



Policy Against Abuse

Adopted 7/12/11

The Mad River Youth Soccer League, Inc. is committed to providing a safe environment for its members and participants, and to preventing abusive conduct in any form. Every member of this organization is responsible for protecting our participants and ensuring their safety and well being while involved in sponsored activities.

To this end, we have established the following guidelines of behavior and procedures for our staff, volunteers and participants. All members of this organization, as well as parents, spectators and other invitees are expected to observe and adhere to these guidelines.

1. Abuse of any kind is not permitted within our organization. This means we do not tolerate physical, sexual, emotional or verbal abuse or misconduct from our players, coaches, officials, volunteers, parents or spectators.
2. Physical and sexual abuse, including, but not limited to, striking, hitting, kicking, biting, indecent or wanton gesturing, lewd remarks, indecent exposure, unwanted physical contact, any form of sexual contact or inappropriate touching, are strictly prohibited within our organization.
3. Emotional abuse or verbal abuse is also prohibited. These include, but are not limited to such forms of abuse as: insulting, threatening, mocking, demeaning behavior, or making abusive statements in regard to a person's race, gender, religion, nationality/ethnicity, sex or age.
4. We are committed to providing a safe environment for our players, participants and staff. We do so by appointing all coaches, officials and volunteers – and anyone else affiliated with our organization – as protection advocates. Every member of this organization is responsible for reporting any cases of questionable conduct or alleged mistreatment toward our members by any coach, official, volunteer, player, parent, sibling or spectator.
5. Buddy System: We recommend that every activity sponsored by our program put a Buddy System in place. Each youth participant should be assigned a buddy during sponsored activities. No child should go anywhere – to the bathrooms, locker rooms, or other location – without his or her buddy.
6. To further protect our youth participants, as well as our coaches, officials and volunteers, no adult person should allow him/herself to be alone with a child during sponsored activities. In particular, we recommend that coaches or other adult members of this organization:
 - Do not drive alone with a child participant in the car;
 - Do not take a child alone to the locker room, bathrooms or any other private room;
 - Provide one-on-one training or individual coaching with the assistance of another adult or the child's Buddy;
 - If you must have a private conversation with a youth participant, do it within view of others, in the gym or on the field, instead of in a private office
 - Coaches and other adult members of this organization should not socialize individually with the participants outside of sponsored activities.

7. When traveling overnight with youth participants, coaches should not be alone in a room with only one youth participant (unless it is the coach's own child). Children should be paired up with other children of same gender and similar age group.
8. We want to empower our children to trust their feelings and let them know that their concerns, fears and hopes are important by listening to them. Open communication between children and parents, or between children and other adults in the organization may help early warning signs of abuse to surface.
9. We encourage parents to become as active as possible in sponsored activities, games, practices and other events. The more the parents are involved, the less likely it is for abusive situations to develop.
10. We will respond quickly to any and all allegations of abuse within this organization. This information will be communicated to the authorities for investigation and will be reviewed by the organization's directors. The alleged offender will be notified of such allegations promptly.
11. Mad River Youth Soccer League will provide an Incident Reporting Form, available for anyone associated with MRYSL to formally make a report of suspected abuse. Incident Reporting Forms that involve abuse will be investigated by the chair of the particular program involved, and the results of the investigation will be reviewed by the board of directors in a closed session. MRYSL also has a Protest, Appeals and Discipline Committee (PAD), which can be invoked by mailing a written complaint to MRYSL requesting a PAD hearing. More information on the PAD Committee is available on the MRYSL website.
12. Any person accused of sexual or physical abuse may be asked to resign voluntarily or may be suspended by the board until the matter is resolved. Regardless of criminal or civil guilt in the alleged abuse, the continued presence of the person could be detrimental to the reputation of the organization and could be harmful to the participants. A person who is accused but later cleared of charges, may apply to be reinstated within the organization. Reinstatement is not a right, and no guarantee is made that he or she will be reinstated to his/her former position.
13. We promote good sportsmanship throughout the organization and encourage qualities of mutual respect, courtesy and tolerance in all participants, coaches, officials and volunteers. We advocate building strong self-images among the youth participants. Children with a strong self-image may be less likely targets for abuse; similarly, they may be less likely to abuse or bully others around them.



EMPLOYEE/VOLUNTEER AFFIDAVIT REGARDING POLICY AGAINST ABUSE

Mad River Youth Soccer League, Inc., has a great deal of concern about the safety and abuse of children. As a person who is interested in the well being of children, we believe you are entitled to know how this organization is combating this critical issue. In addition, as an applicant for a volunteer/staff position with our organization, you need to know the defensive measures we employ to protect children in our care, as well as the volunteer/staff from this serious problem.

We will not tolerate the abuse of any child. We are aware that some people apply for positions in the youth services field because they are interested in children sexually. We make an active and, we believe, effective effort to prevent child abuse in our programs. We attempt to screen out molesters and others who have criminally harmed or abused children through a careful background check. We structure our activities by recommending that volunteer/staff not be left alone with children. We periodically interview children about their experiences in our program, and encourage open discussion of their problems. We take any allegations by children and by others very seriously, and refer all allegations of criminal abuse to the local or state law enforcement authorities for investigation in which we fully cooperate.

Soccer takes a Zero-Tolerance stance against abuse of children or any participant in our programs. In addition, the safeguards built into our activities protect our volunteers and staff from placing themselves in situations that might be misinterpreted by children and others.

CONSENT FOR CRIMINAL BACKGROUND HISTORY CHECK

AUTHORIZATION. WAIVER. INDEMNITY

I hereby give my permission for Mad River Youth Soccer League, Inc. to obtain information relating to my criminal history record. The criminal history record, as received from the reporting agencies, may include arrest and conviction data as well as plea bargains and deferred adjudication. I understand that this information will be used, in part, to determine my eligibility for an employment/volunteer position with this organization. I also understand that as long as I remain an employee or volunteer here, the criminal history records check maybe repeated at any time. I understand that I will have an opportunity to review the criminal history and that there is a procedure available for clarification, if I dispute the record as received.

I, the undersigned, do, for myself, my heirs, executors and administrators, hereby release and forever discharge and agree to indemnify Mad River Youth Soccer League, Inc. and its affiliates and each of their officers, directors, employees, and agents harmless from and against any and all causes of actions, suits, liabilities, costs, debts and sums of money, claims and demands whatsoever, and any and all related attorneys' fees, court costs, and other expenses resulting from the investigation of my background in connection with my application to become a volunteer or staff member of this Soccer organization.

Signature of Applicant

Date



MRYSL Incident Report

Purpose: To prevent recurrence, not place blame.

Date: _____ Time: _____

Injured Party: _____ Age: _____ Gender: _____

Location of Incident: _____

Coach: _____ Team Involved: _____

Type of Incident: _____ Injury: _____ Conduct: _____

[if injury required more than first aid, a CYSA Incident Report must also be completed
and submitted to the MRYSL office]

Describe what happened: [attach more pages, if necessary]

Witnesses: Name and Phone #:

_____	_____
_____	_____
_____	_____

What action was taken? [attach more pages if needed]

Signature of CD or Rec Chair: _____

Signature of injured party: _____

Signature of the accused: _____