

Triangle Adult Soccer League SafeSport Policy

Effective Date: February 15, 2022

The following policy is established pursuant to US Soccer Policy 212-3, the SafeSport Act, the US Center for SafeSport Minor Athlete Abuse Prevention Policy (MAAPP), the United States Adult Soccer Association (USASA) SafeSport Policy and the North Carolina Adult Soccer Association (NCASA) SafeSport Policy.

This policy applies to members of the TASL Board of Directors and TASL Employees (collectively the "Leaders").

The Prohibited Conduct section of the approved SafeSport Policy along with the links for reporting misconduct are required to be posted on the TASL website

Prohibited Conduct

TASL prohibits conduct that includes bullying, hazing, harassment (including sexual harassment), emotional misconduct, physical misconduct, and sexual misconduct as those terms are defined by the US Center for SafeSport. For a list of all the types of prohibited conduct, see the SafeSport Code at <https://uscenterforsafesport.org/response-and-resolution/safesport-code/>.

Education and Training

TASL requires the following education and training for all Leaders:

1. Leaders must complete the SafeSport Trained Core through the US Center for SafeSport online training or the Center's approved in-person training, and as applicable, the follow-up refresher course training.
 - a. Leaders must complete the SafeSport Trained Core within the first 45 days of either initial membership to the Board of Directors or upon beginning a new role with the organization.
 - b. Leaders must complete a refresher course on an annual basis, beginning the calendar year after initial completion of the SafeSport Trained Core, and each year for up to three years.
 - c. Every four years, Leaders will complete the SafeSport Trained Core training.
 - d. Adult participants who are medical providers can take the Health Professionals Course in lieu of the SafeSport Trained Core and are required to take the refresher courses on an annual basis.
2. Leaders must annually provide a copy of their certificate of training completion to the TASL Director.
3. The TASL Director will annually provide a copy of the Leader's certificate of training completion to the NCASA Executive Director.
4. TASL must maintain a spreadsheet showing completion dates for training in accordance with documentation and recordkeeping requirements of US Soccer.

Appropriate Background Screening

The NCASA office shall be responsible for conducting background screenings for Leaders.

TASL will submit a list of the names of the Board of Directors and employees to NCASA no later than March 1 of each calendar year. Additions to or changes in the Board of Directors (such as those resulting from elections) or Employees throughout the year must be submitted to NCASA within 30 days.

Leaders are subject to the following screening process annually through these three sites:

1. Screening Test 1: National Sex Offender Registry - <https://www.nsopw.gov>
2. Screening Test 2: U.S. Soccer's Risk Management List:
<https://ussoccer.box.com/s/whfzcaetbyoho4tvhenr8pohldvu1op8> The password is:
V4@#+S{h9nCr
3. Screening Test 3: The Center for SafeSport's Disciplinary Database:
<https://uscenterforsafesport.org/response-and-resolution/centralized-disciplinary-database/>

It shall be deemed a failure if a Leader is listed in the corresponding database or refuses to comply with the screening requirements. NCASA will notify the TASL President if any Leader fails a screening test.

Minor Athlete Abuse Prevention Policy (MAAPP)

TASL adopts by reference all MAAP Part III Required Policies for One-On-One Interactions where applicable.

Per the MAAPP policy to limit one on one interactions between minor athletes and adult participants who are not their legal guardian, and per the age guidelines as established by NCASA for amateur players, the following policy for minor athletes applies:

TASL does not allow players, team administrators, employees, athletic trainers, or referees that are under the age of 18 years to participate in TASL activities, and therefore adult members will not have regular contact with or authority over amateur athletes who are minors, related to participation in soccer.

Limiting One-on-One Interactions

TASL policy limits one-on-one situations where Leaders are in contact with an individual under the age of eighteen at facilities under the jurisdiction of TASL or at events sanctioned by TASL.

One-on-one interactions, including meetings, between any individual under the age of eighteen and a Leader (who is not the minor's legal guardian) are permitted if they occur at an observable and interruptible distance by another adult.

Isolated, one-on-one interactions between any individual under the age of eighteen and a Leader (who is not the minor's legal guardian) are prohibited, except under emergency circumstances.

If a one-on-one interaction, such as a meeting, takes place in an office, the meeting only can be considered to be occurring at an observable and interruptible distance if the door to the office is open and unlocked. If an office with windows is available, the meeting must take place in an office with windows, and the windows, blinds, and/or curtains must remain open during the meeting.

Required Reporting of Prohibited Conduct

All Leaders are mandatory reporters as defined in the Federal Protecting Young Victims from Sexual Abuse and SafeSport Authorization Act of 2017 ("SafeSport Act"). Within 24 hours of observation of any prohibited conduct, these mandatory reporters must report the incident to:

- Local law enforcement
- US Soccer Integrity Hotline – <https://www.ussoccer.com/report-a-concern> or call (312) 528-7004 to leave a voicemail. Please provide as much detail in your report as possible, including contact information, should you wish to be contacted concerning your report.
- The Center for SafeSport at <https://uscenterforsafesport.org/report-a-concern/> or by calling (833) 587-7233.

Mandatory reporters must also notify the TASL Director and the NCASA Executive Director or any other member of the NCASA Board of Directors that a report of an incident was made to any of the above listed authorities within 24 hours of making the report to the listed authorities.

Any individual member of TASL may report any suspected abuse, misconduct, or policy violation. Reporting may be made anonymously.

No individual who makes a good faith report will be subject to retaliation, including harassment, or any adverse employment consequence for making a report.

Enforcement Options

If TASL is in violation of NCASA member requirements, which includes a failure to comply with any requirements of the NCASA SafeSport Policy, TASL will be placed in bad standing by the NCASA Board of Directors and will be subject to sanctions and/or fines, and member benefits will be suspended until corrective action is taken and all requirements are met.

Background screening adjudication decisions may be appealed in accordance with USASA and US Soccer Bylaws and policies.

Documentation

TASL will maintain all documentation required to show compliance with the requirements of this policy, including, but not limited to, certificates of training completion, background screening completion, and information about any notifications of prohibited conduct reported. All required documentation will be maintained for a minimum of 10 years.