

The California State Soccer Association-South

Athlete and Participant Protection Policy



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Table of Contents

Introduction.....	3
I. General Definitions.....	4
A. Covered Personnel	4
B. Program Administrators.....	4
C. Affiliate Members, Special Members and Partner Members.....	4
D. Facilities.....	4
E. Local Affiliated Organization (LAO)	5
F. National Governing Board (NGB)	5
G. Program.....	5
H. Youth	5
II. Prohibited Conduct Policy	6
A. Child Sexual Abuse	6
B. Sexual Misconduct	6
C. Sexual Harassment	6
D. Emotional Misconduct	7
E. Physical Misconduct.....	7
F. Harassment	7
G. Racial, Religious, or National Origin Harassment.....	8
H. Bullying.....	8
I. Hazing	9
III. Screening	10
IV. Training	11
V. Reporting.....	12
VI Prevention Policies: Limiting One-on-One Interactions Between Program Administrators and Youth	15
A. One-on-One Interactions	15
B. Massages and Other Athletic Training Interactions	16
C. Electronic Communication and Social Networking Policy	17
D. Policy for Bathrooms, Locker Rooms, and Changing Areas.....	17
E. Local Travel.....	18
F. Team Travel.....	19

VII. Enforcement.....19

Introduction

The California State Soccer Association – South (Cal South) is committed to the well-being, safety, and protection of all Youth amateur athletes in its programs. Cal South’s Athlete and Participant Protection Policy (“Policy”) establishes Cal South’s rules and minimum standards to ensure youth protection for any amateur youth programs operated by Cal South or its Affiliate Members, Special Members and when warranted Partner Member. Specifically, this Policy addresses the minimum screening, training, supervision, and reporting requirements, as well as oversight and compliance with this Policy.

Notably, this Policy is designed to incorporate federal legal requirements imposed by the Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017 (“Safe Sport Act”). The Safe Sport Act, which was enacted in 2018 in response to numerous cases of abuse in youth sports organizations, creates new federal obligations for amateur youth sports organizations that participate in international or interstate competition. Under the Safe Sport Act, such organizations are now required to:

- A. ensure that adults report suspicions of abuse to appropriate enforcement agencies within twenty-four hours;
- B. ensure that adults in regular contact with minors (Youth) complete consistent training on the prevention and reporting of child abuse;
- C. establish reasonable procedures to limit one-on-one interactions between minors (Youth) and adults; and
- D. prohibit retaliation.

This Policy is designed to, among other things, help Cal South and its Affiliate Members, Special Members and when warranted Partner Members ensure that all programs are in compliance with the applicable law. Affiliates and their programs are welcome to institute any supplemental protections to those outlined in this Policy, to the extent that any such supplemental measures are permitted by applicable law and would not interfere with or undermine the protections outlined in this Policy.

Additionally, this Policy is designed to help Cal South and its Affiliate Members, Special Members and when warranted Partner Members ensure that all programs are in compliance with the U.S. Soccer Federation Safe Soccer Framework and the U.S. Soccer Bylaw 212 policies, including Policy 212-3 *Athlete and Participant Safety Policy* approved by the U.S. Soccer Federation National Board on October 19, 2018.

This Policy does not supersede any stricter standards set by Cal South, or any local, state, or federal applicable laws that apply to supervision of and interaction with Youth. Compliance with this Policy does not eliminate or absolve performance of any additional requirements outlined in other federal, state, or local applicable laws, or by Cal South. Cal South and its Affiliate Members, Special Members and when warranted Partner Members must comply with all requirements set forth in this Policy, as well as all requirements under the SafeSport Act, and all requirements set forth in the U.S. Soccer Federation Safe Soccer Framework.

I. General Definitions

For the purposes of this Policy, the following terms are defined as follows:

A. Covered Personnel

Covered Personnel are defined as Adults authorized by Cal South or it's Affiliate Members, Special Members or Partner Members to have regular contact with or authority over an amateur athlete who is a minor (Youth), including, but not limited to: Head Coaches; Assistant Coaches; Managers; Administrators; and any other team volunteer; as well as Referees, Cal South Staff, and Athletic Trainers. The differentiating requirement between the Covered Personnel versus the Program Administrators is that the Covered Personnel are held to a mandatory reporting requirement as documented in the Reporting section V.

B. Program Administrators

Program Administrator includes Covered Personnel as defined in (A) above and, League/Club: Administrators, Board of Directors, Trainers/Camp Organizers, League/Club Volunteers, Tournament Directors (Inclusive of Independent Tournament Directors), Tournament Volunteers, and anyone else that has an official capacity within Cal South, it's Affiliate Members, Special Members or Partner Members.

Program Administrators also includes U.S. Center for Safe Sport "Participant" defined as:

Any individual who is seeking to be, currently is, or was at the time of the alleged Code violation: a member (Program Administrator) or license holder of a National Governing Body (U.S. Soccer), Local Affiliated Organization (Cal South and Affiliate Members) or United States Olympic Committee (USOC); an employee of a National Governing Body (NGB), Local Affiliated Organization (LAO) or USOC; within the governance or disciplinary jurisdiction of a NGB, LAO or USOC; or authorized, approved or appointed by a NGB, LAO, or USOC to have regular contact with Minor Athletes (Youth).

C. Affiliate Members, Special Members and Partner Members

For purposes of this Policy, Affiliate Members, Special Members and Partner Members are defined by Cal South Bylaws.

D. Facilities

Facilities include any place where games, practices, or therapy occurs. Examples include, but not limited to: schools and sport complexes.

E. Local Affiliated Organization (LAO)

A regional, state or local club or organization that is directly affiliated with a National Governing Body (NGB) or that is affiliated with an NGB by its direct affiliation with a regional or state affiliate of said NGB. LAO does not include a regional, state, or local club or organization that is only a member of a National Member Organization of an NGB.

F. National Governing Board (NGB)

A U.S. Olympic National Governing Body, Pan American Sport Organization, or Paralympic Sport Organization recognized by the United States Olympic Committee pursuant to the Ted Stevens Olympic and Amateur Sports Act, 36 U.S.C. §§ 220501, et seq.. This definition shall also apply to the United States Olympic Committee (USOC), or other sports entity approved by the USOC, when they have assumed responsibility for the management and/or governance of a sport included on the program of the Olympic, Paralympic, or Pan-American Games. This would include any organization, member of that organization (Affiliate Member), or Participant (Program Administrator or Youth) that has subjected itself to the jurisdiction of the Center.

G. Program

“Program” is defined in this Policy as any activity, event, tournament, or other interaction involving Youth, including programs sponsored, sanctioned or operated in whole or in part by Cal South and programs operating under Cal South’s name. This includes activity operated by Cal South Affiliate Members.

H. Youth

“Youth” is any individual under the age of 18 who participates in a Cal South program as that term is defined in this Policy. For purposes of this Policy, “Youth” also includes person under the age of 18 who is employed by, interns with, or volunteers for, Cal South or our Affiliate Members in any capacity. This definition includes Referees under the Age of 18.

II. Prohibited Conduct Policy

This Policy applies to all Cal South Program Administrators and Youth.

Cal South will not tolerate the mistreatment or abuse of Youth in its programs. Any mistreatment or abuse by a Program Administrator or Youth will result in disciplinary action, up to and including termination of service, and/or membership

Cal South is committed to maintaining a participation environment that is free from all forms of harassment, discrimination, intimidation, sexual abuse, sexual misconduct, emotional misconduct, physical misconduct, bullying and hazing.

A. Child Sexual Abuse

Any sexual activity with a Youth is prohibited. This includes, but not limited to, sexual contact with a Youth that is accomplished by deception, manipulation, force or threat of force, regardless of the age of the individuals, and all sexual interactions between an adult and a Youth, regardless of whether there is deception, or the Youth understands the sexual nature of the activity.

B. Sexual Misconduct

Any sexual interaction between a Youth and a Program Administrator or another Youth with evaluative, direct or indirect authority is prohibited. Such relationships involve an imbalance of power and are likely to impair judgment or be exploitative. This section does not apply to a pre-existing relationship between two spouses or life partners.

C. Sexual Harassment

Unwelcome sexual advances, requests for sexual favors, and other verbal, written, or physical conduct of a sexual nature is prohibited. Such conduct constitutes sexual harassment when:

- submission to such conduct is made either explicitly or implicitly a term or condition of the individual's participation;
- submission to or rejection of such conduct by an individual is used as the basis for a participation decision affecting that individual; or such conduct has the purpose or effect of unreasonably interfering with an individual's participation performance and creating an intimidating, hostile, or offensive participation environment.

Sexual harassment may involve individuals of the same or different gender.

Examples of conduct which may constitute sexual harassment and are prohibited by this Policy include, but are not limited to:

- unnecessary touching, patting, hugging, pinching, or brushing against a person's body;
- staring, ogling, leering, or whistling at a person;
- continued or repeated verbal abuse of a sexual nature;

- sexually explicit statements, sexual flirtations, advances, propositions, subtle pressure for sexual activity, comments, questions, jokes, or anecdotes;
- graphic or degrading comments about a person's clothing, body or sexual activity;
- sexually suggestive objects, cartoons, posters, calendars, or pictures.;
- suggestive or obscene letters notes or invitations;
- harassing use of electronic mail, electronic or instant messaging, or telephone communication systems; or
- other physical or verbal conduct of a sexual nature.

Cal South prohibits Program Administrators and Youth from threatening or insinuating, either explicitly or implicitly, that submission to or rejection of sexual advances will in any way influence any decision regarding that Program Administrator or Youth duties, advancement, evaluation, development, or any other condition of participation.

D. Emotional Misconduct

Emotional misconduct in all forms is prohibited. Emotional misconduct is a pattern of deliberate, non-contact behavior that has the potential to cause emotional or psychological harm to another person. Non-contact behaviors include verbal acts, physical acts, or acts that deny attention or support; or any act or conduct described as emotional abuse or misconduct under federal or state applicable law (e.g. child abuse, child neglect). Emotional misconduct does not include professionally accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline or improving athletic performance.

E. Physical Misconduct

Physical misconduct in all forms is prohibited. Physical misconduct is defined as contact or non-contact conduct that results in, or reasonably threatens to, cause physical harm to another person; or any act or conduct described as physical abuse or misconduct under federal or state applicable law (e.g. child abuse, child neglect, assault). Physical misconduct does not include professionally- accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline or improving athletic performance. For example, hitting and punching are well-regulated forms of contact in combat sports but have no place in soccer.

F. Harassment

Harassment is repeated and/or severe conduct that (a) causes fear, humiliation or annoyance, (b) offends or degrades, (c) creates a hostile environment, or (d) reflects discriminatory bias in an attempt to establish dominance, superiority or power over an individual or group based on age, race, ethnicity, culture, religion, national origin, or mental or physical disability; or (e) any act or conduct described as harassment under applicable federal or California state law. Whether conduct is harassing depends on the totality of the circumstances, including the nature, frequency, intensity, location, context and duration of the behavior.

Conduct may not rise to the level of Harassment if it is merely rude (inadvertently saying or doing something hurtful), mean (purposely saying or doing something hurtful, but not as part of a pattern of behavior), or arising from conflict or struggle view and/or positions. Harassment does not include professionally accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline, or improved Athlete performance.

G. Racial, Religious, or National Origin Harassment

Racial, religious, or national origin harassment is expressly prohibited by Cal South. Racial, religious, or national origin harassment includes any verbal, written, or physical act in which race, religion, or national origin is used or implied in a manner which would make a reasonable person uncomfortable. Examples of race, religious or national origin harassment may include, but are not limited to:

- jokes, which include reference to race, religion, or national origin;
- the display or use of objects or pictures which adversely reflect on a person's race, religion, or national origin; or
- use of pejorative or demeaning language regarding a person's race, religion, or national origin.

H. Bullying

Intentional, persistent and repeated pattern of committing or willfully tolerating physical and non-physical behaviors that are intended, or have the reasonable potential, to cause fear, humiliation or physical harm in an attempt to socially exclude, diminish or isolate the targeted Youth. Bullying does not include group or team behaviors that (a) are meant to establish normative team behaviors, or (b) promote team cohesion. Bullying can take on various forms, including:

- Physical bullying – when one person engages in physical force against another person, such as by hitting, punching, pushing, kicking, pinching, or restraining another.
- Verbal bullying – when someone uses their words to hurt another, such as by belittling or calling another hurtful names.
- Nonverbal or relational bullying – when one person manipulates a relationship or desired relationship to harm another person. This includes social exclusion, friendship manipulation, or gossip. This type of bullying also includes intimidating another person by using gestures.
- Cyberbullying – the intentional and overt act of aggression toward another person by way of any technological tool, such as email, instant messages, text messages, digital pictures or images, or website postings (including blogs). Cyberbullying can involve:
 1. Sending mean, vulgar, or threatening messages or images;
 2. Posting sensitive, private information about another person;
 3. Pretending to be someone else in order to make that person look bad; and

4. Intentionally excluding someone from an online group.
 - Sexualized bullying – when bullying involves behaviors that are sexual in nature. Examples of sexualized bullying behaviors include sexting, bullying that involves exposures of private body parts, and verbal bullying involving sexualized language or innuendos.

Anyone who sees an act of bullying, and who then encourages it, is engaging in bullying. This Policy applies to all Youth, and Program Administrators.

I. Hazing

Coercing, requiring, forcing or willfully tolerating any humiliating, unwelcome or dangerous activity that serves as a condition for (a) joining a group or (b) being socially accepted by a group's members are prohibited. Hazing does not include group or team activities that (a) are meant to establish normative team behaviors or (b) promote team cohesion.

III. Screening

Cal South and its Affiliate Members, Special Members, and Partner Members must adhere to screening criteria required by Cal South, as well as by U.S. Soccer Federation. All requirements must be completed before a Program Administrator is authorized to interact with Youth.

Every Program Administrator must be screened in the manner required under this Policy regardless of previous employment or volunteer experience with Cal South. Cal South reserves the right to repeat background screening any time after employment or volunteer services have begun. Screening of criminal history may be expanded to include but not limited to national criminal history background checks as necessary.

Youth (including Referees) that turn 18 must be screened within 90 days after turning 18. This includes Youth players and Referees becoming 18 during the calendar year. If the player or Referee does not satisfy the screening conditions below they will not be allowed to participate in any Cal South sanctioned organization and/or programs.

Screening of Program Administrators will include:

- A. California Department of Justice (CA DOJ) criminal history check requiring Livescan fingerprinting
- B. The following “checks” will be performed by Cal South Staff
 - a. A check against U.S. Youth Soccer’s suspension database; (Task performed by Cal South Staff)
 - b. A check against U.S. Soccer’s disqualification list; (Task performed by Cal South Staff)
 - c. A check against SafeSport disciplinary records available at www.safesport.org; (Task performed by Cal South Staff).

IV. Training

Program Administrators must successfully complete the U.S. Center for SafeSport training every year and subject to parental consent Youth will be offered training.

To comply with U.S. Soccer's Policy 212-3 Cal South's minimum training policy is:

A. Initial Training for Program Administrators: Core U.S. Center for SafeSport Training:

- Before regular contact with a Youth.
- Youth (including Referees) that turn 18 must comply with training on or before their 18th birthday. This includes Youth players and Referees becoming 18 during the calendar year. If the player or Referee does not satisfy the Training conditions, they will not be allowed to participate in any Cal South sanctioned organization and/or programs.

B. Refresher Course(s) for Program Administrators:

- A refresher course is required on an annual basis effective the calendar year following the completion of the initial training, and prior to team assignment each seasonal year (September 1).

C. Optional training for Youth, subject to parental consent offered annually:

- U.S. Center for SafeSport's Youth training for prevention of child abuse.

V. Reporting

Cal South is dedicated to maintaining zero tolerance for Prohibited Conduct. As such, it is imperative that everyone actively participates in the protection of Youth. Cal South encourages everyone to report Safesport Code violations and stresses that Covered Personnel are mandatory reporters per applicable state and federal law.

If you suspect child abuse, report it to law enforcement within 24 hours

Under the SafeSport Act, the reporting obligation is triggered when a mandatory reporter becomes aware of "facts that give reason to suspect" a Youth has suffered an incident of child abuse. Child abuse includes physical or mental injury, sexual abuse or exploitation, or negligent treatment of a child. Sexual Abuse is defined to include the employment, use, persuasion, inducement, enticement, or coercion of a child to engage in, or assist another person to engage in, sexually explicit conduct or the rape, molestation, prostitution, or other form of sexual exploitation of children or incest with children. Mental Injury means harm to a child's psychological or intellectual functioning which may be exhibited by severe anxiety, depression, withdrawal or outward aggressive behavior, or a combination of those behaviors, which may be demonstrated by a change in behavior, emotional response or cognition.

The SafeSport Act also includes qualified immunity for good faith reports. U.S. Soccer urges all mandatory reporters to refrain from judging or evaluating the credibility of such allegations- leave that to law enforcement.

Failure to promptly report suspected child abuse to law enforcement authorities may constitute a violation of applicable state and/or federal law and, in any event, will be deemed a violation of U.S. Soccer's SafeSport Framework.

The definition of mandatory reporter now includes any "adult who is authorized, by a national governing body (U.S. Soccer), a member of a national governing body (Cal South), or an amateur sports organization (Cal South Affiliate Members) that participates in interstate or international amateur athletic competition, to interact with a minor (Youth) or amateur athlete at an amateur sports organization facility or at any event sanctioned by a national governing body, a member of a national governing body, or such an amateur sports organization."

In addition to the obligation to report to law enforcement pursuant to the SafeSport Act, Covered Personnel are charged with reporting to U.S. Center for SafeSport and/or Cal South. Reports made to Cal South involving the Center's jurisdiction will be promptly forwarded to the Center for Safe Sport.

The obligation to report by the Program Administrators is not always satisfied by making an initial report. Covered Personnel are required to report supplemental information of which he or she becomes aware that may be relevant to a pending investigation.

1. Suspect Child Abuse
2. Receive a report of Child Abuse



1. Report to Law Enforcement within 24 hours
2. Report to U.S. Center for SafeSport
3. Report to Cal South



1. Cal South will assist with reporting to U.S. Center for SafeSport if needed.
2. Cal South will inform Affiliate Member Risk Management contact of any reports remanded back to Cal South from the U.S. Center for SafeSport.

Importantly, civil or criminal statutes of limitations do not affect or negate the obligation of Covered Personnel to report possible sexual misconduct to the U.S. Center for SafeSport. Misconduct should be reported, regardless of when it occurred.

Reports may be made to the Center for SafeSport, including on an anonymous basis, by visiting www.safesport.org and selecting the "Report a Concern" link, or by calling (720) 531-0340.

Reports to the U.S. Center for SafeSport falling within the Center's subject matter jurisdiction will be handled in accordance with the Safe Sport Code and the SafeSport Practices and Procedures available on www.safesport.org.

Type of conduct	Enforcement authority	Who to report to*
Sexual misconduct	U.S. Center for SafeSport-Response & Resolution Office (exclusive authority)	U.S. Center for SafeSport-Response & Resolution Office www.safesport.org (720)531-0340
Other misconduct-emotional and physical misconduct	Cal South	Cal South https://calsouth.com/safesport (714) 451-1522
Other misconduct-proactive policies (e.g., travel policies)	Cal South	Cal South https://calsouth.com/safesport (714) 451-1522

*If conduct could also constitute child abuse and neglect, it should be reported to appropriate law enforcement authorities.

1. Preventive - Limiting One-on-One Interactions policy violations
2. Screening and Training policy violations



1. Report to Cal South
<https://calsouth.com/safesport> or
(714) 451-1522



1. Cal South will investigate
2. Cal South will contact Affiliate Member

You may always raise a concern to coaches, referees, team administrators, Affiliate Members and Cal South. In addition, we encourage you to use the Cal South's Integrity Hotline:

<https://calsouth.com/safesport> or (714) 451-1522

Reports submitted to this Integrity Hotline will be handled as promptly and discreetly, with facts made available only to those who need to investigate and resolve the matter.

Cal South is committed to safeguarding the confidentiality of individuals who submit reports. In the event Cal South receives a report of suspected child abuse triggering a reporting obligation under the Cal South Athlete and

Participant Protection Policy and applicable federal law, we will make the report directly and/or work with you to make the report.

VI Prevention Policies: Limiting One-on-One Interactions Between Program Administrators and Youth

The following Preventive Policies are designed to limit One-on-One interactions between Program Administrators and Youth. Research shows that the majority of child sexual abuse is perpetuated in isolated, one-on-one situations. By limiting One-on-One interactions Cal South's intent is to reduce the risk of child sexual abuse and any other Prohibited Conduct.

Youth athletes who become adult athletes

A Youth athlete that reaches the age of majority may not be subject to Prevention Policies in their capacity as an athlete, and when interacting with Youth participants who are 16 or older. Prevention Policies must be in effect when this now age of majority athlete interacts with Youth athletes 15 or younger. Should a Youth athlete reach the age of majority and then obtain a position that presents a potential power imbalance, such as becoming a coach, the individual is subject to the Policy.

A. One-on-One Interactions

Observable and interruptible

- One-on-one interactions between Youth and a Program Administrator (who is not the Youth's legal guardian) are permitted, if they occur at an observable and interruptible distance by another adult.
- Isolated, one-on-one interactions between Youth and Program Administrator (who is not the Youth's legal guardian) are prohibited, except under emergency circumstances.

Meetings

- Meetings between Program Administrators and Youth may only occur if another adult is present, except under emergency circumstances. Such meetings must occur where interactions can be easily observed and at an interruptible distance from another adult.
- If a one-on-one meeting takes place in an office, the door to the office must remain unlocked and open. If available, it will occur in an office that (if available) has windows, with the windows, blinds, and/or curtains remaining open during the meeting.

Meetings with mental health care professionals

- If a mental health care professional meets with Youth at facilities under the jurisdiction of Cal South, Cal South Affiliate Members, Special Members and when warranted Partner Members, a closed-door meeting may be permitted to protect patient privacy - provided that (1) the door remains unlocked, (2) another adult is present at the facility, (3) the other adult is advised that a closed-door meeting is occurring, and (4) written legal guardian consent is obtained by the mental health care professional, with a copy provided to Cal South.

Individual training sessions

- Individual training sessions between Program Administrators and Youth are permitted if the training session is observable and interruptible by another adult. The Program Administrator must obtain the written permission of the Youth's legal guardian in advance of the individual training session. Parents, guardians, and other caretakers must be allowed to observe the training session.
- Permission for individual training sessions must be obtained at least every six months.

B. Massages and Other Athletic Training Interactions

Any massage or other athletic training therapy or modality must be provided by a non-coach licensed athletic trainer or other certified professional. Even if a coach is a licensed massage therapist, the coach shall not perform a rubdown or massage of an athlete under any circumstances.

Any massage or rubdown performed at Cal South facilities, events, and training/competition venues must be conducted in open and interruptible locations. Any massage of a Youth must be done with at least one other Program Administrator present, or with the Youth's legal guardian present, and must never be done with only the Youth and licensed massage therapist in the room.

Icing and taping, though not limited to certified professionals, should be performed in open, public areas where possible, without compromising an athlete's privacy.

Icing and taping near the intimate areas of the body is not permitted by a non-licensed medical professional and may never be done with only the Youth and the professional alone in the room.

C. Electronic Communication and Social Networking

All electronic communication between Program Administrators and Youth must be professional in nature.

- Open and Transparent
 - If a Program Administrator needs to communicate directly with Youth via electronic communications, another adult or the Youth's legal guardian shall be copied on the communication.
 - If a Youth initiates communication with a Program Administrator privately, the Program Administrator should respond to the Youth with a copy to another Program Administrator or the Youth's legal guardian.
 - a Program Administrator communicating electronically to the entire team will copy another Program Administrator.
 - Youth may "friend" official organization social media pages.
- Prohibited Electronic Communications
 - Program Administrators are not permitted to communicate privately via electronic communications with Youth, except under emergency circumstances.
 - Program Administrators are not permitted to send private messages, instant messages, direct messages, or send photos via Snapchat or Instagram to Youth.
 - Program Administrators are not permitted to maintain social media connections with Youth; such adults are not permitted to accept new personal page requests on social media platforms from Youth and existing social media connections with Youth shall be discontinued.
 - Athletes who are Youths are not allowed to send friend requests or otherwise ask to follow or gain access to individual pages/accounts for Program Administrator.
- Requests to Discontinue
 - Legal guardians may request in writing that their child not be contacted through any form of electronic communication by Cal South or by a Cal South Program Administrator. Cal South will abide by any such request that their child not be contacted via electronic communication, absent emergency circumstances.

D. Locker Rooms, Rest Rooms and Changing Areas

Use of Recording Devices

- Use of any device's (including cell phone) recording capabilities, including voice recording, still cameras, and video cameras in locker rooms, bathrooms, changing areas, or similar spaces is prohibited. Exceptions may be made for media and championship celebrations, provided that such exceptions are approved by Cal South and/or the affiliate organization and two or more Program Administrators are present.

Undress

- Under no circumstances shall a Program Administrator or unrelated adult be undressed (disrobed or partial or full nudity where private body parts are exposed) in front of Youth.

Isolated one-on-one interactions

- At no time are Program Administrators or unrelated adult permitted to be alone with a Youth in a locker room, rest room, or changing area except under emergency circumstances.
- If Cal South or Affiliate Members, Special Members or Partner Members is using a facility that has access to a single set of such facilities, time will be designated for use by adults.

Monitoring

- Cal South, Affiliate Members, Special Members shall regularly and randomly monitor the use of locker rooms, rest rooms, and changing areas to ensure compliance with these policies.

Non-exclusive facility

- If Cal South, Affiliate Members, Special Members or Partner Members use a facility not under its jurisdiction (for e.g., training or competition or similar events) and the facility is used by multiple constituents, Prevention policies must be adhered to.

E. Local Travel

Transportation

- Program Administrators who are not also acting as a legal guardian shall not ride in a vehicle alone with an unrelated Youth, absent emergency circumstances, and may only drive with Youth if at least two Youth or another Program Administrator are present at all times. Exceptions to this must be approved in writing by the Youth's parent or legal guardian in advance of each local travel trip.

Shared or Carpool Travel Arrangement

- Parents or legal guardians are encouraged to pick up their Youth first and drop off their Youth last in any shared or carpool travel arrangement.

F. Team Travel

When only one Program Administrator and one Youth travel to a competition, the Youth must have his/her legal guardian's written permission in advance and for each competition to travel alone with the Program Administrator.

VII. Enforcement

This Policy will be implemented and strictly enforced by Cal South. Failure to comply will result in corrective and/or disciplinary action, up to and including dismissal from Cal South and exclusion from Cal South programs. As per current Risk Management and PAD procedures. Violations may also lead to civil or criminal liability.