



ATHLETE PROTECTION GUIDELINES

“Organization” refers to: Yukon Soccer Association

Definitions

1. The following terms have these meanings in these Guidelines:
 - a. *“Athlete”* – An individual who is an Athlete Participant in the Organization
 - b. *“Person in Authority”* – Any Participant who holds a position of authority within the Organization including, but not limited to, coaches, instructors, officials, managers, support personnel, chaperones, committee members, and Directors and Officers
 - c. *“Participants”* – Refers to all categories of individual members and/or registrants defined in the By-laws of the Organization who are subject to the policies of the Organization, as well as all people employed by, contracted by, or engaged in activities with the Organization including, but not limited to, employees, contractors, Athletes, coaches, instructors, officials, volunteers, managers, administrators, committee members, parents or guardians, spectators, and Directors and Officers
 - d. *“Vulnerable Participants”* – Includes minors and vulnerable adults (people who, because of age, disability or other circumstance, are in a position of dependence on others or are otherwise at a greater risk than the general population of being harmed by people in positions of trust or authority)
 - e. *“Person in Authority”* – An individual who holds a position of authority within the Organization including, but not limited to, coaches, managers, support personnel, chaperones, and Directors

Purpose

2. These athlete protection guidelines describe how Persons in Authority can maintain a safe sport environment for athletes.

Interactions between Persons in Authority and Athletes – the ‘Rule of Two’ Rule of Two

3. The Organization requires that the ‘Rule of Two’ be followed for all Persons in Authority who interact with Athletes, to the maximum extent feasible. The ‘Rule of Two’ is a directive that says that an Athlete must never be alone one-on-one with an unrelated Person in Authority.
4. The Organization will strongly recommend the ‘Rule of Two’ for all Persons in Authority who interact with athletes. The Coaching Association of Canada defines the ‘Rule of Two’ as:
 - a. The ‘Rule of Two’ means that the coach is never alone or out of sight with a minor athlete. Two NCCP trained or certified coaches should always be present with an athlete, especially a minor athlete, when in a potentially vulnerable situation such as in a locker room or meeting room. All one-on-one interactions between a coach and an athlete must take place within earshot and in view of the second coach except for medical emergencies. One of the coaches must also be of the same gender as the athlete. Should there be a circumstance where a second screened and NCCP trained or

certified coach is not available, a screened volunteer, parent, or adult can be recruited to act as a substitute.

5. The Organization recognizes that fully implementing the 'Rule of Two' may not always be possible in some instances. Consequently, at a minimum, interactions between Persons in Authority and Athletes must respect the following. The Organization will strongly recommend:
 - a. To the maximum extent possible, the training environment should be visible and accessible so that all interactions between Persons in Authority and Athletes are observable.
 - b. Private and one-on-one situations that are not observable by another adult or Athlete should be avoided to the maximum extent possible.
 - c. A Vulnerable Participant may not be alone under the supervision of a Person in Authority unless prior written permission is obtained from the Vulnerable Participant's parent or guardian.
 - d. Persons in Authority may not invite or host Vulnerable Participants in their home without the written permission from parents or guardians or without parents or guardians having contemporaneous knowledge of the visit.
 - e. Teams or groups of athletes will always have at least two Persons in Authority with them
 - f. Screened parents or other volunteers will be available in situations when two Persons in Authority cannot be present
 - g. For teams consisting of athletes of just one gender identity, a Person in Authority of the same gender identity should be available to participate or attend every interaction and for teams consisting of athletes of more than one gender identity (e.g., co-ed teams), a Person in Authority of each gender identify should be available to participate or attend every interaction
 - h. Review these guidelines with parents and guardians and them to help identify situations, and acknowledge instances, when the club or team was not following the Rule of Two

Practices and Competitions

6. For practices and competitions, the Organization recommends:
 - a. A Person in Authority should never be alone with a Vulnerable Participant prior to or following a competition or practice unless the Person in Authority is the Vulnerable Participant's parent or guardian
 - b. If the Vulnerable Participant is the first Athlete to arrive, the Athlete's parent should remain until another Athlete or Person in Authority arrives
 - c. If a Vulnerable Participant would potentially be alone with a Person in Authority following a competition or practice, the Person in Authority should ask another Person in Authority (or a parent or guardian of another Athlete) to stay until all of the Athletes have been picked up. If an adult is unavailable, another Athlete, who is preferably not a Vulnerable Participant, should be present in order to avoid the Person in Authority being alone with a Vulnerable Participant
 - d. Persons in Authority giving instructions, demonstrating skills, or facilitating drills or lessons to an individual Athlete should always do so within earshot and eyesight of another Person in Authority
 - e. Persons in Authority and Athletes should take steps to achieve transparency and accountability in their interactions. For example, a Person in Authority and an Athlete

who know they will be away from other Participants for a lengthy period of time must inform another Person in Authority where they are going and when they are expected to return. Persons in Authority should always be reachable by phone or text message

Communications

7. For communication between Persons in Authority and Athletes, the Organization recommends:
 - a. Persons in Authority may only send texts, direct messages on social media or emails to individual Athletes when necessary and only for communicating information related to team issues and activities (e.g., non-personal information). Any such texts, messages or emails shall be professional in tone
 - b. Electronic communication between Persons in Authority and Athletes that is personal in nature should be avoided. If such personal communication is unavoidable, it must be recorded and available for review by another Person in Authority and/or by the Athlete's parent/guardian (when the Athlete is a Vulnerable Participant)
 - c. Parents/guardians may request that their child not be contacted by a Person in Authority using any form of electronic communication and/or may request that certain information about their child not be distributed in any form of electronic communication
 - d. All communication between a Person in Authority and Athletes must be between the hours of 6:00am and midnight unless extenuating circumstances justify otherwise
 - e. Communication concerning drugs or alcohol use (unless regarding its prohibition) is not permitted
 - f. No sexually explicit language or imagery or sexually oriented conversation may be communicated in any medium
 - g. Persons in Authority are not permitted to ask Athletes to keep a secret for them

Travel

8. For travel involving Persons in Authority and Athletes, the Organization recommends:
 - d. Teams or groups of Athlete shall always have at least two Persons in Authority with them
 - e. For mixed gender teams or groups of Athletes, there should be one Person in Authority from each gender
 - f. If two Persons in Authority cannot be present, reasonable efforts should be made to supplement supervision with screened parents or other volunteers
 - g. To the maximum extent possible, no Person in Authority may drive a vehicle alone with an Athlete unless the Person in Authority is the Athlete's parent or guardian
 - h. A Person in Authority may not share a hotel room or be alone with an Athlete unless the Person in Authority is the Athlete's parent/guardian or spouse
 - i. Room or bed checks during overnight stays must be done by two Persons in Authority
 - j. For overnight travel when Athletes must share a hotel room, roommates must be age-appropriate (e.g., within approximately two years of age of one another) and of the same gender identity

Locker Rooms / Changing Areas

9. For locker rooms, changing areas and other closed meeting spaces, the Organization recommends:
- a. Interactions between Persons in Authority and Athletes should not occur in any area where there is a reasonable expectation of privacy such as a locker room, washroom or changing area. A second adult should be present for any necessary interaction between an adult and an Athlete in any such area
 - b. If Persons in Authority are not present in the locker room or changing area, or if they are not permitted to be present, they should still be available outside the locker room or changing area and be able to enter the room or area if required, for reasons including but not limited to team communications and/or emergencies

Photography / Video

10. For all photography and video of an Athlete, the Organization recommends:
- a. Photographs and video should only taken in public view. Content must observe generally accepted standards of decency, and be both appropriate for and in the best interest of the Athlete
 - b. The use of recording devices in areas where there is a reasonable expectation of privacy is strictly prohibited
 - c. Examples of photos that shall be edited or deleted include:
 - i.Images with misplaced apparel or where undergarments are showing
 - ii.Suggestive or provocative poses
 - iii.Embarrassing images
 - d. If any content featuring an Athlete will be used on any form of public media, a Photo and Video Consent Form must be completed before the content is recorded

Physical Contact

11. Some physical contact between Persons in Authority and Athletes may be necessary for various reasons including, but not limited to, teaching a skill or tending to an injury. For physical contact, the Organization recommends:
- a. A Person in Authority must always request permission to make physical contact from the Athlete in advance and clearly explain where and why the physical contact will occur. The Person in Authority must make clear that they are requesting to touch the Athlete and not requiring physical contact
 - b. Infrequent, incidental physical contact during a training session is not considered a violation of policy
 - c. Non-essential physical contact may not be initiated by the Person of Authority. It is recognized that some Athletes may initiate non-essential physical contact such as hugging or other physical contact with a Person in Authority for various reasons (e.g., such as celebrating or crying after a poor performance). This physical contact should always occur in an open and observable environment.

Communications

12. The Organization will strongly recommend the following communication guidelines for all coaches and other adults in a position of authority who interact with athletes:

- h. Group messages, group emails or team pages are to be used as the regular method of communication between Persons in Authority and athletes
- i. Persons in Authority may only send personal texts, direct messages on social media or emails to individual athletes when necessary and only for the purpose of communicating information related to team issues and activities (e.g., non-personal information)
- j. Parents and guardians have the right to request that their child not be contacted by Persons in Authority using any form of electronic communication and/or to request that certain information about their child may not be distributed in any form of electronic communications
- k. The content of all electronic communication between Persons in Authority and athletes must be professional in tone and for the purpose of communicating information related to team issues or activities
- l. All communication between Persons in Authority and athletes must be between the hours of 6:00am and midnight unless extenuating circumstances exist
- m. No communication concerning drugs or alcohol use (unless regarding its prohibition) is permitted
- n. No sexually explicit language or imagery or sexually oriented conversation is permitted
- o. Persons in Authority are not permitted to ask athletes to keep a secret for them
- p. A Person in Authority should not become overly-involved in an athlete's personal life

Travel

- 13. The Organization will strongly recommend the following travel guidelines for all coaches and other adults in a position of authority who travel with athletes:
 - a. A Person in Authority may not be alone in a car with an athlete unless the Person in Authority is the athlete's parent or guardian
 - b. A Person in Authority may not share a room or be alone in a hotel room with an athlete unless the Person in Authority is the athlete's parent or guardian
 - c. Room or bed checks during overnight stays must be done by two Persons in Authority
 - d. For overnight travel when athletes share a hotel room, roommates will be age-appropriate (e.g., within 2 years of age) and of the same gender identity

Locker Room / Changing Area / Meeting Room

- 14. The Organization will strongly recommend the following guidelines for the locker room, changing area, and meeting rooms:
 - c. Interactions between a Person in Authority and an individual athlete should not occur in any room where there is a reasonable expectation of privacy such as the locker room, meeting room, restroom, or changing area. A second Person in Authority should be present for any necessary interaction in any such room
 - d. If Persons in Authority are not present in the locker room or changing area, or if they are not permitted to be present, they should still be available outside the locker room or changing area and be able to enter the room or area if required

Photography / Video

- 15. The Organization will strongly recommend the following photography / video guidelines:

- e. Parents/guardians should sign a photo release form (i.e., as part of the registration process) that describes how an athlete's image may be used by the Organization
- f. Photographs and video may only be taken in public view, must observe generally accepted standards of decency, and be both appropriate for and in the best interest of the athlete.
- g. The use of recording devices of any kind in rooms where there is a reasonable expectation of privacy is strictly prohibited.
- h. Examples of photos that should be edited or deleted include:
 - i. Images with misplaced apparel or where undergarments are showing
 - ii. Suggestive or provocative poses
 - iii. Embarrassing images

Physical Contact

- 16. The Organization understands that some physical contact between Persons in Authority and athletes may be necessary for various reasons including, but not limited to, teaching a skill or tending to an injury. The Organization will strongly recommend the following touch guidelines:
 - d. Unless it is not possible because of serious injury or other circumstance, a Person in Authority should always clarify with an athlete where and why any touch will occur. The Person in Authority must make clear that he or she is *requesting* to touch the athlete and not *requiring* the physical contact
 - e. Infrequent, non-intentional physical contact, particularly contact that arises out of an error or a misjudgment on the part of the athlete during a training session, is permitted
 - f. Making amends, such as an apology or explanation, is encouraged to further help educate athletes on the difference between appropriate and inappropriate contact
 - g. Hugging lasting longer than 5 seconds, cuddling, physical horseplay, and physical contact initiated by the Person in Authority is not permitted. The Organization is aware that some younger athletes may initiate hugging or other physical contact with a Person in Authority for various reasons (e.g., such as crying after a poor performance) but this physical contact should always be limited.