

1 PART 1 - UNITED STATES ADULT SOCCER ASSOCIATION (USASA) SAFESPORT POLICY

Effective date January 1, 2022

1.1 This policy applies to all members of the USASA National Board of Directors (NBOD), USASA Regional Officers and USASA Employees (collectively "USASA Leaders").

1.2 Prohibited Conduct

USASA prohibits conduct that includes bullying, hazing, harassment (including sexual harassment), emotional misconduct, physical misconduct, and sexual misconduct, as those terms are defined by the U.S. Center for SafeSport. For a list of all the types of prohibited conduct, see the SafeSport Code at: <https://uscenterforsafesport.org/response-and-resolution/safesport-code/>.

1.3 Required Reporting of Prohibited Conduct

All USASA Leaders are mandatory reporters as defined in the Federal *Protecting Young Victims from Sexual Abuse and SafeSport Authorization Act of 2017* ("SafeSport Act"). Within 24 hours of observation any prohibited conduct, these mandatory reporters must report the incident to:

1.3.1 Local law enforcement

1.3.2 US Soccer hotline - <https://www.ussoccer.com/report-a-concern>

1.3.3 The Center for SafeSport at: <https://uscenterforsafesport.org/report-a-concern/>

1.4 Any individual member of USASA may also report prohibited conduct to the above listed organizations. Reports may be made anonymously and no fee or other cost is involved.

1.5 USASA Leaders are prohibited from retaliating against individuals making good faith reports of prohibited conduct.

1.6 Required Training and Background Screening for USASA Leaders

1.6.1 USASA Leaders must take the online SafeSport Trained Core training provided by the Center for Safe Sport. Thereafter USASA Leaders must take the annual online refresher SafeSport training or re-take the SafeSport Trained Core, in accordance with SafeSport policy.

1.6.2 All USASA Leaders must annually provide a copy of their certificate of training to the USASA Staff.

1.6.3 Background Screening - The USASA National office shall be responsible for conducting screenings for the individuals named in section 1.1.

2 PART 2 - SAFESPORT POLICY REQUIREMENTS FOR USASA ORGANIZATION MEMBERS

- 2.1 USASA Organization Members must formally adopt a SafeSport policy.
- 2.2 USASA shall assist Organization Members with policy templates for this purpose.
- 2.3 Part 1 of an Organization Member's SafeSport policy shall apply to the mandatory reporters within the Organization Member as defined under the SafeSport Act. These mandatory reporters include the Organization Member's employees, board members and members of standing committees.
- 2.4 Part 2 of an Organization Member's SafeSport policy shall apply to the members of that Organization Member.
- 2.5 Each USASA Organization Member shall assist its members in adopting similar SafeSport compliant policies.

3 PART 3 - SAFESPORT REQUIREMENTS FOR USASA AFFILIATED TEAMS

- 3.1 This policy applies to affiliated teams that register one or more players who are under 18 ("U18").
- 3.2 According to the SafeSport Act, persons who are 18 or older ("adults") who have close and continuing contact with persons who are U18 must take the following actions:
 - 3.2.1 One-on-one interactions between an adult and a U18 player on the team must be limited in accordance with the SafeSport Code (<https://uscenterforsafesport.org/response-and-resolution/safesport-code/>.)
 - 3.2.2 The adult players and staff on a team with one or more U18 players must maintain a current annual certificate of SafeSport Training.
 - 3.2.3 Background screening of each of the adult players and adult team staff members on such teams must be done once every three years.
- 3.3 Background Screening Requirements
 - 3.3.1 Screening Test 1: The adult's name must be checked against the sex offender registry in the relevant state, if such exists.
 - 3.3.2 Screening Test 2: The adult's name must be checked against the U.S. Soccer disqualification list at: <https://ussoccer.box.com/s/whfzcaetbyoho4tvhenr8pohldvu1op8>. The password for access is: V4@#+S{h9nCr
 - 3.3.3 Screening Test 3: The adult's name must be checked against the SafeSport Centralized Disciplinary Database available at: <https://uscenterforsafesport.org/response-and-resolution/centralized-disciplinary-database/>.

- 3.3.4 It shall be deemed a failure if the adult player or staff member is listed in the corresponding database or if the adult refuses to comply with the screening requirements.
- 3.3.5 An adult who fails Screening Test 1 and/or 2 may not participate in any way on a team with one or more U18 players.
- 3.3.6 An adult who fails Screening Test 3 and is listed by the Center for Safe Sport as ineligible or suspended must be removed from the team and may not participate on the team, in the league, State Association or the USASA in any way.
- 3.3.7 An adult who fails Screening Test 3 and is listed by the Center for Safe Sport as temporarily restricted or limited participation may possibly play for the team or serve as a staff member depending on the specific nature of the restrictions or limits. The USASA Organization Member handling the background screening would have to obtain the specifics for the restricted/limited adult from the Center for Safe Sport.

3.4 Enforcement Options

- 3.4.1 An affiliated team, league, State Association or other Organization Member of USASA may establish policy that prohibits the registration of U18 players.
- 3.4.2 USASA Organization Members that allow the registration of U18 players must establish a policy that determines the following:
 - 3.4.2.1 What member organization will perform the background screening and maintain a record of the results for adults registered with teams having one or more U18 player(s);
 - 3.4.2.2 What member organization will collect and maintain a file of applicable certificates of SafeSport training for these adults; and
 - 3.4.2.3 How the adjudication will be handled for a person who does not pass Screening Test 1 or 2 and how the associated records will be maintained.
- 3.4.3 Background screening adjudication decisions may be appealed in accordance with USASA and US Soccer Bylaws and policies.