



## Code of Conduct Policy

### **Section 101. Introduction, Purpose, and Applicability**

- (a) The Code of Conduct Policy of Washington Youth Soccer (WYS) establishes the ethical standards for governance and committee volunteers and staff of WYS in addition to all members and participants within all sanctioned programs, events, activities and competitions.
- (b) The Code of Conduct Policy applies to all staff, volunteers, members and participants who are involved or engage with any sanctioned WYS, event, activity or competition.
- (c) The purposes of the Code of Conduct Policy are to provide evidence of WYS commitment to the lawful and ethical conduct of its Representatives, members and participants and to protect those who report violations of the Code of Conduct Policy consistent with US Youth Soccer's Whistleblower Policy.
- (d) The Code of Conduct Policy is intended to supplement but not replace any applicable state or federal laws governing behavior.
- (e) Representatives, members and participants must respect and comply with WYS rules and regulations, observe high standards of conduct, and participate in establishing and maintaining such high standards.

### **Section 102. Zero Tolerance**

- (a) WYS maintains a zero tolerance regarding abuse.
- (b) The WYS Zero Tolerance for abuse extends to all representatives, members and participants in all WYS & US Youth Soccer sanctioned programs, events, activities and competitions.
- (c) WYS requires every representative, coach and volunteer to assist in creating a safe and positive environment for participants at and during any and all sanctioned WYS & US Youth Soccer programs, events, activities and competitions.

### **Section 103. Prohibited Substances**

- (a) WYS prohibits the use and possession of illegal drugs, alcohol, or, in the case of minors, tobacco for all coaches and participants at all sanctioned programs, events, activities and competitions.

### **Section 104. Prohibited Activities and Sexual Misconduct**

- (a) WYS prohibits nudity and any indecent exposure by any representative, member or participant at any sanctioned programs, events, activities and competitions.
- (b) WYS prohibits any representative, member or participant from engaging in sexually oriented conversations at any sanctioned programs, events, activities and competitions. This includes, sexually oriented jokes as well as sharing information about one's own personal relationships, dating or sexual activities.
- (c) WYS prohibits the possession of any sexually oriented materials to include magazines and videos while participating at any sanctioned program, event, activity and competition.

### **Section 105. Physical Contact**

1. While appropriate physical contact taking place 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, WYS prohibits representatives, members and participants from engaging in any other form of physical contact with and or between athletes.

2. An example of prohibited physical contact include a coach asking a minor athlete to sit in their lap or cuddling during training or while on an overnight trip.

### **Section 106. One-on-One Interactions**

#### (a) Observable and interruptible

1. 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.
2. Isolated, one-on-one interactions between minors and an adult (who is not the minor's legal guardian) is prohibited, except under emergency circumstances.

#### (b) Meetings

1. 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.
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.

#### (c) Individual training sessions

1. 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.

### **Section 107. Massages and rubdowns**

#### (a) Licensed, certified professional

1. Any massage or rubdown performed by an adult on a minor athlete is prohibited unless such adult is a licensed massage therapist.
2. Any massage or rubdown 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.
3. Even if the coach is a licensed massage therapist, the coach shall not perform a rubdown or massage of an athlete under any circumstances.

### **Section 108. Locker rooms, rest rooms and changing areas**

#### (a) Use of recording devices

1. Use of any device's (including a cell phone's) recording capabilities, including voice recording, still cameras and video cameras in locker rooms, rest rooms, changing areas, or similar spaces is prohibited. Exceptions may be made for media and championship celebrations, provided that such expectations are approved in advance and two or more adults are present.

#### (b) Undress

1. Under no circumstances shall an unrelated adult be undressed (disrobed or partial or full nudity where private body parts are exposed) in front of minor athletes.

#### (c) 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 except under emergency circumstances.

(d) Monitoring

1. WYS regularly and randomly monitors the use of locker rooms, rest rooms and changing areas at facilities under our jurisdiction to ensure compliance with these policies.

(di) Non-exclusive facility

1. If WYS uses a facility not under our jurisdiction (for, e.g., training or competition or similar events) and the facility is used by multiple constituents, adults are nonetheless required to adhere to the rules set forth here.

**Section 109. Social media and electronic communications**

(a) Content

1. All electronic communication originating from participating adults to amateur athletes who are minors must be professional in nature.

(b) Open and transparent

1. 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.
2. If a minor athlete communicates to the participating adult privately first, then the participating adult should respond to the minor athlete with a copy to another participating adult or the minor's legal guardian.
3. A participating adult communicating electronically to the entire team will copy another participating adult.
4. Amateur athletes who are minors may "friend" the organization's official page.

(c) Prohibited electronic communications

1. Participating adults are not permitted to communicate privately via electronic communications with amateur athletes who are minors, except under emergency circumstances.
2. Participating adults are not permitted to "private message," "instant message," "direct message", or send photos via Snapchat, Instagram or other transient media to a minor athlete privately.
3. 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.

(d) Request to discontinue

1. Legal guardians may request in writing that their child not be contacted through any form of electronic communication by the organization or by the organization's participating adults. The organization will abide by any such request that their child not be contacted via electronic communication, absent emergency circumstances.

**Section 110. Local travel**

(a) Transportation

1. WYS does not arrange for local travel.
2. 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.

**Section 111. Team travel**

- (a) Team/competition travel
  - 1. 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.
- (b) Hotel rooms
  - 1. 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).
- (c) Meetings
  - 1. Meetings shall be conducted consistent with WYS policy for one-on-one interactions - i.e., any such meeting shall be observable and interruptible.
  - 2. Meetings shall not be conducted in a hotel room.

**Section 112. Bullying**

- (a) WYS prohibits representatives, members and participants from engaging in any unwanted, aggressive behavior designed to intimidate or harm another through one's superior physical strength, access to embarrassing information, popularity or influence.

**Section 113. Harassment**

- (a) WYS 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.

**Section 114. Hazing**

- (a) WYS prohibits representatives, members and participants from engaging in any activity that could be defined as hazing at any sanctioned program, event, activity or competition.

**Section 115. Mandatory Reporting**

- (a) WYS requires all representatives, members and participants to immediately report any violations or suspected violations of the WYS Code of Conduct Policy during any sanctioned programs, events, activities and competitions to a team official, sanctioned program, event, activity or competition official or WYS representative, or through SafeSport.
- (b) WYS takes any and all reports of inappropriate behavior or suspicions of abuse seriously.
- (c) WYS complies with all laws requiring a person to make a report to appropriate law enforcement agencies and requires all representatives, members and participants to either notify an official as indicated in Section 115. (a.) or report directly to law enforcement authorities.
- (d) Retaliation against individuals making good faith reports of misconduct is expressly prohibited.