



Safety

While it is not possible to eliminate all the risks involved in playing, coaching or administering youth soccer, Indiana Fire Juniors (the "**Club**"), is committed to eliminating the risk of child abuse and eliminating or reducing the risk of physical injuries in its soccer programs. The Club has made the development of a comprehensive child safety program a priority. Any questions or inquiries about the program should be directed to your age group director of coaching. The following is a summary of the Safety Program (this "**Safety Program**").

I. Statement of Policy with respect to Child Abuse/Endangerment.

The Club will not knowingly allow contact between any child or youth participant in its soccer programs (each, a "**Participant**") and (a) any person with a history of molestation, sexual abuse, exploitation, physical abuse or any other "crimes against a minor" (which shall include, but shall not be limited to, (i) child neglect, harassment, child abandonment or kidnapping, (ii) violation of any restraining order involving a minor, and/or (iii) the provision of alcohol or illegal drugs to a minor) (collectively, "**Crimes Against a Minor**"), and/or (b) any person who has any other record or history of behavior that would create a risk of harm to any Participant.

II. Applicability.

The policies set forth in this Safety Program will apply to all Club employees, contractors and volunteers, including, without limitation, all coaches, trainers and assistant coaches and administrative staff (collectively and individually, "**Staff**").

III. Safety Program.

This Safety Program will consist of the following parts:

1. Establishing written guidelines and disclosure forms for screening all Staff who have contact with Participants.
2. Establishing guidelines for appropriate behavior for all Staff who have contact with Participants.
3. Helping Staff identify, prevent, stop and report child abuse and endangerment.

IV. Screening of Staff.

All Staff must complete a State approved background check prior to commencing any work or volunteer activities with the Club and on a semi-annual basis thereafter to be eligible to work with or volunteer for the Club. In addition, all Staff must complete an updated Disclosure Form if and to the extent that any changes in facts or circumstances make any statement made by any such Staff in any Disclosure Form untrue, incomplete or inaccurate in any respect. Additionally, all Staff must consent to a background check. In furtherance of the prevention of child abuse and endangerment, the Club will conduct a criminal background check on all Staff.

If the information obtained from the Disclosure Statement, criminal background check or any other reliable source requires further investigation, the Club may or will do the following:

1. Notify the individual in writing of potential adverse action.
2. Provide the individual a copy of the information which appears to make him/her ineligible.
3. Provide the individual an opportunity to dispute the accuracy or relevancy of the information and/or provide any other relevant information.
4. Inform the individual of the decision regarding eligibility with the Club.

The Club will have the sole discretion to determine whether any individual is permitted to work or volunteer within the Club and its programs.

The Club reserves the right to remove any Staff from child contact responsibilities pending the determination of eligibility under this Safety Program.

Every coach or trainer must have an active registration with Indiana Soccer Association.

V. Guidelines for Behavior.

1. Avoiding Physical Contact.

- All Staff must be aware that physical contact can be misinterpreted.

- Physical contact should be limited to that which is absolutely necessary to teach a skill, treat an injury, or console or congratulate a Participant.
- Physical intimidation, physical punishment or threatening a Participant with physical harm are not appropriate behaviors and will not be tolerated at any time.

2. Improper Language.

- Staff should model good communication skills.
- Offensive or vulgar language or gestures by Staff is prohibited. Staff should model good communication skills.
- Language that is denigrating in nature, content or tone, or refers to one's gender, race, national origin, disability, sexual orientation, economic status, political affiliation or religion is prohibited.

3. Hazing.

- Verbal or physical hazing of any Participant or any type of initiation to a club or team is prohibited.

4. Avoiding Alcohol, Tobacco and Illegal Drugs.

- Staff must be diligent in preventing Participants from having access to and consuming alcohol, tobacco and illegal drugs.
- Staff may not allow Participants to possess or consume alcohol, tobacco or illegal drugs in a foreign country even if the law of that country allows for the possession of alcohol, tobacco or illegal drugs by minors.
- Staff should confiscate alcohol, tobacco and illegal drugs when they learn that Participants are in possession of and/or consuming alcohol, tobacco and/or illegal drugs.

5. Team Curfews.

- When traveling, Staff must enforce curfews and prevent Participants from leaving hotel and/or lodging facilities without the consent of Staff.

6. Prohibition of Sexual Contact and Sexual Abuse.

- Child abuse is prohibited. Child abuse can generally be divided into four different types. The four different types are (1) physical abuse, (2) emotional abuse, (3) sexual abuse and (4) neglect.
 1. Physical abuse is any non-accidental injury to a child. It is often caused by an action or omission of a caregiver. Injuries include bruises, welts, cuts, fractures, burns or internal injuries. Physical abuse can be one or two isolated incidents or it can occur over a prolonged period of time.
 2. Emotional abuse includes all acts that result in the child's sense of "self" being seriously impaired. This type of behavior can include demeaning remarks, rejecting the child, ignoring or isolating the child, name calling or telling the child that he/she is not a good person or athlete.
 3. Neglect occurs when caregivers fail to provide basic needs, such as adequate food, sleep, safety, supervision, clothing or medical treatment.
 4. Sexual abuse is any sexual activity between a child and an adult, or between children, when unequal distribution of power exists, such as when one person is significantly older or physically larger than the other.

Sexual abuse and/or contact of any sexual nature between Staff and any Participant is strictly prohibited.

7. Reporting of Sexual Abuse.

- Suspected instances of child abuse are extremely sensitive in nature. A great deal of care should be exercised in reporting suspected cases of child abuse. Because of the serious consequences of child abuse, it is the position of the Club to report child/minor abuse if it is suspected. Since abuse can be difficult to identify without the proper training, please do not discuss a case of abuse or suspected abuse with anyone except the proper individuals or authorities.
- If abuse is suspected, please contact your age group director of coaching, provided that if a child/minor is in imminent danger and immediate assistance is believed to be necessary, contact the local police department. Local police departments have the expertise to handle an emergency or crisis situation involving children.

8. Avoiding One-On-One Contact.

- Staff should not spend time or socialize alone with Participants.
- Any Staff member in a one-on-one situation with a Participant is generally considered inappropriate and should be avoided. However, talking to a Participant away from other Participants for additional instruction in plain view of other Participants or Staff is an exception to this rule. However, such one-on-one instruction should be kept to a minimum and should be avoided.
- Another exception would be if a Participant was the last one waiting for a ride home from practice. Staff should not leave the Participant until the Participant's parent/guardian or ride home has arrived.

- Staff must never be alone with a Participant in a hotel room or in a locker room, shower or changing facility. If showering or changing room facilities are available, schedules should be made such that Staff and Participants have access and use of such facilities at different times.

9. Health and Well Being.

- Staff is responsible for Participants' health while at practices, scrimmages, games and other Club activities and events.
- Staff should be generally aware of any allergies or serious medical conditions that have been documented by Participant's parent and/or guardian, as well as the documented response to any allergic reaction and/or medical condition.
- Staff should be aware of any documented mental health conditions and the appropriate response to any such condition.
- Staff should have electronic access to Participant's medical release forms and any medical kits (asthma inhalers, epi-pens, etc.) with them at all times.
- Staff should have an emergency plan in place so that if someone is hurt in practice or a game, Staff knows who to call, where emergency personnel might take the injured party, and how to contact family members or emergency contacts.
- Any head injuries resulting in dizziness, disorientation, loss of consciousness or memory loss will result in a Participant's removal from the remainder of the practice, scrimmage or game. Additionally, any head injuries which result in the above symptoms must be documented on a medical form and the injury must be immediately communicated to the Participant's parent, guardian or emergency contact.
- Staff will be trained to recognize signs of head trauma (concussions), and if a Participant does not immediately regain consciousness after a head injury, Staff will contact emergency personnel immediately.
- Any bleeding that occurs must be administered to with latex gloves and properly sterilized bandages. All bleeding must be stopped prior to the Participant re-entering a practice, scrimmage or game. Any bandages, uniforms or other items that have come in contact with blood must be properly cleaned and/or disposed of.
- Staff and/or adults transporting Participants must model safe driving techniques and enforce seatbelt use for all vehicle occupants.
- Staff and/or adults should not transport Participants if they have been charged and/or convicted of reckless driving.
- Participants should never drive other Participants except with the written permission from the other Participant's or Participants' parent/guardian.

10. Weather Conditions.

- The conditions of the field and goals must be conducive to safe play. Weather conditions must also be reasonably safe from lightning or extreme temperatures.
- If lightning or hail is observed within the vicinity of any Club practice, scrimmage or game, Staff should suspend and/or terminate the practice, scrimmage or game and remove Participants to a safe location.
- If the heat index exceeds 90 degrees Fahrenheit during any Club practice, scrimmage or game, Staff should suspend the practice, scrimmage or game every 15 minutes and take Participants to a shaded area (if possible) and provide them with water.
- Staff will be trained to recognize signs of heat stroke and must immediately contact emergency services if a Participant suffers from heat stroke.

11. Consequences for Violations.

- Any violation of this Safety Program will subject the relevant Staff to sanctions which may or will include fines, suspensions and/or release from association with the Club, at the sole discretion of the Club.
- Appropriate legal authorities may also be notified based upon the nature of the violation.
- Any person witnessing a violation of this Safety Program should report the incident by contacting your age group director of coaching.

The Club reserves the right to amend, modify or otherwise supplement this Safety Program from time to time in the Club's sole discretion.