

STING SOCCER ATHLETE SAFETY POLICY

Sting Soccer values and holds to the highest importance the safety and well-being of our young athletes. It is the responsibility of every Sting Soccer coach and personnel to participate in the effort to create a safe environment for our athletes.

Sting Soccer encourages a culture of communication regarding matters that place athletes at risk. All reports of inappropriate behaviors or suspicions of abuse will be taken seriously and will be reported, in accordance with this Athlete Safety Policy and state law, to law enforcement, Child Protective Services, or other appropriate agency.

Enforcement of Policy

Coaches and Company employees are charged with the diligent enforcement of all rules contained in this Athlete Safety Policy. A violation of this policy can be grounds for immediate dismissal from Sting Soccer. Final decisions related to policy violations will be the responsibility of Brent Coralli, Sting Soccer Ownership, after a recommendation provided by Sting Soccer Leadership.

Reporting Violation of Policy

In order to maintain a safe environment for athletes, coaches, employees, parents and athletes must be aware of their individual responsibility to report any questionable circumstance, observation, act, omission, or situation that is a violation of these policies. Reports of any abuse or violation of this policy may be made on our website, Stingsoccer.com. All questions or concerns related to abuse should be directed to our Human Resources Department.

All allegations and accusations of any act considered to be harmful to a child will be reported to SafeSport for a full investigation. Upon formal reports to SafeSport and/or local law enforcement, the Sting Soccer Ethics Committee will provide a preliminary disciplinary action, given what information is available at that time, while investigations are underway.

Neither the Sting Soccer Organization nor the Sting Soccer Ethics Committee investigate suspicions or allegations of sexual or physical abuse, or attempt to evaluate the credibility or validity of such allegations, as a condition of reporting suspicions or allegations to SafeSport and appropriate law enforcement authorities.

The Sting Soccer Organization will remain in constant contact with both SafeSport and law enforcement during all open investigations and will follow the guidelines and recommendations provided by SafeSport and law enforcement.

Physical Contact with Athletes

Appropriate physical contact between minor athletes and coaches is a productive and inevitable part of sport. Athletes are more likely to acquire advanced physical skills and enjoy their sport participation

through appropriate physical contact. However, guidelines for appropriate physical contact reduce the potential for abuse and misconduct in athletics – as well as false allegations of abuse.

APPROPRIATE PHYSICAL CONTACT

Sting Soccer Coaches and Personnel acknowledge and adhere to the following principles and guidelines regarding physical contact with minor athletes.

Common Criteria for Appropriate Physical Contact

Physical contact with minor athletes – for safety, consolation and celebration – has multiple criteria that make it both safe and appropriate. These include:

- The physical contact takes place in public;
- There is no potential for (or actual) physical or sexual intimacies during the physical contact;
- The physical contact is for the benefit of the athlete, not to meet an emotional or other need of an adult.

Safety

The safety of minor athletes is paramount, and in many instances the athletic activity is made safer through appropriate physical contact. Examples include:

- Spotting an athlete so that he or she will not be injured by a fall or piece of equipment;
- Positioning an athlete's body so that he or she more quickly acquires an athletic skill, gets a better sense of where his or her body is in space, or improves balance and coordination;
- Making athletes aware that he or she may be in harm's way due to other practicing athletes, or equipment use;
- Releasing muscle cramps;
- Carrying an injured athlete off the field.

Celebration

Sports are physical by definition. Sting Soccer recognizes that participants often express a joy of participation, competition, achievement and victory through physical acts. Sting Soccer encourages these public expressions of celebration, which include:

- Greeting gestures such as high-fives, fist bumps, and brief hugs;
- Congratulatory gestures such as celebratory hugs, "jump-arounds" and pats on the back for any form of athletic or personal accomplishment.

Consolation

It may be appropriate to console an emotionally distressed athlete (e.g., an athlete who has been injured or has just lost a competition). Appropriate consolation includes, publicly:

- Embracing a crying athlete – in a public place or circumstance;
- Putting an arm around an athlete while verbally engaging them in an effort to calm them down ("side hugs");
- Lifting a fallen athlete off the playing surface and "dusting them off " to encourage them to continue competition.

PROHIBITED PHYSICAL CONTACT

Prohibited forms of physical contact include, without limitation:

- Asking or having a minor athlete sit in the lap of a coach;

- Lingering or repeated embrace of a minor athlete that goes beyond the criteria set forth for acceptable physical contact;
- Slapping, hitting, punching, kicking or any other physical contact meant to discipline, punish or achieve compliance from a minor athlete;
- “Cuddling” or maintaining prolonged physical contact of a minor athlete during any aspect of training, travel or overnight stay;
- Playful, yet inappropriate contact that is not a part of regular training, (e.g., buttpats, tickling or wrestling-type “horseplay”);
- Continued physical contact that makes a minor athlete obviously uncomfortable, whether expressed or not;
- Any contact that is contrary to a previously expressed personal desire by the minor athlete for decreased or no physical contact, where such decreased contact is feasible in a competitive training environment.

The above physical contact is prohibited between adult and minor athlete AND between minor athletes. Coaches and Sting Soccer personnel must model the behavior expected from minor athletes. The above forms of Prohibited Physical Contact will be immediately reported to Sting Soccer HR representative. Some forms of physical contact may constitute physical or sexual abuse that must be reported to appropriate law enforcement authorities and SafeSport. When appropriate, the Prohibited Physical Contact will be reported to the appropriate law enforcement authority and SafeSport.

BULLYING

Misconduct Bullying of any kind is unacceptable at Sting Soccer and will not be tolerated. Bullying is counterproductive to team spirit and can be devastating to the victim. Sting Soccer is committed to providing a safe, caring and friendly environment for all participants. If bullying does occur, incidents will be dealt with promptly and effectively. Any minor athlete who is aware of bullying behavior is expected to tell a coach, or other Sting Soccer personnel. Any parent with concerns of bullying behavior should contact Sting Soccer’s Human Resources Department.

HARASSMENT

Harassment is the repeated pattern of physical and/or non-physical behaviors that

- Are intended to cause fear, humiliation or annoyance;
- Offend or degrade;
- Create a hostile environment;
- Reflect discriminatory bias in an attempt to establish dominance, superiority or power over an individual athlete or group based on gender, race, ethnicity, culture, religion or mental or physical disability; or
- Any act or conduct described as harassment under federal or state law.

Examples of harassment prohibited at Sting Soccer, without limitation:

Physical offenses:

- Hitting, pushing, punching, beating, biting, striking, kicking, choking or slapping a minor athlete or participant;
- Throwing at or hitting a minor athlete with objects including sporting equipment.

Non-physical offenses:

- Making negative or disparaging comments about an athlete’s disability, religion, skin color, or ethnic traits;

- Displaying offensive materials, gestures, or symbols; and
- Withholding or reducing playing time to an athlete based on his or her disability, religion, skin color, or ethnic traits.

HAZING

Hazing is defined as coercing, requiring, forcing or willfully tolerating any humiliating, unwelcome or dangerous activity that serves as a condition for

- An athlete joining a group;
- An athlete being socially accepted by a group's members; or
- Any act or conduct described as hazing under federal or state law.

Hazing does not include group or team activities that are meant to establish normative team behaviors or promote team cohesion.

Prohibited Substances and Activities

INTOXICANTS

Coaches are prohibited from being under the influence of alcohol or any illegal drugs while participating in any Sting Soccer associated practice or game. Coaches are prohibited from providing alcohol or illegal drugs to minor athletes or any other program participant.

TOBACCO

Sting Soccer programs and activities are tobacco-free. Sting Soccer requires coaches and personnel to refrain from the use or possession of tobacco products at any Sting Soccer associated practice or game. Coaches and Sting Soccer personnel are prohibited from providing tobacco products to minor athletes.

NUDITY

Coaches should never be nude in the presence of minor athletes.

SEXUALLY ORIENTED CONVERSATIONS

Coaches are prohibited from engaging in any sexually oriented conversations with minor athletes. Coaches are not permitted to discuss any inappropriate or explicit information about their own personal relationships, dating, or sexual activities with any minor athlete in the program. This provision includes the use of cellular phones, text messages, e-mail, instant messaging, Facebook, and online chat rooms or other social media. See also Electronic Communication and Social Media, below.

POSSESSION OF SEXUALLY ORIENTED MATERIALS

Coaches are prohibited from possessing any sexually oriented materials (magazines, videos, etc.) while in the presence of minor athletes.

Travel Policy

Coaches are not permitted to share rooms with Athletes, unless that Coach is the parent/guardian of that Athlete.

Coaches should not be meeting with the athletes in personal/private spaces such as hotel rooms. Always used designated conference rooms/meeting area in hotels and follow the rule of two.

Rule of Two- Unless the Coach is the parent/guardian of the Athlete, no Coach should be alone with the Athlete during the travel. Alone means out of sight of another responsible adult.

Electronics and Social Media Policy

All electronic communications between a coach and minor athlete must be professional in nature and for the purpose of communicating information about program activities. As with any communication, the content of any electronic communication should be readily available to share with the athlete's family. At the request of a parent or guardian, any email, electronic text, social media or similar communication will copy or include the athlete's parents or guardians.

FACEBOOK, INSTAGRAM, SNAPCHAT, BLOGS AND SIMILAR SITES

Coaches can communicate with minor athletes through sites like Facebook, but all communication needs to be in group form and public (no private communication). If a Facebook page is used, all coaches and parents must be included. Coaches may not have athletes join a personal social media page. All posts, messages, texts, or media of any kind shared among athletes or between coach and athlete must be professional in nature and for the purpose of communicating information about team activities or for team-oriented motivational purposes. Coaches and Sting Soccer personnel are not permitted to post inappropriate off-color content or comment on inappropriate off-color posts. If there is doubt, treat the content as inappropriate.

TWITTER, INSTANT MESSAGING AND SIMILAR MEDIA

All communication is to be public in nature. Coaches and minor athletes may "follow" each other. Coaches cannot "re-tweet" athlete message posts. Coaches and personnel are not permitted to "direct message" minor athletes through Twitter (or similar media). Coaches and Sting Soccer personnel are not permitted to post inappropriate off-color content or comment on inappropriate off-color posts. If there is doubt, treat the content as inappropriate.

EMAIL AND SIMILAR ELECTRONIC COMMUNICATIONS

Athletes and coaches may use email to communicate if the athlete is at least 14 years of age. All email content between coach and athlete must be professional in nature and for the purpose of communicating information about program activities. Where possible, the minor athlete's parent should be copied on e-mail communications. Email communication between coaches and minor athletes is allowed during the hours of 7am and 10pm.

TEXTING AND SIMILAR ELECTRONIC COMMUNICATIONS

Texting is allowed between coaches and a minor athlete if the athlete is at least 14 years of age. Texts between a coach and an athlete must be a group text – the text should include another athlete, a parent, or another coach/assistant. All texts between a coach and an athlete must be professional and for the purpose of communicating information about team activities. No texting is allowed between a coach and an athlete before 7am or after 10pm, unless there is a specific soccer activity that requires a text communication. The use of Snapchat (and similar apps) with minor athletes is not permitted.

ELECTRONIC IMAGERY

From time to time, digital photos, videos of practice or competition, and other publicly obtainable images of the minor athlete – individually or in groups – may be taken. These photos and/or videos may be used for athlete instruction (i.e. practice and game films), team videos, team websites, or offered to the athletes' families. The use of photos/videos is permissible as long as the athlete or athletes are in public view and such imagery is both appropriate and in the best interest of the athlete and the program. Photo or video imagery must not be contrary to any rules or guidance outlined in this Athlete Safety Policy.

REQUEST TO DISCONTINUE

The parent or guardian of a minor athlete may request in writing that their athlete not be contacted by coaches through any electronic communication; that request must be honored. Additionally, a parent or guardian of a minor athlete may request in writing that photographs or videography of their athlete not be posted on program or team websites, understanding that group photography or videography may render this impracticable; to the extent this request is practicable, it should be honored.

MISCONDUCT

Social media and electronic communication can be used inappropriately. (e.g., emotional abuse, sexual abuse, bullying, harassment, and hazing). Such communication by coaches, administrators, parents or other athletes will not be tolerated. Electronic communication should not contain or relate to any of the following:

- Drugs or alcohol use;
- Sexually oriented conversation, sexually explicit language or sexual activity;
- An adult's personal life, social activities, relationship or family issues, or personal problems; and
- Inappropriate or sexually explicit pictures. Any communication concerning a minor athlete's personal life, social activities, relationships, family issues or personal problems must be transparent, accessible and professional.

Acknowledgment & Receipt of Athlete Safety Policy

I acknowledge that I have received the Sting Soccer Organization (the "Organization" or "Club") Athlete Safety Policy, either in electronic or paper format. I certify that I have read the complete Athlete Safety Policy, and have had an opportunity to ask members of management to answer my questions about the Athlete Safety Policy.

I understand that the Athlete Safety Policy serves as a set of guidelines only. Since no set of policies can anticipate every possible circumstance or situation that may arise, I understand that individual circumstances may call for individual attention. I further understand that the contents of this Athlete Safety Policy may be changed at any time at the discretion of the Organization.

As a condition of my contractual relationship with Sting Soccer Organization, I agree to abide by and adhere to the rules and regulations at all times.

I understand that my signature below indicates that I have read and understand the above statements.

Print Name: _____

Signature: _____ Date: _____