



# **MILLARD UNITED SPORTS ABUSE PREVENTION POLICIES & PROCEDURES**

Developed by:





## INDEMNITY STATEMENT

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**No system can guarantee prevention of abuse. This information is not legal advice, either expressed or implied. Consultation with qualified legal counsel is recommended.**

When all recommendations are implemented and maintained, a risk for abuse *continues* to exist, as the problem of abuse is pervasive and no system to date can assure complete safety.



## Code of Conduct

*The following policies are intended to assist staff and volunteers in making decisions about interactions with youth. For clarification of any guideline or to inquire about behaviors not addressed here, contact us at 402.894.1331 or [reportaconcern@millardunited.com](mailto:reportaconcern@millardunited.com).*

Millard United Sports provides the highest quality services available to our youth. Our commitment is to create an environment for youth that is safe, nurturing, empowering, and which promotes growth and success for the youth who participate in our Organization. Any type of abuse will not be tolerated and will result in immediate dismissal from Millard United Sports. Millard United Sports will fully cooperate with authorities if allegations of abuse are made and investigated.

The Code of Conduct outlines specific expectations of Millard United Sports staff and volunteers as we strive to accomplish our mission together.

1. Youth will be treated with respect at all times.
2. Youth will be treated fairly regardless of race, sex, age, or religion.
3. Staff and volunteers will not swear or tell off-color jokes.
4. Staff and volunteers are prohibited from having outside contact with youth unless approved by Organization administration.
5. Staff and volunteers will not discuss their sexual encounters with or around youth or in any way involve youth in their personal problems or issues.
6. Staff and volunteers will not date or become romantically involved with youth.
7. Staff and volunteers will abide the alcohol and tobacco policy as outlined in the Coach Registration and on the Millard United website.
8. Staff and volunteers will not have sexually oriented materials, including printed or internet pornography, in the presence of youth.
9. Staff and volunteers will not have secrets with youth.
10. Staff and volunteers will dress conservatively in the appropriate uniform and avoid wearing provocative and revealing attire including midriiffs, halter tops, short shorts, or short skirts.
11. Staff and volunteers will not stare or comment on the youth's bodies.
12. Staff and volunteers will adhere to uniform standards of affection as outlined in this document.



13. Staff and volunteers will avoid affection with youth that cannot be observed by others.
14. Staff and volunteers will not engage in inappropriate electronic communication with youth. All communications with youth must include the entire team and/or the parents of the youth.
15. Staff and volunteers are prohibited from working one-on-one with youth in a private setting. Staff and volunteers will use common areas when working with individual youth.
16. Staff and volunteers shall not abuse youth in anyway including the following:
  1. *Physical abuse*: hitting, spanking, shaking, slapping, unnecessary restraints
  11. *Verbal abuse*: degrade, threaten, cursing
  111. *Sexual abuse*: inappropriate touch, exposing oneself, sexually oriented conversations
  - 1v. *Mental abuse*: shaming, humiliation, cruelty
  - v. *Neglect*: withholding food, water, shelter
17. Youth are prohibited from engaging in the following:
  1. *Hazing*
  11. *Bullying*
  111. *Derogatory name-calling*
  - 1v. *Games of Truth or Dare*
  - v. *Ridicule or humiliation*
18. Staff and volunteers who work at the Organization may not have engaged in or been accused or convicted of child abuse, indecency with a child, or injury to a child.
19. Staff and volunteers will report concerns or complaints about other Organization staff and volunteers, other adults, or youth to the Millard United Sports office at 402.894.1331 or via email to [reportaconcern@millardunited.com](mailto:reportaconcern@millardunited.com).