport Act, signed into law by the President and effective from 2/14/2017, defines what constitutes the child abuse that must be reported.

(B) Child abuse is defined to include

- (1) Physical abuse,
- (2) Mental injury,
- (3) Sexual abuse or exploitation, or
- (4) Negligent treatment.

(C) Sexual abuse is defined to include

- (1) The employment, use, persuasion, inducement, enticement, or coercion of a child to engage in, or assist another person to engage in, sexually explicit conduct, or
- (2) The rape, molestation, prostitution, or other form of sexual exploitation of children, or
- (3) Incest with children.

(D) Mental Injury means harm to a child’s psychological or intellectual functioning which may be exhibited by

- (1) severe anxiety,
- (2) depression,
- (3) withdrawal, or
- (4) outward aggressive behavior, or
- (5) a combination of those behaviors, which may be demonstrated by a change in

behavior, emotional response, or cognition.

Section 4. How to Report

(A) Any covered person who witnesses abuse of a youth participant, or has reasonable grounds to believe that abuse against a youth participant has occurred, is required to report the abuse to:

(1) The abuse reporting number in the county where either the reporter is located or in which the abuse occurred;

(a) Every Oregon county has at least one reporting number that is staffed 24 hours a day, 7 days a week.

(b) The list of reporting numbers is on the Oregon Department of Human Services website at

<https://www.oregon.gov/dhs/children/child-abuse/pages/reporting-numbers.aspx>.

(c) The reporting number for after office hours reports may be 911 in some local areas.

(2) The Center for SafeSport at <https://safesport.org> or 720-531-0340; and

(3) Oregon Youth Soccer at 503-626-4625, selecting Executive Director.

(B) If the person believed to have committed the abuse is an employee or official of the Federation, a national referee, or if a person is unsure of the status of the individual who committed the action complained of, a report should be made to the Federation's Intergrity Hotline

(1) online at <https://www.ussoccer.com/integrity-hotline>, or

(2) by phone to 312-528-7004.

POLICY 801-7 LIMITING ONE-ON-ONE INTERACTIONS BETWEEN ADULTS AND YOUTH

Section 1. Training and Meetings

(A) Application

(1) This policy applies to OYSA and to its member and affiliated clubs.

(2) This policy applies to all OYSA and club administrators as defined in Policy 801-1, Section 1(B).

(3) Administrators will be collectively referred to as Adults in this policy.

(4) Our Facilities refers to any locations owned, leased, or used by OYSA or its member or affiliated clubs in carrying out its programs involving youth athletes.

(B) Observable and interruptible

(1) One-on-one interactions between minors and an Adult (who is not the minor's legal guardian) at our facilities are permitted, if they occur at an observable and interruptible distance from another adult.

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

(C) Meetings

(1) Meetings between Adults and minors at our facilities may only occur if another adult is present, except under emergency circumstances. Such meetings must occur where interactions can be easily observed and at an interruptible distance from another adult.

(2) 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.

(3) Meetings with mental health care professionals

(a) If a mental health care professional meets with minors at our facilities, a closed-door meeting may be permitted to protect patient privacy.

(b) When any such closed-door meeting takes place, the following conditions apply:

(i) the door will remain unlocked,

(ii) another adult must be present at the facility,

(iii) the other adult must be advised that a closed-door meeting is taking place, and

(iv) the mental health care professional must have obtained written consent for the meeting from the minor's legal guardian, with a copy provided to the organization responsible for the minor.

(4) Individual training sessions

(a) Individual training sessions between Adults and minors are permitted at our facilities if the training session is observable and interruptible by another adult.

(b) The Adult conducting the training must obtain the written permission of the minor's legal guardian in advance of the individual training session.

(c) Parents, guardians, and other caretakers must be allowed to observe the training session.

(d) Permission for individual training sessions must be obtained at least every six months.

(5) Monitoring

(a) When one-on-one interactions between Adults and minors occur at our facility, adults will monitor these interactions.

(b) Monitoring includes:

(i) knowing that the one-on-one interaction is occurring,

(ii) the approximate planned duration of the interaction, and

(iii) randomly dropping in on the one-on-one session.

(6) Out of program contacts

(a) Adults are prohibited from interacting one-on-one with unrelated minor athletes in settings outside of the programs of OYSA and/or its member and affiliated clubs, including, but not limited to:

- (i) the home of the Adult, the minor, or any other person,
 - (ii) restaurants, and
 - (iii) individual transportation
- (b) Such contact may take place with the explicit consent of the parent(s) or legal guardian for each out of program contact.
- (c) Arrangements for out of program contact are strongly discouraged, even with parent or guardian consent.

Section 2. Massages and Rubdowns

(A) Application

- (1) This policy applies to OYSA and to its member and affiliated clubs.
- (2) This policy applies to all OYSA and club administrators as defined in Policy 801-1, Section 1(B).
- (3) Administrators will be collectively referred to as Adults in this policy.
- (4) Our Facilities refers to any locations owned, leased, or used by OYSA or its member or affiliated clubs in carrying out its programs involving youth athletes.

(B) Licensed, certified professional

- (1) Any massage or rubdown performed by an Adult on a minor athlete at our facilities or a training or competition venue is prohibited unless the Adult is a licensed massage therapist.
- (2) Any massage or rubdown performed at our facilities or a training or competition venue by a licensed professional must be conducted in open and interruptible locations.
- (3) 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.
- (4) Even if a coach is a licensed massage therapist, the coach shall not perform a rubdown or massage of an athlete under any circumstances.

(C) Prior consent

- (1) A parent or legal guardian must give prior written consent before each massage or rubdown on a minor athlete.
- (2) Parents must be permitted to be present in the massage room as observers.

Section 3. Locker Rooms, Rest Rooms and Changing Areas

(A) Application

- (1) This policy applies to OYSA and to its member and affiliated clubs.
- (2) This policy applies to all OYSA and club administrators as defined in Policy 801-1, Section 1(B).
- (3) Administrators will be collectively referred to as Adults in this policy.
- (4) Our Facilities refers to any locations owned, leased, or used by OYSA or its member or affiliated clubs in carrying out its programs involving youth athletes.

(5) This policy also applies to any other adults at one of our facilities.

(B) Use of recording devices

(1) The use of any device to make voice, still photo, or video recordings in locker rooms, rest rooms, changing areas, or similar spaces at our facilities is prohibited.

(2) Exceptions may be made for media and championship celebrations, provided that such exceptions are approved by OYSA or the member or affiliate club and two or more adults from OYSA or the club are present.

(C) Undress

Under no circumstances shall an unrelated Adult at our facilities 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

(1) At no time are unrelated Adults permitted to be alone with a minor in a locker room, rest room, or changing area when at one of our facilities, except under emergency circumstances.

(2) If our facility has access to a single set of such areas, the responsible club will designate a time for use by Adults, if any.

(E) Monitoring

(1) The organization responsible for the facility will regularly and randomly monitor the use of locker rooms, rest rooms, and changing areas at our facilities to ensure compliance with this policy.

(2) To minimize the risk of bullying and hazing the responsible organization will use designated individuals to ensure that minors are not left unattended in locker rooms, rest rooms, and changing areas.

(3) Adults will 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, will check on the athlete's whereabouts.

(4) Parents are discouraged from entering locker rooms and changing areas unless it is truly necessary. If parental presence is required, the parent(s) should notify the coach or other team officials in advance, and then only a same sex parent should enter the locker room or changing area.

(F) Non-exclusive facility

If our facility is not exclusively under the jurisdiction and control of OYSA or a member or affiliated club, and the facility is used by multiple constituents, Adults as defined in Policy 801-7, Section 3(A)(2) are still required to adhere to the rules in this policy.

Section 4. Social Media and Electronic Communications

(A) Application

(1) This policy applies to OYSA and to its member and affiliated clubs.

(2) This policy applies to all OYSA and club administrators as defined in Policy 801-1, Section 1(B).

(3) Administrators will be collectively referred to as Adults in this policy.

(B) Content

All electronic communication originating from Adults to minor athletes must be professional in nature.

(C) Open and transparent

(1) If an Adult needs to communicate directly with a minor athlete via electronic communications, another Adult or the minor's parent(s) or legal guardian will be copied.

(2) If a minor athlete communicates to the Adult privately first, the Adult should respond to the minor athlete with a copy to another Adult or the minor's parent(s) or legal guardian.

(3) An Adult communicating electronically to the entire team will copy another Adult.

(4) Amateur athletes who are minors may "friend" the organization's official page.

(D) Prohibited electronic communications

(1) Adults are not permitted to communicate privately via electronic communications with minor athletes, except under emergency circumstances.

(2) Adults are not permitted to "private message," "instant message," "direct message," or send photos privately via Snapchat or Instagram to a minor athlete.

(3) Adults are not permitted to maintain social media connections with minors.

(a) Adults are not permitted to accept new personal page requests on social media platforms from minor athletes, and

(b) Existing social media connectors with minor athletes shall be discontinued.

(E) Requests to discontinue

(1) Legal guardians may request in writing that their child not be contacted through any form of electronic communication by OYSA or its member or affiliated clubs, or by any Adults from those organizations.

(2) The organization will abide by any such request that a child not be contacted via electronic communications, absent emergency circumstances.

(F) Hours

Electronic communications will only be sent between the hours of 8:00 am and 8:00 pm, absent an emergency.

(G) Monitoring

(1) OYSA and its member and affiliate clubs will monitor their social media pages and remove any posts that violate the organization's policies and practices for appropriate behavior.

(2) If OYSA or one of its member or affiliate clubs finds that a minor athlete has made a prohibited post on the organization's social media site, the organization will notify both the minor athlete's parents or legal guardian of the prohibited post, and the affected organization's primary executive officer.

Section 5. Local Travel

(A) Application

- (1) This policy applies to OYSA and to its member and affiliated clubs.
- (2) This policy applies to all OYSA and club administrators as defined in Policy 801-1, Section 1(B).
- (3) Administrators will be collectively referred to as Adults in this policy.

(B) Transportation

- (1) Neither OYSA nor any of its member or affiliated clubs will arrange for local travel by Adults or minor athletes
- (2) An Adult shall not ride in a vehicle alone with an unrelated minor athlete unless the Adult is acting as the legal guardian of the minor, except in emergency circumstances.
- (3) An Adult who is providing transportation to an unrelated minor athlete shall have at least two other minor athletes or another Adult in the vehicle at all times, unless the minor athlete's parent or legal guardian has agreed in writing to the transportation arrangements in advance of each local travel occurrence.

(C) Shared or carpool arrangements

A parent or legal guardian who is providing local travel to a group of minor athletes should pick up their own child first and drop off their own child last in order to avoid a situation of being alone with an unrelated minor athlete.

- (D) Parents and legal guardians will receive education regarding child abuse prevention before giving consent for their minor athlete to travel alone with another Adult. Parent training is available at no charge here - <https://athletesafety.org/>.

Section 6. Team Travel

(A) Application

- (1) This policy applies to OYSA and to its member and affiliated clubs.
- (2) This policy applies to all OYSA and club administrators as defined in Policy 801-1, Section 1(B).
- (3) Administrators will be collectively referred to as Adults or participating Adults in this policy.

(B) Team/competition travel

When only one participating Adult and one minor athlete travel to a competition, the minor athlete must have their parent or legal guardian's written permission in advance, for each competition, to travel alone with a 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 parent, legal guardian, sibling, or otherwise related to the minor athlete.

(D) Meetings

(1) Meetings will be conducted in compliance with the policy on one-on-one meetings in Section 1(C) above so that any meeting is observable and interruptible.

(2) Meetings will not be conducted in a hotel room.

(E) Additional Team Travel Requirements

(1) A written team travel policy must be signed and agreed to by all minor athletes, parents, and Participating Adults traveling with a team.

(2) Participating Adults must all have an approved background check and SafeSport training before traveling with a team.

(3) Team officials will maintain a standard of having at least two Adults and observable and interruptible environments whenever they

(a) conduct room checks at a hotel where minor athletes are staying,

(b) conduct meetings, and

(c) manage other team activities.

(4) A parent or legal guardian must receive education regarding child abuse prevention before giving consent for a minor athlete to travel alone with a Participating Adult.

(F) All OYSA member and affiliated clubs that have teams travel for competition are strongly encouraged to develop written policies regarding:

(1) Expectations and responsibilities of coaches and other team officials during team travel,

(2) A code of conduct that applies to minor athletes, parents, team officials, and club officials who attend competitions that require team travel.

(3) Any such code of conduct should be reviewed and signed by all persons traveling with a team.

Policy 801-8 Enforcement

Section 1. OYSA and its member and affiliated clubs will take appropriate disciplinary action when club officials become aware of a violation of Policies 801-3 through 801-8, referred to as the SafeSoccer Framework.

(A) Complaints and grievances regarding violations of the SafeSoccer Framework may be made to OYSA and/or to the member or affiliated club in accordance with OYSA Policy 701-1 and the Grievance, Protest, and Discipline manual that is in effect at the time of the complaint.

(B) Complaints regarding criminal behavior of an Adult covered by the SafeSoccer Framework should be made first to appropriate law enforcement authorities and then to the OYSA Risk Management Coordinator as provided in Policy 801-1 and the OYSA Risk Management Manual that is in effect at the time of the complaint.

(C) Concerns regarding child abuse must be reported as stated in Policy 801-6, Section 4.

Section 2. Hearings.

(A) OYSA or the appropriate member or affiliate club will hold appropriate hearing and will take appropriate disciplinary action in accordance with OYSA Policy 701-

1 and the Grievance, Protest, and Discipline manual that is in effect at the time of the complaint.

(B) Before removing someone from membership in a club, or OYSA, a hearing will be conducted that gives the accused notice, an opportunity to be heard, the opportunity to hear and respond to witnesses, and the opportunity to present testimony and witnesses on his/her behalf.

(C) Whenever the result of the hearing is a removal from the opportunity to participate in soccer, the accused will be given the opportunity to appeal to US Soccer in accordance with USSF bylaws and policies.