



**OHIO NORTH YOUTH SOCCER ASSOCIATION
ATHLETE AND PARTICIPANT SAFETY PROGRAM**

EFFECTIVE SEPTEMBER 1, 2019



The Ohio North Athlete and Participant Safety Program sets the standards for all direct and indirect member organizations as part of risk management requirements for Ohio North’s Player Safety Program. This program is posted and available on the Ohio North website at www.ohionorthsoccer.org and will be kept current as required. The only way to ensure compliance is for all members to follow the same requirements for the safety and well-being of all athletes and participants.

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OHIO NORTH STATEMENT ON ATHLETE AND PARTICIPANT SAFETY PROGRAM

Ohio North Youth Soccer Association (Ohio North) has developed this Athlete and Participant Safety Program as part of the Ohio North Player Safety Program. This Athlete and Participant Safety Program was developed in order to meet requirements set forth by Public Law 115-126 *Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017* (the “SafeSport Act”) as well as U.S. Soccer Policy 212-3.

Ohio North has zero tolerance for abuse or misconduct. All participants in the soccer community must play an active role in creating an environment that is free from emotional, physical, or sexual abuse. This program was developed to implement policies and processes to help participants detect and report abuse, respond to it and prevent future occurrences. In order to maintain compliance with U.S. Soccer Policy 212-3, Ohio North’s Athlete and Participant Safety Program includes six (6) key components: Prohibited Conduct Policy, Appropriate Background Screening, Training and Education, Mandatory Reporting, Policy to Limit One-on-One Interactions and Monitoring and Enforcement.

This program uses the term “Covered Adults” to refer to those adults (aged 18 and older) to whom these policies apply. Covered Adults are required to follow all policies included in Ohio North’s Athlete and Participant Safety Program. Covered adults include adult individuals (aged 18 and older) who are authorized directly by Ohio North or indirectly by a member organization that is directly affiliated with Ohio North to have:

- a) Routine and/or regular contact with an amateur athlete who is a minor;
- b) Authority over an amateur athlete who is a minor; or
- c) Authority over those adults who have routine and/or regular contact with an amateur athlete who is a minor.

“Routine and/or regular contact” with an amateur athlete who is a minor is defined as recurring, repeated or periodic contact between an adult and a minor.

“Authority over those adults who have routine and/or regular contact with an amateur athlete who is a minor” is defined as supervisory or decision-making authority over an adult who has recurring, repeated or periodic contact with minors.

Covered adults include, but are not limited to:

1. Organization Board Members, Officers and Directors
2. Organization Employees and Independent Contractors
3. Coaches
4. Team Managers and Club Administrators
5. Trainers
6. Referees*
7. And, any other person age 18 or older who may have the opportunity to have direct and unmonitored access to children in your organization

**While Referees, Referee Coaches, Referee Mentors, Referee Assignors and other Referee Program-Affiliated Personnel are expected to adhere to these policies due to referee involvement in Ohio North sanctioned activities and competitions, it is understood that these individuals are also subject to any policies set forth by the Ohio North State Referee Committee and/or U.S. Soccer Policy. All U.S. Soccer Referees will complete their background screening and SafeSport training through the Ohio North State Referee Committee.*

Many aspects of this policy are issued in order to protect Minor Participants in the sport of soccer who participate in Ohio North sanctioned activities and competitions. This policy uses the term “Minor Participants” to refer to athletes, referees, coaches or otherwise, who are under the lessor of (1) the age of 18; or (2) the age of majority in the applicable state and who are participating in Ohio North sanctioned activities and competitions. Additionally, although this Athlete and Participant Safety Program focuses in many areas on concerns unique to Minor Participants, these may be applicable to and are designed to protect participants of all ages.

Adult individuals that do not meet the definition of Covered Adults as described above shall be prohibited from having one-on-one contact with Minor Participants.

As part of Ohio North’s Athlete and Participant Safety Program, Ohio North encourages a culture of respect and open communication in which all participants feel comfortable reporting concerns, whether the concerns involve suspected abuse or any other misconduct. Participants are encouraged to raise concerns to coaches, referees, team administrators and Ohio North employees and board members.

In the event Ohio North receives a report or complaint that implicates a reporting obligation to law enforcement, authorities (see “Mandatory Reporting”), Ohio North will make the report directly to law enforcement and/or will work with the individual who submitted the report or complaint to make the report directly to law enforcement. Ohio North does not tolerate retaliation of any kind. No individual who makes a good faith report of misconduct will be subject to retaliation, including harassment, as a result of making a report.

The Ohio North Athlete and Participant Safety Program is not an exclusive statement of all policies and processes pertaining to Ohio North and its affiliated leagues and programming. Ohio North affiliated leagues and programs may implement additional policies and procedures specific to their operations.

Ohio North recognizes that social norms continue to develop, as does the framework under which we operate. Accordingly, the Ohio North Athlete and Participant Safety Program will always be subject to modification, amendment and further development by Ohio North, in its discretion.

Each organization is encouraged to conduct an independent assessment of its own practices and evaluate how best to implement its own risk management program that maintains compliance with Ohio North’s Athlete and Participant Safety Program, U.S. Soccer Policy 212-3 and the SafeSport Act.

The Ohio North Athlete and Participant Safety Program and these six (6) policies are hereby issued as of February 14, 2019. To allow adequate opportunity to ensure policy changes and compliance, Ohio North direct member organizations and those organizations that are indirectly affiliated with Ohio North via membership or participation with any Ohio North direct member organization, are expected to maintain compliance with these requirements on or before September 1, 2019 but are nonetheless urged to complete compliance as early as practicable.

Effective September 1, 2019, any Ohio North direct member organization or any organization that is indirectly affiliated with Ohio North via membership or participation with any Ohio North direct member organization, not in compliance with the requirements set forth by the Ohio North Athlete and Participant Safety Program will be subject to enforcement (see “Monitoring and Enforcement”) of this program.

PROHIBITED CONDUCT POLICY

Ohio North’s Prohibited Conduct Policy is a policy that applies to all Ohio North Covered Adults and

Minor Participants as defined in this Athlete and Participant Safety Program, as well as to conduct by any subcontractor, supplier, customer or third party and their employees in their dealings with Ohio North Employees. This policy is applicable to all Ohio North sanctioned activities and competitions.

All Covered Adults are responsible to help ensure that we avoid misconduct. Ohio North cannot act to eliminate misconduct unless it has notice of the conduct.

All Covered Adults have an obligation to cooperate in any investigation of a complaint of misconduct, including providing any and all information concerning the complaint. Failure to do so may be a violation of this Policy.

Any violation of this Prohibited Conduct Policy by Covered Adults or Minor Participants may subject the individual(s) to disciplinary action. Ohio North prohibits retaliation against individuals making good faith reports of misconduct, including potential violations of this Prohibited Conduct Policy by Covered Adults or Minor Participants.

Ohio North is committed to maintaining an environment within its sanctioned activities and competitions that is free from all forms of sexual abuse, sexual misconduct, emotional misconduct, physical misconduct, bullying and hazing.

HARASSMENT

Harassment consists of unwelcome conduct, whether verbal, physical or visual, that is based upon a person's protected status. Ohio North will not tolerate harassing conduct that creates an intimidating, hostile, or offensive environment during Ohio North sanctioned activities and competitions. This Prohibited Conduct Policy forbids harassing conduct even when it does not rise to the level of a violation of law.

Among the types of conduct prohibited by this policy are epithets, slurs, negative stereotyping or intimidating acts based on an individual's protected status and the circulation or posting of written or graphic materials that show hostility toward an individual because of his or her protected status.

SEXUAL HARASSMENT

Sexual harassment deserves special mention. Sexual harassment may involve individuals of the same or different gender. Unwelcome sexual advances, requests for sexual favors, and other verbal, written, or physical conduct of a sexual nature may constitute sexual harassment.

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 in the workplace;
- 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.

RACIAL, RELIGIOUS OR NATIONAL ORIGIN HARASSMENT

Racial, religious, or national origin harassment deserves special mention as well, and is expressly prohibited by Ohio North. 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 in the environment within Ohio North sanctioned activities and competitions.

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.

CHILD SEXUAL ABUSE

Any sexual activity with a child is prohibited. This includes sexual contact with a child that is accomplished by deception, manipulation, force or threat of force, regardless of the age of the participants, and all sexual interactions between an adult and a child, regardless of whether there is deception, or the child understands the sexual nature of the activity.

SEXUAL MISCONDUCT

Any sexual interaction between an athlete and an individual 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.

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 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.

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 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.

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 athlete(s), as a condition of membership are prohibited. Bullying does not include group or team behaviors that (a) are meant to

establish normative team behaviors, or (b) promote team cohesion.

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.

APPROPRIATE BACKGROUND SCREENING

Pursuant to U.S. Soccer Policy 212-3, Ohio North's Background Screening Policy is in place to set forth requirements pertaining to appropriate background screening. This Background Screening does not apply to individuals under 18 years of age.

Any individual aged 18 or older who is an Organization Board Member, an Organization Employee or Independent Contractor, a Coach, a Team Manager or Club Administrator, a Trainer, or Referee, or any other individual aged 18 or older seeking affiliation with Ohio North or Ohio North affiliated member organizations, who has regular contact with or authority over an amateur athlete who is a minor, shall be known collectively as "Adult Applicant" for the purposes of this Background Screening Policy.

Any athlete, referee, coach, or otherwise, who is under the lesser of (1) the age of 18, or (2) the age of majority in the applicable state and who is participating in Ohio North sanctioned activities and competitions, will be known as "Minor Participant" for the purposes of this Background Screening Policy.

Every Adult Applicant is required by Ohio North to apply for a background screening every two (2) years by using the Background Screening and Player Safety Compliance digital platform by the earlier of 1) prior to regular contact with a Minor Participant; or 2) within the first 45 days of the Adult Applicant taking on the role giving them access to Minor Participants.

A comprehensive background screening, including a national search, national sex offender search (50 states plus U.S. territories) and 7-year county of residence criminal record search will be conducted on every Adult Applicant submitted every two (2) seasonal years valid through July 31 biennially.

TRAINING & EDUCATION

The *Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017* requires amateur sports organizations to offer consistent training to adult members who are in regular contact with amateur athletes who are minors, and subject to parental consent, to members who are minors, regarding prevention of child abuse.

SafeSport Training

The "Core SafeSport Training" offered by the U.S. Center for SafeSport meets the requirements of Ohio North's Athlete & Participant Safety Program. It consists of three (3) modules: (1) Sexual Misconduct Awareness Education; (2) Mandatory Reporting; and (3) Emotional & Physical Misconduct. Training provides individuals the necessary tools, vocabulary and information to more effectively monitor our sport, minimize the opportunities for child physical or sexual abuse and other types of misconduct and respond to concerns. Upon initial completion of these three (3) online modules, the individual will have met the "SafeSport Trained" requirement.

All Covered Adults must complete the "Core SafeSport Training" (three (3) modules) in order to meet

the “SafeSport Trained” requirement. All continuing Covered Adults are required to complete the “Core SafeSport Training” no later than September 1, 2019. Any new Covered Adults, effective September 1, 2019, are required to complete the “Core SafeSport Training” by the earlier of 1) prior to regular contact with a Minor Participant; or 2) within the first 45 days of the Covered Adult taking on the role giving them access to Minor Participants. The “SafeSport Trained” requirement is valid for one seasonal year through July 31 annually.

After the “Core SafeSport Training” is completed, all Covered Adults are required to complete the “SafeSport Refresher Course” on an annual basis effective the seasonal year following the completion of the initial “Core SafeSport Training” as Ohio North requires all player safety compliance requirements to not expire during the seasonal year (September-August).

The “Core SafeSport Training” and “SafeSport Refresher Course” offered by the U.S. Center for SafeSport are available to Ohio North Covered Adults at no cost and have been integrated into the Background Screening and Player Safety Compliance digital platform.

Youth Athlete Training

Ohio North strongly encourages all Minor Participants, subject to parental consent, to take the U.S. Center for SafeSport Youth Athlete Training on an annual basis. A parent/guardian must first create an account at www.athletesafety.org in order to give consent for their child to access the free training and select the appropriate module for their child’s age.

Parent Training & Toolkit

Ohio North strongly encourages all parents of Minor Participants to take the U.S. Center for SafeSport Parent’s Guide to Misconduct in Sport Training on an annual basis. The free training is available at www.athletesafety.org. An online [Parent Toolkit](#) is also available.

MANDATORY REPORTING

On February 14, 2017, President Trump signed into law the *Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017* (the “**SafeSport Act**”). Among other things, this comprehensive law amends the *Victims of Child Abuse Act of 1990*, 34 U.S.C. § 20341, et seq., and clarifies who is a mandatory reporter for cases of suspected child abuse. Specifically, the definition of mandatory reporter now includes any “adult who is authorized, by a national governing body, a member of a national governing body, or an amateur sports organization that participates in interstate or international amateur athletic competition, to interact with a minor 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.” Consequently, Ohio North urges all participants to understand their reporting obligations under this important federal law.

In accordance with federal legislation, it is Ohio North’s Mandatory Reporting Policy that all Covered Adults shall be considered mandatory reporters for cases of suspected child abuse. Individuals who may not be considered “Covered Adults” under Ohio North’s Athlete and Participant Safety Program may nonetheless have an obligation to report suspected child abuse under applicable federal or state law. Therefore, Ohio North urges all individuals to act to report suspected child abuse.

Under the SafeSport Act, the reporting obligation is triggered when a mandatory reporter becomes aware of “facts that give reason to suspect” a child 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.

In the event that the reporting obligation is triggered, a report must be made, within 24 hours, to appropriate [local law enforcement](#), as governed by applicable federal and state law and should be made to [local/state child protective services](#). Anonymous reports are accepted; however, please consider identifying yourself.

For assistance in further documenting, locating an appropriate state agency and/or issues reporting to local law enforcement, the U.S. Center for SafeSport or U.S. Soccer can help locate resources.

- **U.S. Center for SafeSport**
[SafeSport Reporting Form](#)
Reporting Line: 720-531-0340
Hotline (not ready to report): 866-220-0796
- **U.S. Soccer**
[U.S. Soccer's Integrity Hotline Form](#)
Integrity Hotline: 312-528-7004
[Safe Soccer FAQs](#)

Ohio North does not tolerate retaliation of any kind. No individual who makes such a good faith report will be subject to retaliation, including harassment, as a result of making a report. The SafeSport Act also includes qualified immunity for good faith reports. Ohio North urges all mandatory reporters to refrain from judging or evaluating the credibility of such allegations— leave that to law enforcement.

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

Importantly, civil or criminal statutes of limitations do not affect or negate the obligation of a Covered Adult to report possible sexual misconduct. Misconduct should be reported, regardless of when it occurred. Failure to promptly report suspected child abuse to law enforcement authorities may constitute a violation of federal law and, in any event, will be deemed a violation of Ohio North's Athlete and Participant Safety Program and this Mandatory Reporting Policy.

It is also Ohio North's Mandatory Reporting Policy that **Covered Adults** must report *any* suspected violation of the Ohio North Athlete and Participant Safety Program to the Ohio North State Office. Furthermore, Ohio North prohibits retaliation against individuals making good faith reports of any suspected violation of the Ohio North Athlete and Participant Safety Program.

Violations of Ohio North's Athlete and Participant Safety Program will be handled as described by this program's Policy on Monitoring and Enforcement.

POLICY TO LIMIT ONE-ON-ONE INTERACTIONS

The majority of child sexual abuse is perpetuated in isolated, one-on-one situations. By reducing such interactions between children and adults, the risk of child sexual abuse is reduced. However, one-on-one time with trusted adults is also healthy and valuable for a child. Ohio North's Policy to Limit One-on-One Interactions between Adults and Minors protects children while allowing for these beneficial

relationships. These policies are intended to limit one-on-one interactions between Minor Participants and any Covered Adult who is not their legal guardian during Ohio North sanctioned activities and competitions.

Topics detailed within this policy include:

- One-on-One Interactions
- Massages and Rubdowns
- Locker Rooms, Rest Rooms and Changing Areas
- Social Media and Electronic Communications
- Local Travel
- Team Travel

A Minor Participant that reaches the age of majority may not be subject to this policy in their capacity as an athlete and when interacting with Minor Participants who are aged 16 or older. The Policy to Limit One-on-One Interactions *is* in effect when this now age of majority athlete interacts with Minor Participants aged 15 or younger. Should a Minor Participant 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 to Limit One-on-One Interactions.

One-on-One Interactions

Mandatory Components

a. ***Application***

This policy applies to all Covered Adults.

b. ***Observable and interruptible***

- One-on-one interactions between a Minor Participant and a Covered Adult (who is not the minor's legal guardian) during Ohio North sanctioned activities and competitions are permitted, if they occur at an observable and interruptible distance by another adult.
- Isolated, one-on-one interactions between a Minor Participant and a Covered Adult (who is not the minor's legal guardian) during Ohio North sanctioned activities and competitions are prohibited, except under emergency circumstances.

c. ***Meetings***

- Meetings between a Covered Adult and a Minor Participant during Ohio North sanctioned activities and competitions 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.

d. ***Meetings with mental health care professionals***

If a mental health care professional meets with a Minor Participant during Ohio North sanctioned activities and competitions, 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 Ohio North sanctioned activity or competition, (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 Ohio North.

e. ***Individual training sessions***

Individual training sessions between Covered Adults and Minor Participants are permitted during Ohio North sanctioned activities and competitions if the training session is observable and interruptible by another adult. The Covered Adult must obtain the written permission of the

Minor Participant'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 (6) months.

Recommended Components

f. **Monitoring**

When one-on-one interactions between Covered Adults and Minor Participants occur during Ohio North sanctioned activities and competitions, adults will monitor these interactions.

Monitoring includes: knowing that the one-on-one interaction is occurring, the approximate planned duration of the interaction, and randomly dropping in on the one-on-one.

g. **Out-of-program contacts**

Covered Adults are prohibited from interacting one-on-one with unrelated Minor Participants in a setting outside of the program (including, but not limited to, one's home, restaurants, and individual transportation), unless parent/legal guardian consent is provided for each out-of-program contact. Such arrangements are nonetheless strongly discouraged.

Massages and Rubdowns

Mandatory Components

a. **Application**

This policy applies to all Covered Adults.

b. **Licensed, certified professional**

- Any massage or rubdown performed by a Covered Adult on a Minor Participant during MSYSA sanctioned activities and competitions is prohibited unless such Covered Adult is a licensed massage therapist.
- Any massage or rubdown performed during Ohio North sanctioned activities and competitions by a licensed professional must be conducted in open and interruptible locations. Any massage of a Minor Participant must be done with at least one other adult present and must never be done with only the Minor Participant and licensed massage therapist in the room.
- Even if a coach is a licensed massage therapist, the coach shall not perform a rubdown or massage of a Minor Participant under any circumstances.

Recommended Components

c. **Written consent**

Written consent by a legal guardian shall be provided before providing each massage or rubdown on a Minor Participant. Parents must be permitted to be in the room as an observer.

Locker Rooms, Rest Rooms and Changing Areas

Mandatory Components

a. **Application**

This policy applies to all Covered Adults.

b. **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, rest rooms, changing areas, or similar spaces during Ohio North sanctioned activities and competitions is prohibited. Exceptions may be made for media and championship celebrations, provided that such exceptions are approved by Ohio North and two (2) or more adults are present.

c. **Undress**

Under no circumstances shall an unrelated Covered Adult during Ohio North sanctioned activities and competitions be undressed (disrobed or partial or full nudity where private body parts are exposed) in front of Minor Participants.

d. ***Isolated one-on-one interactions***

- At no time are unrelated Covered Adults permitted to be alone with a Minor Participant in a locker room, rest room, or changing area during Ohio North sanctioned activities and competitions, except under emergency circumstances.
- If any Ohio North sanctioned activities and competitions require the use of a facility that has access to a single set of such facilities, the Ohio North, where applicable, and/or Ohio North member organizations, where applicable, will designate times for use by Covered Adults, if any.

e. ***Monitoring***

Ohio North, where applicable, and/or Ohio North member organizations, where applicable, regularly and randomly monitor the use of locker rooms, rest rooms, and changing areas at facilities at which Ohio North sanctioned activities and competitions are taking place to ensure compliance with these policies.

f. ***Non-exclusive facility***

If Ohio North and/or Ohio North member organizations use a facility for Ohio North sanctioned activities and competitions and that facility is used by multiple constituents, Covered Adults are nonetheless required to adhere to the rules set forth here.

Recommended Components

- g. To minimize the risk of bullying and hazing, Ohio North, where applicable, and/or Ohio North member organizations, where applicable, use locker room monitors to ensure that minors are not left unattended in locker rooms, rest rooms and changing areas.
- h. Adults make every effort to recognize when an athlete goes to the locker room or changing area during practice and competition and, if they do not return in a timely fashion, Ohio North, where applicable, and/or Ohio North member organizations, where applicable, will check on the athlete's whereabouts.
- i. Ohio North and Ohio North member organizations discourage parents from entering locker rooms and changing areas unless it is truly necessary. In those instances, it should only be a same-sex parent. If this is necessary, parents should let a coach or administrator know about this in advance.

Social Media and Electronic Communications

Mandatory Components

a. ***Application***

This policy applies to all Covered Adults.

b. ***Content***

All electronic communication originating from Covered Adults to Minor Participants must be professional in nature.

c. ***Open and transparent***

- If a Covered Adult needs to communicate directly with a Minor Participant via electronic communications, another Covered Adult or the minor's legal guardian will be copied.
- If a Minor Participant communicates to the Covered Adult privately first, the Covered Adult should respond to the Minor Participant with a copy to another Covered Adult or the minor's legal guardian.
- A Covered Adult communicating electronically to the entire team will copy another Covered Adult.

- Minor Participants may “friend” Ohio North or Ohio North member organizations’ official page(s).
- d. **Prohibited electronic communications**
- Covered Adults are not permitted to communicate privately via electronic communications with Minor Participants, except under emergency circumstances.
 - Covered Adults are not permitted to “private message,” “instant message,” “direct message”, or send photos via Snapchat or Instagram to a Minor Participant privately.
 - Covered Adults are not permitted to maintain social media connections with Minor Participants; such Covered Adults are not permitted to accept new personal page requests on social media platforms from Minor Participants and existing social media connections with Minor Participants shall be discontinued
- e. **Requests to discontinue**
- Legal guardians may request in writing that their child, a Minor Participant, not be contacted through any form of electronic communication by Ohio North, Ohio North member organizations, or by specific Covered Adult(s). The respective organization(s) and/or Covered Adult(s) will abide by any such request that their child, a Minor Participant, not be contacted via electronic communication, absent emergency circumstances.

Recommended Components

- f. **Hours**
- Electronic communications will only be sent between the hours of 8:00 a.m. and 8:00 p.m.
- g. **Monitoring**
- Ohio North, where applicable, and/or Ohio North member organizations, where applicable, should monitor their respective social media pages and remove any posts that violate the organization’s policies and practices for appropriate behavior.
 - Ohio North, where applicable, and/or Ohio North member organizations, where applicable, will inform the legal guardian of a Minor Participant of any prohibited posts, as well as the organization’s administrator(s).

Local Travel

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

Mandatory Components

- a. **Application**
- This policy applies to all Covered Adults.
- b. **Transportation**
- Ohio North and/or Ohio North member organizations do not arrange for local travel.
 - Covered Adults who are not also acting as a legal guardian, shall not ride in a vehicle alone with an unrelated Minor Participant, absent emergency circumstances, and may only drive with at least two (2) other Minor Participants or another adult at all times, unless otherwise agreed to in writing by the Minor Participant’s parent/legal guardian in advance of each local travel.

Recommended Components

- c. **Shared or Carpool Travel Arrangement**
- Ohio North encourages parents/legal guardians to pick up their child, a Minor Participant, first and drop off their child, a Minor Participant, last in any shared or carpool travel arrangement.

Team Travel

Team travel is travel to a competition or other team activity that the MSYSA and/or MSYSA member organization(s) plan and supervise.

Mandatory Components

- a. ***Application***
This policy applies to all Covered Adults.
- b. ***Team/competition travel***
When only one Covered Adult and one Minor Participant travel to a competition, the Minor Participant must have his/her legal guardian's written permission in advance and for each competition to travel alone with the Covered Adult.
- c. ***Hotel rooms***
Covered Adults shall not share a hotel room or other sleeping arrangement with a Minor Participant (unless the Covered Adult is the legal guardian, sibling, or is otherwise related to the Minor Participant).
- d. ***Meetings***
 - Meetings shall be conducted consistent with Ohio North's policy for one-on-one interactions – i.e., any such meeting shall be observable and interruptible.
 - Meetings shall not be conducted in a hotel room.

Recommended Components

- e. Team travel policies must be signed and agreed to by all Minor Participants, parents, and Covered Adults traveling with Ohio North and/or Ohio North member organization(s).
- f. Covered Adults who travel with Ohio North and/or Ohio North member organizations must successfully pass a comprehensive background screening and other screening requirements consistent with the organization's policies.
- g. During team travel, when doing room checks, attending team meetings and/or other activities, two-deep leadership and observable and interruptible environments should be maintained.

MONITORING & ENFORCEMENT

Ohio North's Policy on Monitoring and Enforcement is set forth to establish procedures for monitoring and enforcing compliance with Ohio North's Athlete and Participant Safety Program, as well as to establish an appropriate grievance process to address allegations of misconduct following the report or complaint of misconduct.

Ohio North takes all reports of potential violations of this Athlete and Participant Safety Program seriously and is committed to confidentiality and investigation of allegations. Ohio North and/or Ohio North Legal Counsel may conduct or manage investigations.

Ohio North reserves the right to, either directly or through a contracted third-party service provider, survey, audit, require certifications of compliance with, or otherwise review compliance with Ohio North's Athlete and Participant Safety Program. All violations of the Ohio North Athlete and Participant Policy will be subject to the current Ohio North Disciplinary and Appeals Policy.

The decision of the Ohio North Board of Directors shall be final and binding on all parties. Pursuant to U.S. Soccer Bylaw 704, the individual has the right to appeal a final decision rendered by Ohio North's process for violations of the Ohio North Athlete and Participant Safety Program, excluding those decisions rendered pertaining to the Background Screening Policy of the Ohio North Athlete and Participant Safety Program.