

CLUB INDEPENDENT (CI) GENERAL CODE OF CONDUCT POLICY (CI-POL-001) (AMMENDED 28 APRIL 2020)

This policy is the Club Independent (CI) General Code of Conduct Policy (CI-POL-001) for all CI Board members, all coaches, all team managers, all volunteers, all contractors, and all vendors acting as a representative of or on behalf of CI in the course of doing business for/with CI or attending a CI event. All CI participants listed above are required to complete, sign and agree to this policy form and have it on file with CI by 15 July (of the current year) for the upcoming year (12 months), or as contractors and vendors are secured for CI activities.

Poor sporting behavior will not be tolerated at any Club Independent (CI), referred to in this policy document as CI, event either on or off the field. CI will diligently enforce CI-POL-001.

GENERAL CODE OF CONDUCT STATEMENT

Whereas: The safety, welfare and well-being of our youth players are the primary concern and responsibility of CI.

POLICY

All CI Board members, all coaches, all team managers, all volunteers, all contractors, and all vendors acting as a representative of or on behalf of CI in the course of doing business for/with CI, or attending a CI event shall adhere to the following policies:

- Shall not share, send, or disseminate, in any manner, any player(s)/parent(s)/legal guardian(s) Personal Identifiable Information (PII) including contact information to any other person or organization without the expressed consent of that player's parent(s)/legal guardian(s) with the exception of CI Board Members that handle and disseminate registration and player interest data to the appropriate CI teams.
- Shall not add any player to a guest roster as a guest player within CI or outside of CI without a written and/or email approval from the player's parent(s)/legal guardian(s), player's head coach and/or from the CI Director of Coaching (DOC).
- Shall not share, send, disseminate or use any player(s) Medical Release Form(s) and/or player card(s), that contain Personal Identifiable Information (PII), in any manner that is deemed inappropriate by CI, including registering player(s) on a guest roster as a guest player with the appropriate approvals.
- Shall not conduct business in the name of CI and/or secure non-sponsored vendors without the expressed written consent and approval from the CI board.
- Shall treat all player(s) equally with respect regardless of sex, race, religion, and culture.
- Shall not touch any player(s) in ways that make them feel uncomfortable, and their right to say no shall be respected.
- Shall not have any non-consensual physical contact, obscene or profane language or gesture and/or other threatening language or conduct directed towards any player(s), official(s), parent(s), or CI personnel.
- Shall not, at any time during a CI game, practice or other CI event, to include CI Board member(s), coach(es), team manager(s), volunteer(s) and contractor(s), be alone with a player(s) where they cannot be observed by other adults.
- Shall not drop off minor player(s) unsupervised without adult supervision before a CI game, practice or other CI event.
- Shall not leave any minor player(s) unsupervised without adult supervision after a CI game, practice or other CI event. Accordingly, parent(s)/legal guardian(s) should be on time to pick-up their minor player(s) and notify the minor player(s) coach, assistant coach and/or team manager if they are running late.
- Shall not be involved in any unethical, any illegal recruiting practice and/or to promise any kind of compensation or inducement to a prospective player(s). Such practices will not be tolerated by CI.
- Shall not subject any player(s) to the following abuses:
 - Physical Abuse – Including but not limited to: Striking, spanking, shaking, slapping, etc.
 - Verbal Abuse – Including but not limited to: Humiliation, degrading comments, threats, etc.

- Sexual Abuse – Including but not limited to: Inappropriate sexual touching or exposure or conduct which creates a sexually hostile environment, etc.
- Mental Abuse – Including but not limited to: Shaming, cruelty, neglect, etc. such as withholding food, water, basic care, etc.
- Any type of abuse will not be tolerated and may be cause for immediate dismissal from CI.
- Shall use positive techniques to guide and redirect, use positive reinforcement and encouragement rather than comparison and criticism. All coaches and all team managers shall have age appropriate expectations and set up guidelines and environments that minimize the need for discipline.
- Shall not use physical restraint a player(s) except when necessary to protect the player(s) or other player(s) from harm. When physical restraint is administered, the situation must be immediately documented in writing via email to the CI Director of Coaching (DOC) and the CI Risk Management Coordinator the same day as the restraint incident. The CI DOC should also be notified by cell phone the same day as the restraint incident.
- Shall not use, possess and/or be under the influence of alcohol or illegal drugs immediately before, during and/or after any CI event(s). All CI Board members, all coaches, all team managers, all volunteers and all contractors may be subject to drug screening and/or possible dismissal from CI or dismissal from any/all CI event(s) for any violation(s).
- Shall not smoke and/or use tobacco products immediately before, during and/or after any CI event(s).
- Shall not handle and/or display firearms or potentially dangerous weapons or explosives immediately before, during and/or after any CI event(s) (Dangerous weapon(s) include, but not limited to, rifle(s), pistol(s), hunting knife/knives, martial arts weapon(s), crossbow(s), live ammunition, and fireworks).
- Shall not use profanity immediately before, during and/or after any CI event(s) and in the presence of CI player(s).
- Shall treat official(s), parent(s), player(s) and other spectator(s) with respect before, during and/or after any CI event(s). While coaches are permitted to question an official regarding a call, coaches, parents, players, and spectators are not permitted to disparage, ridicule, or otherwise engage in threatening or harassing conduct toward an official(s) and/or player(s). Only coaches or their designees are permitted to give direction to players during games and/or practices.
- Shall not engage in inappropriate jokes and/or sharing intimate details of one's personal life with CI player(s).
- Social networking between adults and individual CI player(s) is highly discouraged. Electronic and phone communications with a CI player(s) should be limited to soccer specific topics.
- Shall follow all approved and/or amended CI policies and procedures.

Anyone witnessing a violation of this CI General Code of Conduct Policy (CI-POL-001) should report such violation(s) to the CI Director of Coaching (DOC) and/or to the CI Risk Management Coordinator. The CI DOC will refer any violation(s) to the CI Risk Management Coordinator.

CI CONTACTS:

CI DOC Email Address: doc.club.independent@gmail.com

CI Risk Management Coordinator Email Address: riskmanager.club.independent@gmail.com

CI Email Address: club.independent.soccer@gmail.com

CI Phone Number: 256-279-7436