

Child Abuse & Molestation Prevention

Organization: Soccer Management Company

Soccer Management Company is committed to creating a safe and positive environment for all participants. We prioritize the safety and well-being of the youth athletes in our programs above all else. This policy is designed to protect our athletes from all forms of abuse, including physical, emotional, and sexual misconduct. We maintain a zero-tolerance approach to any form of abuse or molestation.

1. Scope

This policy applies to all Soccer Management Company staff, independent contractors, volunteers, and any personnel with access to youth athletes. This policy is in effect during all company-sanctioned events, including but not limited to tournaments, camps, clinics, and administrative or travel activities.

2. Compliance with National Standards

Soccer Management Company mandates that all staff and volunteers adhere to the policies, training requirements, and protocols set forth by the U.S. Center for SafeSport, U.S. Soccer and its recognized affiliates. All personnel must hold current certifications as required by these bodies to be rostered or permitted to interact with athletes in any official capacity.

3. Proactive Prevention Measures

To prevent abuse and molestation, Soccer Management Company implements the following mandatory practices:

- **Background Screening:** All employees and volunteers with regular access to youth athletes must undergo and pass criminal background checks, including sexual offender registry checks, prior to beginning any duties. These screenings are updated in accordance with regulatory requirements.
- **The "Rule of Two" (Observable & Interruptible):** We require that all interactions between an adult and a minor athlete be "observable and interruptible."
 - No adult should be in a one-on-one situation with an athlete behind closed doors (e.g., locker rooms, private offices, or hotel rooms).
 - One-on-one training or meetings must occur in public, high-visibility locations where other adults are present.

- **Digital Communication:** All electronic communication between adults and minor athletes must be professional and transparent. We strongly encourage copying parents/guardians on all communications. Private social media, text messaging, or direct messaging between an adult staff member and a minor athlete is prohibited.
- **Physical Contact:** All physical contact must be appropriate, limited, and brief (e.g., a "high-five" or "fist bump"). Any contact that is sexual in nature, suggestive, or uncomfortable for the athlete is strictly prohibited.

4. Reporting Procedures

All staff and volunteers are **Mandatory Reporters**.

- **Suspected Misconduct:** Any individual who witnesses, receives a report of, or reasonably suspects abuse or misconduct must immediately report it.
- **Internal Reporting:** Reports must be made to Steve Lovgren, owner, or Josh Meyer, Chief Operating Officer.
- **Legal Reporting:** Any suspicion of sexual abuse must be reported to the appropriate law enforcement authorities and the U.S. Center for SafeSport immediately, as required by law and governing body rules.
- **Non-Retaliation:** Soccer Management Company strictly prohibits retaliation against anyone who reports an incident in good faith.

5. Implementation & Training

- **Annual Review:** This policy will be reviewed annually by the leadership team.
- **Mandatory Training:** All personnel are required to complete annual abuse prevention training (e.g., SafeSport certification).
- **Documentation:** We will maintain clear records of background check results, training certifications, and any incidents reported and how they were resolved.

The following source list outlines organizations and the specific policy models used to help create the Soccer Management Company policy; these sources serve as the gold standard benchmarks across the industry:

1. U.S. Soccer Federation (USSF)

- **Policy Name: Minor Athlete Abuse Prevention Policy (MAAPP) & Policy 212-3**
- **What it covers:** As the overarching sport governing body, U.S. Soccer mandates comprehensive rules for all affiliated organizations. Their MAAPP framework specifically addresses:
 - **Limiting One-on-One Interactions:** Requiring all interactions between adults and minors to be "observable and interruptible".
 - **Travel and Housing:** Strict rules prohibiting one-on-one hotel rooms or unmonitored private travel.
 - **Social Media & Electronic Communication:** Direct rules on transparency, requiring parents or secondary adults to be copied on digital communication.

2. U.S. Youth Soccer (USYS)

- **Policy Name: Risk Management and Safeguarding Program**
- **What it covers:** Focused heavily on grassroots and state-level infrastructure, USYS requires all members, coaches, and tournament administrators to enforce zero-tolerance standards. It relies heavily on universal background screening protocols and centralized clearinghouses for risk management across state associations.

3. US Club Soccer

- **Policy Name: Safeguarding Compliance & Prevention Policies**
- **What it covers:** US Club Soccer publishes highly granular operational guidelines for clubs and event operators. Notable elements in their public policy include:
 - **Digital Boundaries:** Explicit prohibitions on adult staff using disappearing messaging apps (like Snapchat or direct Instagram DMs) to communicate privately with minor athletes.
 - **Locker Room & Restroom Monitoring:** Prohibiting mobile phone and camera usage in private changing spaces and restricting adult entry unless emergency assistance is required.

- **Athletic Training Protocols:** Strict rules requiring parental consent and multi-adult presence for any physical therapy, massages, or sports medicine modalities.

4. USA Swimming

- **Policy Name: Safe Sport Program**
- **What it covers:** Widely recognized as having one of the most rigorous and mature athlete protection systems in non-profit youth sports. Their model includes a multi-layered approach featuring mandatory annual athlete protection training, strict behavioral codes of conduct, and public transparency reports (listing banned or suspended individuals).

5. Regional Youth Soccer Clubs & Associations (e.g., State Associations)

- **Policy Name: Club SafeSport / Youth Abuse Prevention Policies**
- **What it covers:** Local competitive clubs and regional associations adapt NGB rules into localized handbooks. They almost universally feature:
 - **Mandatory 24-Hour Reporting Timelines:** Clear language reminding staff that state and federal law mandates reporting any suspicion of child abuse to local law enforcement or child protective services within 24 hours.
 - **Immediate Suspension Clauses:** Explicit statements that any adult accused of misconduct is immediately suspended from all club or event activities pending an investigation.