



**Laurel Highland Futbol Club (LHFC)  
Minor Athlete Abuse Prevention Policy  
(MAAPP)**

(Approved and Adopted August 28, 2019)

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## INTRODUCTION

The Laurel Highland Futbol Club (LHFC) has adopted the U.S. Center for SafeSport Minor Athlete Abuse Prevention Policies.

The U.S. Center for SafeSport (the Center) is committed to building a sport community where participants can work and learn together in an atmosphere free of emotional, physical, and sexual misconduct.

### **AUTHORITY: PREVENTION, TRAINING, AND POLICIES**

Federal law authorizes the Center to address the risk of emotional, physical, and sexual abuse of amateur athletes for the Laurel Highland Futbol Club. See [Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017](#).

#### **I. Prevention Training**

Federal law authorizes the Center to develop training to prevent abuse, including emotional, physical, and sexual abuse, of any amateur athlete. At a minimum, national governing bodies sports organizations *must offer and give consistent training related to the prevention of child abuse to: (1) adult members who are in regular contact with amateur athletes who are minors and (2) subject to parental consent, to members who are minors.*

#### **II. Prevention Policies**

Federal law also authorizes the Center to develop policies and procedures for implementation by national governing bodies' organizations to prevent abuse, including emotional, physical, and sexual abuse, of any amateur athlete. As a part of these policies and procedures, national governing bodies sports organizations must implement *reasonable procedures to limit one-on-one interactions between an amateur athlete who is a minor and an adult (who is not the minor's legal guardian) at a facility under the jurisdiction of a national governing body sports organization without being in an observable and interruptible distance from another adult, except under emergency circumstances.*

### **APPLICATION AND IMPLEMENTATION**

The Laurel Highland Futbol Club is required to follow these Minor Athlete Abuse Prevention Policies. The Laurel Highlands Futbol Club is responsible for implementing and monitoring compliance with these policies.

*The policies and procedures set forth herein are promulgated by the Center to assist Covered Organizations/LAOs in meeting their obligations under federal law. If, in implementing the required components identified here, these Covered Organizations/LAOs are nonetheless not in compliance with federal requirements, the Organization shall implement policies and procedures sufficient to meet such requirements.*

### **REPORTING SUSPECTED ABUSE/MAAPP VIOLATIONS**

IN CASE OF AN EMERGENCY DIAL 911 OR CALL YOUR LOCAL POLICE AND THEN CONTACT THE CHILD ABUSE HOTLINE, **CHILDLINE AT 1-800-932-0313**, THIS TOLL FREE NUMBER IS AVAILABLE 24 HOURS A DAY, 7 DAYS A WEEK WITH CASEWORKERS WAITING TO ASSIST YOU.

Noncompliance with any LHFC Minor Athlete Prevention Policy (MAAPP) is a violation of the U.S. Center for SafeSport Code.

## PA CHILD ABUSE LAW AND REPORTING REQUIREMENTS

The PA Child Protective Services Law (CPSL) was signed into law in 1975. It was enacted to protect children from abuse, allow the opportunity for healthy growth and development, and, whenever possible, preserve and stabilize the family.

### I. Forms of Abuse

Child abuse, according to the CPSL, means to intentionally, knowingly or recklessly do any of the following:

- a. Cause bodily injury to a child through any recent act or failure to act;
- b. Fabricate, feign, or intentionally exaggerate or induce a medical symptom or disease which results in a potentially harmful medical evaluation or treatment to the child through any recent act;
- c. Cause or substantially contribute to serious mental injury to a child through any act or failure to act or a series of such acts or failures to act;
- d. Cause sexual abuse or exploitation of a child through any act or failure to act;
- e. Create a reasonable likelihood of bodily injury to a child through any recent act or failure to act;
- f. Create a likelihood of sexual abuse or exploitation of a child through any recent act or failure to act;
- g. Cause serious physical neglect of a child;
- h. Cause the death of the child through any act or failure to act; or
- i. Engage a child in a severe form of trafficking in persons or sex trafficking, as those terms are defined under section 103 of the Trafficking Victims Protection Act of 2000 (114 Stat. 1466, 22 U.S.C. § 7102 ).

Child abuse also includes certain acts in which the act itself constitutes abuse without any resulting injury or condition. These recent acts include any of the following:

- a. Kicking, biting, throwing, burning, stabbing, or cutting a child in a manner that endangers the child;
- b. Unreasonably restraining or confining a child, based on consideration of the method, location or the duration of the restraint or confinement;
- c. Forcefully shaking a child under one year of age;
- d. Forcefully slapping or otherwise striking a child under one year of age;
- e. Interfering with the breathing of a child;
- f. Causing a child to be present during the operation of a methamphetamine laboratory, provided that the violation is being investigated by law enforcement; and/or
- g. Leaving a child unsupervised with an individual, other than the child's parent, who the parent knows or reasonably should have known was required to register as a Tier II or III sexual offender or has been determined to be a sexually violent predator or violent delinquent.

As pertaining to the CPSL, "recent" is defined as an abusive act within two years from the date the report is made to ChildLine. Sexual abuse, serious mental injury, serious physical neglect, and deaths have no time limit.

II. Perpetrator

A perpetrator of child abuse can be a:

- a. Child's parent;
- b. Spouse or former spouse of the parent;
- c. Paramour or former paramour of the parent;
- d. Person 14 years of age or older responsible for the welfare of a child or having direct contact with children as an employee of child care services, a school, or through a program, activity or service, such as a baby sitter or day care staff person;
- e. Person 14 years of age or older residing in the same home as the child;
- f. Relative who is 18 years of age or older who does not reside in the same home as the child, but is related within the third degree of consanguinity or affinity by birth or adoption to the child; or
- g. An individual 18 years of age or older who engages a child in severe forms of trafficking in persons or sex trafficking, as those terms are defined under section 103 of the Trafficking Victims Protection Act of 2000 (114 Stat. 1466, 22 U.S.C. § 7102).

A perpetrator of child abuse for failure to act can be a:

- a. Child's parent;
- b. Spouse or former spouse of the parent;
- c. Paramour or former paramour of the parent; or
- d. Person 18 years of age or older who is responsible for the child's welfare or who resides in the same home as the child. Mandated reporters do not have to determine whether or not the person meets the definition of perpetrator in order to make the report.

III. Mandated Reporters

The following adults are considered mandated reporters and are required to report suspected child abuse if they have reasonable cause to suspect that a child is a victim of child abuse:

- a. Individuals licensed or certified to practice in any health-related field under the jurisdiction of the Department of State
- b. Medical examiner, coroner, or funeral director
- c. Employees of a health care facility or providers licensed by the Department of Health who are engaged in the admission, examination, care, or treatment of individuals.
- d. School employees
- e. Employees of child care services who have direct contact with children in the course of employment.
- f. Clergymen, priests, rabbis, ministers, Christian Science practitioners, religious healers, or spiritual leaders of any regularly established church or other religious organization.
- g. **Individuals — paid or unpaid — who, on the basis of the individuals' role as an integral part of a regularly scheduled program, activity, or service, are responsible for the child's welfare or has direct contact with children**
- h. Employees of a social services agency who has direct contact with children in the course of employment
- i. Peace officers or law enforcement officials
- j. Emergency medical services providers certified by the Department of Health
- k. Employees of a public library who have direct contact with children in the course of employment
- l. Individuals supervised or managed by a person listed above, who have direct contact with children in the course of employment
- m. Independent contractors who has direct contact with children
- n. Attorneys affiliated with an agency, institution, organization or other entity, including a school or regularly established religious organization that are responsible for the care, supervision, guidance, or control of children

- o. Foster parents
- p. Adult family members who are responsible for the child's welfare and provide services to a child in a [www.KeepKidsSafe.pa.gov](http://www.KeepKidsSafe.pa.gov) family living home, community home for individuals with an intellectual disability or host home for children which are subject to supervision or licensure by the department under Articles IX and X of the Human Services Code.

IV. Reporting Requirements

Mandated reporters are required to make a report of suspected child abuse if they have reasonable cause to suspect that a child is a victim of child abuse under any of the following circumstances:

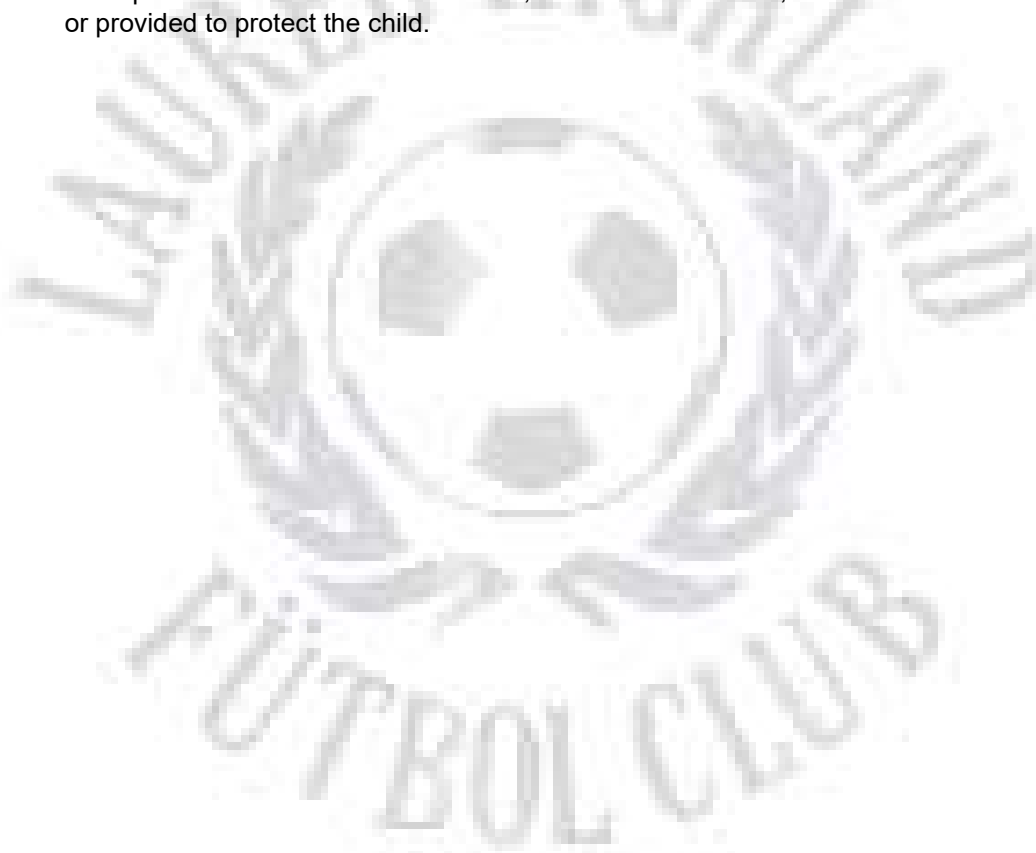
- a. They come into contact with the child in the course of employment, occupation, and practice of a profession or through a regularly scheduled program, activity or service;
- b. They are directly responsible for the care, supervision, guidance, or training of the child, or are affiliated with an agency, institution, organization, school, regularly established church, or religious organization or other entity that is directly responsible for the care, supervision, guidance, or training of the child;
- c. A person makes a specific disclosure to the mandated reporter that an identifiable child is the victim of child abuse; or
- d. An individual 14 years of age or older makes a specific disclosure to the mandated reporter that the individual has committed child abuse.

V. Reporting and Abuse Facts

- a. It is not required that the child come before the mandated reporter in order to make a report of suspected child abuse nor are they required to identify the person responsible for the child abuse to make a report of suspected child abuse.
- b. Concerns related to the safety of children including, but not limited to inadequate housing, clothing, and supervision, can be referred to ChildLine or the county children and youth agency for assessment as general protective services cases.
- c. Mandated reporters must make an immediate and direct report of suspected child abuse to ChildLine either electronically at [www.compass.state.pa.us/cwis](http://www.compass.state.pa.us/cwis) or by calling 1-800- 932-0313.
- d. After making the report to ChildLine, mandated reporters are required to immediately thereafter notify the person in charge of the institution, school, facility, or agency or the designated agent of the person in charge.
- e. If an oral report was made to ChildLine, a report of suspected child abuse (CY 47) must also be completed and forwarded to the county children and youth agency within 48 hours after making the report. This form can be obtained at [www.KeepKidsSafe.pa.gov](http://www.KeepKidsSafe.pa.gov) or from the children and youth agency. If a report is made electronically, no CY-47 is required to be completed.
- f. A mandated reporter is responsible to make the report when they suspect a child is a victim of abuse.
- g. Nothing requires a child to come before the mandated reporter in order to make a report.
- h. The law requires that the mandated reporter identify themselves and where they can be reached. This information is helpful so that if clarification on the situation or additional information is needed, the Children & Youth caseworker can contact the reporter.
- i. The identity of the person making the report is kept confidential with the exception of being released to the law enforcement officials or the district attorney's office.
- j. The penalties for a mandated reporter who willfully fails to report child abuse range from a misdemeanor of the second degree to a felony of the second degree.
- k. Mandated reporters may be required to testify in civil or criminal court cases, including juvenile or criminal court proceedings.

VI. After a Report is Made

- a. ChildLine forwards the report of suspected child abuse to the local county Children & Youth agency, which investigates the report to determine if the allegations can be substantiated as child abuse/neglect. The necessary services are also arranged for or provided to prevent the further maltreatment of the child and to preserve the family unit.
- b. The county Children & Youth agency must begin an investigation within 24 hours. A thorough inquiry is conducted to determine if the child was abused and what services are appropriate for the child and family. This investigation must be completed within 30 days unless the agency provides justification as to why the investigation cannot be completed, including attempts being made to obtain medical records or interview subjects of the report.
- c. If the alleged perpetrator named in the report does not meet the definition of perpetrator under the CPSL, but does suggest the need for investigation, ChildLine will forward the information to the district attorney's office in the respective county.
- d. Mandated reporters will receive information from the department regarding the final status of the report — whether it was unfounded, indicated or founded, as well as the services planned or provided to protect the child.



## **THIS POLICY APPLIES TO:**

- a. All Laurel Highland Futbol Club (LHFC) administrators, coaches, volunteers, and adult athlete members;
- b. Participating non-members (e.g., officials);
- c. Any other adult authorized to have regular contact with or authority over minor athletes.
- d. Collectively "Applicable Adult(s)"

## **GENERAL REQUIREMENT**

LHFC members are required to implement this Minor Athlete Abuse Prevention Policy in full. The Minor Athlete Abuse Prevention Policy must be reviewed and agreed to in writing by all administrators, coaches, volunteers and adult athletes of LHFC on an annual basis with such written agreement to be retained by the club. All applicable personnel must maintain certification with annual continuing education, approved by SafeSport. All applicable personnel must present certification upon yearly registration, and is prohibited from all activities of the club, until such verification is provided.

## **ONE-ON-ONE INTERACTIONS**

### **I. Observable and Interruptible**

One-on-one interactions between a minor athlete and an Applicable Adult (who is not the minor's legal guardian) must occur at an observable and interruptible distance from another adult unless meeting with a Mental Health Care Professional and/or Health Care Provider (see below) or under emergency circumstances.

### **II. Meetings**

- a. Meetings between a minor athlete and an Applicable Adult may only occur if another adult is present and where interactions can be easily observed and at an interruptible distance from another adult, except under emergency circumstances.
- b. If a one-on-one meeting takes place, the door to the room must remain unlocked and open. If available, it must occur in a room that has windows, with the windows, blinds, and/or curtains remaining open during the meeting.
- c. Meetings must not be conducted in an Applicable Adult or athlete's hotel room or other overnight lodging location during team travel.

### **III. Meetings with Mental Health Care Professionals and/or Health Care Providers**

If a Mental Health Care Professional and/or Health Care Provider meets with a minor athlete in conjunction with participation, including at practice or competition sites, a closed-door meeting may be permitted to protect patient privacy provided that:

- a. The door remains unlocked;
- b. Another adult is present at the facility;
- c. The other adult is advised that a closed-door meeting is occurring; and
- d. Written legal guardian consent is obtained in advance by the Mental Health Care Professional and/or Health Care Provider, with a copy provided to the club.

### **IV. Individual Training Sessions**

Individual training sessions outside of the regular course of training and practice between Applicable Adults and minor athletes are permitted if the training session is observable and interruptible by another adult. Legal guardians must be allowed to observe the training session. (See Private Lesson Guidelines)

## **SOCIAL MEDIA AND ELECTRONIC COMMUNICATIONS**

### **I. Content**

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



II. Open and Transparent

Absent emergency circumstances, if an Applicable Adult with authority over minor athletes needs to communicate directly with a minor athlete via electronic communications (including social media), the minor athlete's legal guardian must be copied. If a minor athlete communicates to the Applicable Adult (with authority over the minor athlete) privately first, said Applicable Adult must copy the minor athlete's legal guardian on any electronic communication response to the minor athlete.

When an Applicable Adult with authority over minor athletes communicates electronically to the entire team, said Applicable Adult must copy another adult.

III. Requests to Discontinue

Legal guardians may request in writing that their minor athlete not be contacted through any form of electronic communication by the club or by an Applicable Adult subject to this Policy. The organization must abide by any such request that the minor athlete not be contacted via electronic communication, or included in any social media post, absent emergency circumstances.

IV. Hours

Electronic communications must only be sent between the hours of 8:00 a.m. and 8:00 p.m., unless emergency circumstances exist, or during competition travel.

V. Prohibited Electronic Communication

Applicable Adults with authority over minor athletes are not permitted to maintain private social media connections with unrelated minor athletes and such Applicable Adults are not permitted to accept new personal page requests on social media platforms from minor athletes, unless the Applicable Adult has a fan page, or the contact is deemed as celebrity contact as opposed to regular contact. Existing social media connections with minor athletes must be discontinued. Minor athletes may "friend" the club and/or LHFC's official page.

Applicable Adults with authority over minor athletes must not send private, instant or direct messages to a minor athlete through social media platforms.

**TRAVEL**

I. Local Travel

Local travel consists of travel to training, practice and competition that occurs locally and does not include coordinated overnight stay(s).

Applicable Adults must not ride in a vehicle alone with an unrelated minor athlete, absent emergency circumstances, and must always have at least two minor athletes or another adult in the vehicle, unless otherwise agreed to in writing by the minor athlete's legal guardian.

Legal guardians must pick up their minor athlete first and drop off their minor athlete last in any shared or carpool travel arrangement.

II. Team Travel

Team travel is travel to a competition or other team activity that the organization plans and supervises.

- a. During team travel, when doing room checks two-deep leadership (two Applicable Adults should be present) and observable and interruptible environments must be maintained.

When only one Applicable Adult and one minor athlete travel to a competition, the minor athlete's legal guardian must provide written permission in advance and for each competition for the minor athlete to travel alone with said Applicable Adult.

Team Managers and Chaperones who travel with the club must be LHFC registered members in good standing.

- b. Unrelated non-athlete Applicable Adults must not share a hotel room, other sleeping arrangement or overnight lodging location with an athlete.

Minor athletes should be paired to share hotel rooms or other sleeping arrangements with other minor athletes of the same gender and of similar age. When a minor athlete and an adult athlete share a hotel room or other sleeping arrangement, the minor athlete's legal guardian must provide written permission in advance and for each instance for the minor to share a hotel room or other sleeping arrangement with said adult athlete.

- c. Meetings during team travel must be conducted consistent with the One-on-One Interactions section of this Policy (i.e., any such meeting must be observable and interruptible). Meetings must not be conducted in an individual's hotel room or other overnight sleeping location.

## **LOCKER ROOMS AND CHANGING AREAS**

### **I. Requirement to Use Locker Room or Changing Area**

The designated locker room or changing area must be used when an athlete or Applicable Adult changes, in whole or in part.

### **II. Use of Recording Devices**

Use of any device's (including a cell phone's) recording capabilities, including voice recording, still cameras and video cameras in locker rooms, changing areas, or similar spaces by a minor athlete or an Applicable Adult is prohibited.

### **III. Undress**

An unrelated Applicable Adult must not expose his or her breasts, buttocks, groin or genitals to a minor athlete under any circumstance. An unrelated Applicable Adult must not request an unrelated minor athlete to expose the minor athlete's breasts, buttocks, groin or genitals to the unrelated Applicable Adult under any circumstance.

### **IV. One-on-One Interactions**

Except for athletes on the same team or athletes attending the same competition, at no time are unrelated Applicable Adults permitted to be alone with a minor athlete in a locker room or changing area, except under emergency circumstances. If the organization is using a facility that only has a single locker room or changing area, separate times for use by Applicable Adults must be designated.

### **V. Monitoring**

The club must regularly and randomly monitor the use of locker rooms and changing areas to ensure compliance with this Policy. Locker rooms and changing areas may be monitored by use of the following methods:

- a. Conducting a sweep of the locker room or changing area before athletes arrive;
- b. Posting staff directly outside the locker room or changing area during periods of use;
- c. Leaving the doors open when adequate privacy is still possible; and/or
- d. Making occasional sweeps of the locker rooms or changing areas with women checking on female locker rooms and men checking on male locker rooms.

Every effort must be made to recognize when a minor athlete goes to the locker room or changing area during practice and competition, and, if the minor athlete does not return in a timely fashion, to check on the minor athlete's whereabouts.

VI. Legal Guardians in Locker Rooms or Changing Areas

Legal guardians are discouraged from entering locker rooms and changing areas. If a legal guardian does enter a locker room or changing area, it must only be a same-sex legal guardian and the legal guardian should notify a coach or administrator in advance.

**MASSAGES AND RUBDOWNS/ATHLETE TRAINING MODALITIES**

- I. Definition: In this section, the term “Massage” refers to any massage, rubdown, athletic training modality including physical modalities (e.g., stretching, physical manipulation, injury rehabilitation, etc.) and electronic or instrument assisted modalities (e.g., stim treatment, dry needling, cupping, etc.).
- II. General Requirement  
Any Massage performed on an athlete must be conducted in an open and interruptible location and must be performed by a licensed massage therapist or other certified professional. However, even if a coach is a licensed massage therapist, the coach must not perform a rubdown or massage of an athlete under any circumstance.
- III. Additional Minor Athlete Requirements
  - a. Written consent by a legal guardian must be obtained in advance by the licensed massage therapist or other certified professional, with a copy provided to the club.
  - b. Legal guardians must be allowed to observe the Massage.
  - c. 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 the person performing the Massage in the room.
  - d. [Recommended] Any Massage of a minor athlete must only occur after a proper diagnosis from a treating physician and be done in the course of care according to the physician’s treatment plan.

**HAZING, BULLYING AND SEXUAL HARASSMENT GUIDELINES**

LHFC feels strongly that hazing, bullying, sexual harassment, initiation rituals and physical punishments are not permitted within the organization. **Any form of misconduct by the team, coach or an individual in attempt to bond or take action against another individual or group of individuals, which result in abuse, harassment, intimidation or any form of degradation is not allowed by any player, administrator, coach, volunteer or member of LHFC.**

LHFC is committed to offering an environment that is free of intimidation and abuse and has **zero** tolerance for misconduct. LHFC requires all members to report **ALL** violations.

**HAZING**

**Hazing** can be defined as any actions, whether physical, sexual, verbal, mental, emotional or psychological which subjects another person or group, voluntary or involuntary, with a result that has the intended or unintended effect of abusing, mistreating, degrading, humiliating, harassing, or intimidating the person who may be younger, weaker or have less power. These behaviors are prohibited by players, administrators, coaches, parents or any member or associate of LHFC. The following are examples of, but not limited to, misconduct that is prohibited by LHFC.

Hazing Behaviors

- a. Forcing the consumption of alcohol, drugs or other substances
- b. Shaving of body parts
- c. Any activity that is illegal, perverse, or publicly indecent
- d. Vandalism of any property or forced participation in pranks
- e. Dietary restrictions, sleep deprivation or creation of excess fatigue or other unhealthy behaviors

- f. Deprivation of sleep or disturbing individuals during normal sleep hours, creating of excessive fatigue
- g. Calisthenics intended as a physically abusive exercise
- h. Physical abuse of any kind (paddling, whipping or beating)
- i. Mentally abusive or demeaning behavior
- j. Forced tattooing, branding or public stunts
- k. Road trips, kidnapping, drop offs or any other such activity
- l. Subjecting a member to cruel and unusual psychological conditions
- m. Morally degrading or humiliating games or activities
- n. Verbal or cruel harassment including yelling and screaming
- o. Participation in sexual rituals or assaults and/or required nudity or contact
- p. Deception or threat contrived to convince the new member that he/she will not be permitted to join
- q. Required songs, chants, yelling or screaming
- r. Activities that promote or encourage the violation of state laws and club policy

Hazing does not include challenging team workouts or assigning team duties to specific players. It is the policy of LHFC that no action be done in retaliation by any parent, participant, administrator or coach.

## **BULLYING**

**Bullying** can occur when there is an imbalance of power and the person who is older, larger, stronger or more aggressive uses his or her power to control or harm someone in a weaker position. The person bullying has the intent or goal to cause harm (i.e. the act is not accidental) and the action is usually repetitious.

### Bullying Behaviors

- a. Physical pushing, kicking, hitting, pinching, slapping, punching, etc...
- b. Name calling, sarcasm, spreading rumors, persistent teasing and emotional torment through ridicule, humiliation and/or the continual ignoring of individuals
- c. Racial taunts, graffiti, gestures
- d. Sexual comments and/or suggestions
- e. Unwanted physical contact
- f. Socially spreading rumors
- g. Leaving players out of group activities, telling them they are unwanted
- h. Cyberbullying; using the internet, email, texting, mobile phones, social media or other digital technologies to do harm to others

## **SEXUAL HARASSMENT**

**Sexual Harassment** is unwanted, often persistent, sexual attention and any other behavior with sexual overtones that creates a hostile work or learning environment.

### Sexual Harassment Behaviors

- a. Written or verbal abuse threats, physical contact, sexually graphic literature, sexual advances, demands for sexual favors
- b. Sexually oriented comments, jokes, lewd comments or sexual innuendoes, taunts about a player's body or dress
- c. Intimidating sexual remarks
- d. Physical contact, fondling, pinching or kissing
- e. Offensive phone calls or photos and/or bullying on the basis of sex
- f. Sexual violence such as sexual assault, rape, and sexual coercion

## **PHYSICAL CONTACT GUIDELINES**

It is sometimes appropriate and necessary to have direct physical contact with players in order to develop their skills. These guidelines have been created to provide practical guidance for LHFC coaches and those working directly with players to keep players safe and promote a safe environment for staff and members. Rules for physical contact must be set to reduce the potential for misconduct. Players, coaches, volunteers and organization members are required to follow these guidelines and to report immediately those who violate them.

### Appropriate Physical Contact

- a. Physical contact takes place in public or in the presence of others
- b. Physical contact for the purpose of developing skill or technique
- c. Physical contact with no potential for physical or sexual intimacies during the contact
- d. The contact is for the benefit of the player, not to meet an emotional or other need of an adult
- e. Celebratory gestures such as high-fives, fist bumps, pats on the back, shoulder and head are appropriate
- f. Consolation gestures such as publicly embracing a crying athlete
- g. Physical contact assisting an injured player off the ice, preventing an injury or treating an injury are appropriate
- h. Touching in a non-threatening, non-sexual manner

### Prohibited Physical Contact

- a. Lap sitting
- b. Lingering, maintaining prolonged or repeated embraces that go beyond what is appropriate
- c. Slapping, hitting, punching, kicking or any other physical contact meant to discipline, punish or achieve compliance from an athlete
- d. Playful yet inappropriate contact that is not a part of regular training, (e.g. tickling, horseplay, wrestling)
- e. Continued physical contact that makes an athlete visibly uncomfortable
- f. Contact involving touching of genital area, buttocks or breasts
- g. Physical contact that intentionally causes or has the potential to cause the player to sustain bodily harm or injury
- h. Physical or sexual abuse
- i. Kissing

## **PRIVATE LESSON GUIDELINES**

If LHFC coaches choose to offer private lesson, the organization will require they follow the guidelines:

LHFC expects all coaches to abide by appropriate player/coach conduct. LHFC mandates that coaches put player safety first and always be aware of their own actions and behaviors and the possible consequences. All staff and volunteers should be encouraged to demonstrate exemplary behavior in order to promote player's welfare and reduce the likelihood of abuse. LHFC believes that private lessons can take place in a way that does not put the player or coach at risk.

- a. All LHFC members will follow LHFC and US Soccer SafeSport Program Guidelines
- b. Follow LHFC and US Soccer SafeSport Photographic and Recorded Images of Players Guidelines
- c. Follow LHFC and US Soccer SafeSport Physical Contact Guidelines
- d. Always work in open environments visible to others
- e. Try to provide lessons with other coaches at the same time
- f. Maintaining a safe and appropriate distance when working with kids to avoid any confusion
- g. Never be alone with a player. Have another coach or parent present.
- h. Have conversations on the field or in public, never behind closed doors

- i. Move meetings that may start in private to public areas
- j. When providing private lessons, do not change or dress with the child
- k. Do not provide transportation for any player
- l. During lessons, adhere to the purpose of the lesson and avoid horseplay or rough, physical or sexual play or games
- m. Avoid upsetting the player.
- n. If you need to discuss sensitive issues related to the sport that you think has the potential to upset a player, have another coach or parent join the discussion.
- o. Private lessons are to be held at appropriate locations and times. No lessons will be held at places or time(s) that could cause confusion about the purpose of the lesson or the nature of the relationship.
- p. Do not exchange gifts unless part of a team activity with full participation

Report the following to your SafeSport Coordinator immediately:

- a. If a player becomes injured or you accidentally hurt a player
- b. If the player seems unreasonably upset
- c. If a player is sexually inappropriate with you or another player
- d. If the player questions any of your actions or behaviors
- e. If the player misunderstands or misinterprets any actions or behaviors on your part
- f. If the player discloses abuse, misconduct or questionable behavior by another player, coach or other person
- g. Any general overall concern for the player that was made aware during your time together

## **PHOTOGRAPHY AND VIDEO**

The publishing of a photograph or video, of games or practices, of any player under 18, either on a notice board or in a published article or video recording (including video streaming), should only be done with parents' consent per the attached form.

A parent or guardian has a right of refuse to have children photographed. The exercise of this right of refusal cannot be used as grounds for refusing entry into activities of LHFC, including practice or games. Therefore any photo that may go to press or on a notice board, be it through a member of the club or official photographer, should receive parental consent before publishing/displaying the photo, preferably in writing. A form allowing parents to indicate refusal of consent is attached.

In the case of practice or games, where the LHFC has an official photographer/videographer present, all parents attending should be made aware of this. If photos are to be published anywhere, the individual parent should be given the opportunity to withhold their consent. Their right to do so should be specifically drawn to their attention. This policy serves as notification to all members of LHFC.

All photographs must observe generally accepted standards of decency in particular:

- a. Action shots should be a celebration of the sporting activity and not a sexualized image in a sporting context.
- b. Action shots should not be taken or retained where the photograph accidentally reveals a torn or displaced uniform showing private body areas or in an embarrassing or compromising positions.
- c. Photographs should not be taken in locker-rooms or bathrooms.

## **RETALIATION**

The Laurel Highland Futbol Club shall not retaliate towards any member who has reported alleged violation of this policy under any circumstances. This includes any reasonable allegations that have been proven to be unfounded.

## RESOURCES

Emergency.....	DIAL 911
ChildLine.....	1(800)932-0313
Violation Reporting (SafeSport).....	1(720)531-0340
SafeSport.....	<a href="http://www.safesport.org">www.safesport.org</a>
Violation Reporting (Safe Soccer).....	1(312)528-7004
Safe Soccer.....	<a href="http://www.safesoccer.com">www.safesoccer.com</a>
PA West.....	<a href="http://www.pawest-soccer.org">www.pawest-soccer.org</a>
US Youth Soccer.....	<a href="http://www.usyouthsoccer.org">www.usyouthsoccer.org</a>
LHFC.....	<a href="https://www.laurelhighlandfc.org/">https://www.laurelhighlandfc.org/</a>
LHFC SafeSport Officer (Registrar) B.Paul Buza.....	(814)525-2562, <a href="mailto:bpbuza@comcast.net">bpbuza@comcast.net</a>



**Laurel Highland Futbol Club  
Administrator, Coach, Volunteer, and Adult Players  
MAAPP Agreement and Code of Conduct**

**NAME:** \_\_\_\_\_

**POSITION:** \_\_\_\_\_

By signing below, I am attesting that:

- I have read, understand and agree to comply with the *LHFC SafeSport Program*
- I have read, understand and agree to comply with the *PA West Soccer Association SafeSport Program*
- I have read, understand and agree to comply with the *US Soccer SafeSport Program*
- I have completed my education/annual re-education of SafeSport and certification is enclosed
- I have asked for and received clarification about any policies I did not understand;
- I understand that failure to comply with any of these policies may result in suspension or termination of employment or volunteer duties as a coach, employee or volunteer;
- I understand that these policies cannot address every possible situation that presents itself and they do not eliminate the expectation of good judgment and professional behavior at all times;
- I understand I am required to report any violations of these policies to the authorities directed within

**SIGNATURE OF ADMINISTRATOR, COACH, VOLUNTEER, OR ADULT PLAYERS:**

\_\_\_\_\_

**DATE:** \_\_\_\_\_



**Laurel Highland Futbol Club  
Parent/Guardian  
MAAPP Agreement and Code of Conduct**

**NAME:** \_\_\_\_\_

**RELATIONSHIP** \_\_\_\_\_

By signing below, I am attesting that:

- I have read, understand, and agree to comply with the *LHFC SafeSport Program*
- I have reviewed this policy with my minor child.
- I have asked for and received clarification about any policies I did not understand;
- I understand that failure to comply with any of these policies may result in suspension or termination of all privileges of LHFC including attendance to practice and games
- I understand that these policies cannot address every possible situation that presents itself and they do not eliminate the expectation of good judgment and professional behavior at all times;
- I understand I am required to report any violations of these policies to the authorities directed within

**SIGNATURE OF PARENT/GUARDIAN:**

\_\_\_\_\_

**DATE:** \_\_\_\_\_

# Laurel Highland Futbol Club Parent Release Form for Media Recording

I, \_\_\_\_\_ the undersigned, do hereby grant or deny permission to Laurel Highland Futbol Club to use the image of my child, as marked by my selection below. Such use includes the display, distribution, publication, transmission, or otherwise use of photographs, images, and/or video taken of my child for use in materials that include, but may not be limited to, printed materials such as brochures and newsletters, videos, and digital images such as those on the Laurel Highland Futbol Club website.

Deny permission to use my child's image at all.

Grant permission to use my child's image for unrestricted usage: I give unrestricted permission for my child's image to be used in print, video, and digital media. I agree that these images may be used by Laurel Highland Futbol Club for a variety of purposes and that these images may be used without further notifying me.

**SIGNATURE OF PARENT/GUARDIAN:**

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**DATE:** \_\_\_\_\_