

SSA Minor Athlete Abuse Prevention Policy (MAAPP)

The Sartell Soccer Association hereby adopts the following MAAPP drafted by the US Center for Safe Sport, as it is amended from time to time.

PART I: EDUCATION & TRAINING POLICY

A. Mandatory Child Abuse Prevention Training for Adult Participants

1. Adult Participants Required to Complete Training

- a. The following Adult Participants must complete the *SafeSport Trained Core* Course through the Center's online training:
 - i. Adult Participants who have regular contact with any amateur athlete(s) who is a minor;
 - ii. Adult Participants who have authority over any amateur athlete(s) who is a minor;
 - iii. Adult Participants who are an employee, contractor, or board member of the Sartell Soccer Association (SSA) or any of its members.
- b. Adult Participants who are medical providers required to take training under Section (a) can take the Health Professionals Course in lieu of the *SafeSport Trained Core*.

2. Timing of Training: Adult Participants must complete this training:

- a. Before regular contact with an amateur athlete who is a minor begins; or
- b. Within the first 45 days of either initial membership or upon beginning a new role subjecting the adult to this policy, whichever comes first.

3. Refresher Training: The above listed Adult Participants must complete a refresher course every 12 months, beginning the calendar year after completing the *SafeSport Trained Core*. Every four years, Adult Participants will complete the *SafeSport Trained Core* training. Medical providers can take the Health Professionals Course in lieu of the *SafeSport Trained Core* and are required to take the refresher courses on an annual basis if they meet the criteria for A(1).

B. Minor Athlete Training Must Be Offered

1. The SSA, every 12 months, must offer and, subject to parental consent, give training to minor athletes on the prevention and reporting of child abuse.
2. The Center offers youth courses, located at safesporttrained.org, that meet this requirement.

C. Parent Training Must Be Offered

1. The SSA, every 12 months, must offer training to parents on the prevention and reporting of child abuse.
2. The Center offers a parent course, located at safesporttrained.org, that meets this requirement.

D. Optional Training

1. Adult Participants serving in a volunteer capacity who will **not** have regular contact with or authority over any amateur athlete(s) who is a minor, should take the Center's brief Volunteer Course (or *SafeSport Trained Core* Course) before engaging or interacting with any minor athlete(s).
2. The SSA may provide training in *addition to* the *SafeSport Trained Core* Course, although they cannot refer to this training as "SafeSport" training. **Training other than the SafeSport Trained Core Course or Refresher does not satisfy this policy.**
3. Parents of minor athletes are provided free online access to the Center's parent course and are encouraged to take the training.

E. Exemptions and Accommodations

The Center's online training courses contain information about various forms of abuse. The courses do not include graphic descriptions of abuse or show violent images or video. The content may be uncomfortable or trigger trauma for some participants.

1. Exemptions to the online training requirement may be requested by survivors of abuse and misconduct. Survivors of abuse can request an exemption by contacting The SSA, who may forward the request to U.S. Soccer, or can choose to contact the Center directly to request an exemption at exemptions@safesport.org. All exemptions granted by the Center or U.S. Soccer in this category are considered indefinite and do not need to be re-requested every year.
2. Exemptions to the online training requirement for reasons other than survivor of abuse and misconduct are limited to cognitive or physical disability or language barrier. Requests for these exemptions must be made by the individual to U.S. Soccer. U.S. Soccer will determine whether to grant the exemption. If U.S. Soccer grants the exemption, it will preserve documentation that the exemption was granted and for what duration.
3. The Center has several options available to assist individuals in completing the online training courses, including screen reader-compatible versions and course availability in several languages, including English, Spanish, French, Mandarin, Russian, German and Japanese. If none of the available options will fit the individual's needs, The SSA may determine whether to grant an exemption.

PART II: ORGANIZATIONAL REQUIREMENTS FOR EDUCATION & TRAINING AND PREVENTION POLICIES The SSA

must implement proactive policies designed to prevent abuse. These organizational requirements are described below.

A. Organizational Requirements for Education & Training

1. The SSA must track whether Adult Participants under the organization's jurisdiction complete the required training listed in Part I.
2. The SSA must, every 12 months, offer and, subject to parental consent, give training to minor athletes on the prevention and reporting of child abuse.
 - a. For training to minor athletes, SSA must track a description of the training and how the training was offered and provided to minor athletes.
3. The SSA must, every 12 months, offer training to parents on the prevention and reporting of child abuse.
 - a. For training to parents, The SSA must track a description of the training and how the training was offered and provided to parents.
 - b. The SSA is not required to track individual course completions of parents.

B. Required Prevention Policies and Implementation

1. The SSA must develop minor athlete abuse prevention policies that contain the mandatory components of the Center's model policies in Part III. These model policies cover:
 - a. Meetings
 - b. Individual training sessions
 - c. Therapeutic and Recovery Modalities and Manual Therapy
 - d. Locker rooms and changing areas
 - e. Electronic communications
 - f. Transportation
 - g. Lodging and Residential Environments
2. The SSA must implement these policies within its membership.
3. The SSA must implement these policies for all In-Program Contact.
 - a. At sanctioned events and facilities partially or fully under the SSA's jurisdiction, it must take steps to ensure the policies are implemented and followed.
 - b. For In-Program Contact that occurs outside SSA's sanctioned event or facilities, implementing these policies means:
 - i. Communicating the policies to individuals under the SSA's jurisdiction;
 - ii. Establishing a reporting mechanism for violations of the policies;
 - iii. Investigating and enforcing violations of the policies.
4. The SSA must have a reporting mechanism to accept reports that an Adult Participant is violating its

minor athlete abuse prevention policies. The SSA must appropriately investigate and resolve any reports received, unless the violation is reported to the Center and it exercises jurisdiction over the report. This requirement is in addition to requirements to report abuse under the SafeSport Code.

PART III: REQUIRED POLICIES FOR ONE-ON-ONE INTERACTIONS

The SSA recognizes that youth-adult relationships can be healthy and valuable for development. Policies on one-on-one interactions protect children while allowing for these beneficial relationships. As child sexual abuse is often perpetrated in isolated, one-on-one situations, it is critical that organizations limit such interactions between youth and adults and implement programs that reduce the risk of sexual abuse.

All one on-one In-Program Contact between an Adult Participant and a Minor Athlete must be *observable and interruptible*, except in emergency circumstances or with a documented exception.

Sexual abuse often happens when children are alone with their abusers. This section provides policies for meetings to limit one-on-one interactions between children and adults, including mental health care professionals and licensed health care providers.

EXCEPTIONS:

There are certain relationships and situations in which one-on-one interactions may be allowed or necessary. This section identifies policy exceptions for close-in-age relationships, Personal Care Assistants, dual relationships, and emergencies.

The following exceptions are applicable within all Required Prevention Policies unless otherwise

noted A. Mandatory Components

1. A Close-in-Age Exception: The purpose of this exception is to allow for continued relationships among athletes on the same team. This exception allows for one-on-one In-Program Contact between an Adult Participant and a Minor Athlete if:
 - a. The Adult Participant has **no** authority over the Minor Athlete; and
 - b. The Adult Participant is not more than 4 years older (determined by birth date) than the Minor Athlete.

Note: This exception is different than the close-in-age exception in the [SafeSport Code](#) pertaining to misconduct.

2. Exceptions for Adult Participant Personal Care Assistants Working with a Minor Athlete This exception exists for Adult Participants who also assist a parasport athlete with activities of daily living and preparation for athletic participation. This exception allows for one-on-one In-Program Contact between an Adult Participant and a Minor Athlete if the following requirements are met.
 - a. the Minor Athlete's parent/guardian has provided written consent to the SSA for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
 - b. the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and
 - c. the Adult Participant Personal Care Assistant has complied with the SSA's screening policy.

Exceptions for Dual Relationships This exception allows for one-on-one In-Program Contact when the Adult Participant has a relationship with a Minor Athlete that is outside of the sport program. The exception requires written consent of the Minor Athlete's parent/guardian at least annually. The consent must identify for which Required Prevention Policies the parent/guardian is allowing the one-on-one In-Program Contact

3. Emergency Exception: This exception applies to all Required Prevention Policies for situations where an Adult Participant must violate requirement(s) of the MAAPP due to an emergency. Adult Participants must carefully consider whether specific circumstances meet the threshold of "emergency." Adult Participants should document emergency situations in accordance with SSA protocols. The Center recommends

parents take training on child abuse prevention before providing consent to the above exceptions. The Center offers a free Parent Course at safesporttrained.org.

MEETINGS

A. Mandatory Components

1. Observable and Interruptible Adult Participants must ensure that all In-Program meetings with Minor Athletes be observable and interruptible unless an exception exists, as noted in the “exceptions” section of this policy.
2. Meetings with licensed mental health care professionals and health care providers (other than athletic trainers - Athletic trainers who are covered under these policies must follow the “Manual Therapy and therapeutic and Recovery Modalities” policy.) If a licensed mental health care professional, licensed health care provider, or a student under the supervision of a licensed mental health care professional or licensed health care provider, meets one- on-one with a Minor Athlete at a sanctioned event or a facility, which is partially or fully under the Organization’s jurisdiction, the meeting must be observable and interruptible except:
 - a. If the door remains unlocked; and
 - b. Another adult is present at the facility and notified that a meeting is occurring, although the Minor Athlete’s identity needs not be disclosed; and
 - c. The SSA is notified that the provider will be meeting with a Minor Athlete; and
 - d. The provider obtains consent consistent with applicable laws and ethical standards, which can be withdrawn at any time.

B. Recommended Components

1. Parent Training Parents/guardians receive the U.S. Center for SafeSport’s education and training on child abuse prevention before providing consent for their Minor Athlete to have a meeting or training session with an Adult Participant subject to these policies.

INDIVIDUAL TRAINING SESSIONS

Some abusers will single out athletes for special one-on-one instruction. This kind of isolation provides opportunities for abuse to occur. This section establishes rules for individual training sessions to protect youth athletes from uncomfortable or unsafe situations.

A. Mandatory Components

1. Observable and Interruptible Adult Participants must ensure all In-Program individual training sessions with a Minor Athlete be observable and interruptible unless an exception exists, as noted in the “exceptions” section of this policy.
2. Consent The Adult Participant providing the individual training session must receive advance, written consent from the Minor Athlete’s parent/guardian at least annually, which can be withdrawn at any time; and
3. Parent Observation Parents/guardians must be allowed to observe the individual training session.

B. Recommended Components

1. Monitoring If a permitted meeting or training session takes place between an Adult Participant(s) and a Minor Athlete(s) at a facility partially or fully under The SSA jurisdiction, another Adult Participant will monitor each meeting or training session. Monitoring includes reviewing the parent/guardian consent form, knowing that the meeting or training session is occurring, knowing the approximate planned duration of the meeting or training session, and dropping in on the meeting or training session.
2. Parent Training Parents/guardians receive the U.S. Center for SafeSport’s education and training on child abuse prevention before providing consent for their Minor Athlete to have a meeting or training session with an Adult Participant subject to these policies.

MANUAL THERAPY AND THERAPUETIC AND RECOVER MODALITIES

Many athletes require therapies to prevent or treat injuries. However, these treatment sessions can place children in vulnerable positions, especially if they involve physical contact with adults. This section establishes standards for therapeutic and recovery modalities and manual therapy to reduce the risk of inappropriate contact between youth and adults.

*Manual therapy and therapeutic and recovery modalities can be different for each sport. They can include, but are not limited to: first aid, massage, taping, cupping, stretching, cryotherapy, neuromuscular stimulations, electrical stimulation, or other modalities within the scope of a Healthcare Provider's credentials

A. Mandatory Components

1. Manual Therapy and therapeutic and Recovery Modalities and Requirements All In-Program manual therapy and therapeutic and recovery modalities of a Minor Athlete must:
 - a. Be observable and interruptible; and
 - b. Have another Adult Participant physically present for the modality or manual therapy; and
 - c. Have documented consent as explained in subsection (2) below; and
 - d. Be performed with the Minor Athlete fully or partially clothed, ensuring that the breasts, buttocks, groin, or genitals are always covered; and
 - e. Allow parents/guardians in the room as an observer, except for competition or training venues that limit credentialing; and
 - f. The provider must narrate the steps in the modality before taking them, seeking assent of the Minor Athlete throughout the process.
2. Consent
 - a. Providers of manual therapy, therapeutic modalities, or recovery modalities, or the SSA, when applicable, must obtain consent at least annually from Minor Athletes' parents/guardians before providing any manual therapy, therapeutic modalities, or recovery modalities.
 - b. Minor Athletes or their parents/guardians can withdraw consent at any time.

*Note: Only the emergency exception applies within this policy.

B. Recommended components

1. Parent Training: Parents/guardians receive the U.S. Center for SafeSport education and training on child abuse prevention before providing consent for their Minor Athlete to receive a manual therapy, therapeutic modality, or recovery modality.
2. When possible, techniques should be used to reduce physical touch of Minor Athletes.
3. When possible, techniques should be used to reduce physical touch of Minor Athletes.
4. Only licensed providers should administer manual therapy, therapeutic modalities, or recovery modalities.
5. Coaches, regardless of whether they are licensed massage therapists, should not massage Minor-Athletes.

LOCKER ROOMS AND CHANGING AREAS

Young athletes may be especially vulnerable to abuse in changing areas where they are undressing and possibly showering. Appropriate monitoring is necessary in these areas to prevent abuse and other inappropriate conduct. This section outlines policies for locker rooms and changing areas to ensure privacy and safety.

A. Mandatory Components

1. Observable and Interruptible Adult Participants must ensure that all one-on-one In-Program Contact with Minor Athlete(s) in a locker room, changing area, or similar space where Minor Athlete(s) are present is observable and interruptible unless an exception exists, as noted in the "exceptions" section of this policy.
2. Conduct in Locker Rooms, Changing Areas, and Similar Spaces
 - a. No Adult Participant or Minor Athlete can use the photographic or recording capabilities of any device in locker rooms, changing areas, or any other area designated as a place for changing clothes or undressing.
 - b. Adult Participants must not remove their clothes or behave in a manner that intentionally or recklessly exposes their breasts, buttocks, groins, or genitals to a Minor Athlete.
 - c. Adult Participants must not shower with Minor Athletes unless:

- i. The Adult Participant meets the Close-in-Age Exception; or
 - ii. The shower is part of a pre- or post-activity rinse while wearing swimwear.
- d. Parents/guardians may request in writing that their Minor Athlete(s) not change or shower with Adult Participant(s) during In-Program Contact. The SSA and the Adult Participant(s) must abide by this request.
- 3. Media and Championship Celebrations in Locker Rooms The SSA may permit recording or photography in locker rooms for the purpose of highlighting a sport or athletic accomplishment if:
 - a. Parent/legal guardian consent has been obtained; and
 - b. The SSA approves the specific instance of recording or photography; and
 - c. Two or more Adult Participants are present; and
 - d. Everyone is fully clothed.
- 4. Personal Care Assistants Adult Participant Personal Care Assistants are permitted to be with and assist Minor Athlete(s) in locker rooms, changing areas, and similar spaces where other Minor Athletes are present, if they meet the requirements in subsection (2)(a-c) above.
- 5. Availability and Monitoring of Locker Rooms, Changing Areas, and Similar Spaces
 - a. The SSA must provide a private or semi-private place for Minor Athletes that need to change clothes or undress at sanctioned events or facilities partially or fully under the [ORGANIZATION'S] jurisdiction.
 - b. The SSA must monitor the use of locker rooms, changing areas, and similar spaces to ensure compliance with these policies at sanctioned events or facilities partially or fully under the [ORGANIZATION'S] jurisdiction.

ELECTRONIC COMMUNICATIONS

Technology has made it easier for teams to communicate and share information. Unfortunately, it also makes it easier for abusers to contact children without supervision or share inappropriate images and video. This section sets standards for appropriate electronic communications between youth and adults.

*Electronic communications include, but are not limited to: phone calls, videoconferencing, video coaching, texting, and social media.

A. Mandatory Components

- 1. Open and Transparent
 - a. All one-on-one electronic communications between an Adult Participant and a Minor Athlete must be Open and Transparent unless an exception exists, as noted in the "exceptions" section of this policy.
 - b. Open and Transparent means that the Adult Participant copies or includes the Minor Athlete's parent/guardian, another adult family member of the Minor Athlete, or another Adult Participant.
 - If a Minor Athlete communicates with the Adult Participant first, the Adult Participant must follow this policy if the Adult Participant responds.
 - c. Only platforms that allow for Open and Transparent communication may be used to communicate with Minor Athletes.
- 2. Team Communication

When an Adult Participant communicates electronically to the entire team or any number of Minor Athletes on the team, the Adult Participant must copy or include another Adult Participant, the Minor Athletes' parents/guardians, or another adult family member
- 3. Content

All electronic communication originating from an Adult Participant(s) to a Minor Athlete(s) must be professional in nature unless an exception in (1)(a) exists.
- 4. Requests to Discontinue

Parents/guardians may request in writing that the Organization or an Adult Participant subject to this policy not contact their Minor Athlete outside the assigned game/practice notification app or designated email provided upon registration. The Organization and the Adult Participant must abide by any request to discontinue, absent emergency

circumstances.

B. Recommended components

1. Social Media Connections

Adult Participants, except those with a Dual Relationship or who meet the Close-in-Age Exception, are not permitted to maintain private social media connections with Minor Athletes and should discontinue existing social media connections with Minor Athletes.

TRANSPORTATION

Athletes are often carpooling or traveling without the supervision of their parent/guardian to practices and competitions. This can place them in vulnerable positions where they are susceptible to abuse. This section establishes policies for adults transporting children to or from sport activities.

A. Mandatory Components

1. Transportation

- a. An Adult Participant must ensure that all In-Program contact during Transportation is Observable and Interruptible unless an exception exists, as noted in the “exceptions” section of this policy; or
 - i. The Adult Participant has advance, written consent to transport the Minor Athlete one-on-one obtained at least annually from the Minor Athlete’s parent/guardian.
- b. An Adult Participant meets the In-Program transportation requirements if the Adult Participant is accompanied by another Adult Participant or at least two minors who are at least 8 years of age.
- c. Written consent from a Minor Athlete’s parent/guardian is required for all transportation arranged and funded by the SSA at least annually.
- d. Minor Athlete(s) or their parent/guardian can withdraw consent at any time.

LODGING AND RESIDENTIAL ENVIRONMENTS

Youth athletes traveling overnight face greater risk of sexual abuse if they are traveling without their parent/guardian. Abusers can take advantage of the situation by trying to have unsupervised time alone with children. This section sets rules for sleeping arrangements and room monitoring to protect athletes during overnight travel.

A. Mandatory Components

1. Hotel Rooms and Other Sleeping Arrangements Lodging arrangements covered under this policy include, but are not limited to, hotel stays, rentals (i.e., Airbnb, VRBO, HomeToGo, etc.), and long-term residential environments, including lodging at training sites and billeting.

- a. All In-Program Contact at a hotel or lodging site between an Adult Participant and a Minor Athlete must be observable and interruptible, and an Adult Participant cannot share a hotel room or otherwise sleep in the same room with a Minor Athlete(s) unless an exception exists, as noted in the “exceptions” section of this policy and the Minor Athlete’s parent/guardian has provided the SSA or Adult Participant with advance, written consent for each specific lodging arrangement.
- b. Written consent from a Minor Athlete’s parent/guardian must be obtained for all In-Program lodging at least annually. Consent may be withdrawn at any time.

2. Monitoring or Room Checks During In-Program Travel If the SSA or team performs room checks during In-Program lodging, the one-on-one interaction policy must be followed and at least two adults must be present for the room checks. **3. Additional Requirements for Lodging Authorized or Funded by the SSA**

- a. Adult Participants that travel overnight with Minor Athlete(s) are assumed to have Authority over Minor Athlete(s) and thus must comply with the Center’s Education & Training Policy, unless the Adult Participant meets the Close-in-age Exception.

PART IV: ADDITIONAL POLICIES FOR KEEPING YOUNG ATHLETES SAFE

A. Out-of-Program Contact Adult Participants, who do not meet the Close-in-Age Exception nor have a Dual Relationship with a Minor Athlete, should not have out-of-program contact with Minor Athlete(s) without legal/parent guardian consent, even if the out-of-program contact is not one-on-one.

B. Gifting

1. Adult Participants, who do not meet the Close-in-Age Exception nor have a Dual Relationship with a Minor Athlete, should not give personal gifts to Minor Athlete(s).
2. Gifts that are equally distributed to all athletes and serve a motivational or education purpose are permitted.

C. Photography/Video

1. Photographs or videos of athletes may only be taken in public view and must observe generally accepted standards of decency.
2. Photo Release: All athletes agree to a photo release upon registration in SSA programming. If there are extenuating circumstances that require the removal of the agreed upon photo release, please contact the SSA Board President.

TERMINOLOGY

Adult Participant: Any adult (18 years of age or older) who is:

- a. A member or license holder of the SSA or its members;
- b. An employee, contractor, or board member of an the SSA or its members;
- c. Within the governance or disciplinary jurisdiction of the SSA OR its members;
- d. Authorized, approved, or appointed by the SSA or its members to have regular contact with or authority over Minor Athletes.

*This may include volunteers, medical staff, trainers, chaperones, monitors, contract personnel, bus/van drivers, officials, adult athletes, staff, board members, and any other individual who meets the Adult Participant definition

Amateur Athlete or Athlete: An athlete who meets the eligibility standards established by the National Governing Body for the sport in which the athlete competes.

Authority: When one person's position over another person is such that, based on the totality of the circumstances, they have the power or right to direct, control, give orders to, or make decisions for that person. Also see the [Power Imbalance definition in the SafeSport Code](#). *NOTE: NGBs and the USOPC must submit/include categories of members/individuals that fall under the definition including specific volunteer designations.*

Close-in-Age Exception: An exception applicable to certain policies when an Adult Participant does not have authority over a Minor Athlete *and* is not more than four years older, determined by birth date, than the Minor Athlete (e.g., a 19-year-old and a 16-year-old). Note: this exception *only* applies within the prevention policies and *not* regarding conduct defined in the SafeSport Code.

Dual Relationships: An exception applicable to certain policies when an Adult Participant has a relationship with a Minor Athlete outside of the sport program and the Minor Athlete's parent/guardian has provided written consent at least annually authorizing the exception.

Emergency Exception: This exception applies to all Required Prevention Policies for situations where an Adult Participant must violate requirement(s) of the MAAPP due to an emergency.

Adult Participants must carefully consider whether specific circumstances meet the threshold of "emergency." Adult Participants should document emergency situations in accordance with U.S. Soccer's protocols.

In-Program Contact: Any contact (including communications, interactions, or activities) between an Adult Participant and any Minor Athlete(s) related to participation in sport.

Examples of In-Program Contact include, but are not limited to: competition, practices, camps/clinics, training/instructional sessions,

pre/post game meals or outings, team travel, review of game film, team- or sport-related relationship building activities, celebrations, award ceremonies, banquets, team- or sport-related fundraising or community service, sport education, or competition site visits.

Local Affiliated Organization (LAO): A regional, state, or local club or organization that is directly affiliated with an NGB or that is affiliated with an NGB by its direct affiliation with a regional or state affiliate of said NGB. LAO does not include a regional, state, or local club or organization that is only a member of a National Member Organization of an NGB.

Minor Athlete: An Amateur Athlete under 18 years of age who participates in, or participated within the previous 12 months in, an event, program, activity, or competition that is part of, or partially or fully under the jurisdiction of the SSA. *This term shall also include any minor who participates in, or participated within the previous 12 months in, a non-athlete role partially or fully under the jurisdiction of an NGB, USOPC, or LAO. Examples include, but are not limited to: officials, coaches, or volunteers.

Partial or Full Jurisdiction: Includes any sanctioned event (including all travel and lodging in connection with the event) by the SSA or any facility that the SSA owns, leases, or rents for practice, training or competition.

National Governing Body (NGB): A U.S. Olympic National Governing Body or Pan American Sport Organization recognized by the U.S. Olympic & Paralympic Committee pursuant to the Ted Stevens Olympic and Amateur Sports Act, 36 U.S.C. §§ 220501, et seq. This definition shall also apply to the USOPC, or other sports entity approved by the USOPC, when they have assumed responsibility for the management or governance of a sport included on the program of the Olympic, Paralympic, or Pan American Games.

Adult Participant Personal Care Assistant: An Adult Participant who assists a para sport athlete requiring help with activities of daily living (ADL) and preparation for athletic participation. This support can be provided by a Guide for Blind or visually impaired athletes or can include assistance with transfer, dressing, showering, medication administration, and toileting. Personal Care Assistants are different for every athlete and should be individualized to fit their specific needs. When assisting a Minor Athlete, Adult Participant PCAs must be authorized by the athlete's parent/guardian.

Regular Contact: Ongoing interactions during a 12-month period wherein an Adult Participant is in a role of direct and active engagement with any amateur athlete(s) who is a minor. *NOTE: NGBs and the USOPC must submit/include categories of members/individuals that fall under the definition including specific volunteer designations.*

Residential Environment: A place in which participants live or stay temporarily. Residential environments include, but are not limited to, onsite housing at training facilities, billeting, hotel stays, or rentals (i.e., Airbnb, VRBO, HomeToGo, etc.).

Billeting: A residential environment facilitated by an Adult Participant, the SSA, or sanctioned event staff in which a Minor Athlete is temporarily housed in a private home with an adult or family who is not related to or known by the Minor Athlete. This lodging arrangement is in conjunction with an activity related to sport.

U.S. Olympic & Paralympic Committee (USOPC): A federally chartered nonprofit corporation that serves as the National Olympic Committee and National Paralympic Committee for the United States.

D. DISPUTE RESOLUTION:

In order to resolve disputes, the SSA BOD may conduct investigations as deemed appropriate to resolve the issue(s) involving its players, coaches, volunteers, staff, contractors, parents and officials (or others). Investigations may include and without limitation, convening meetings involving the parties indicated by the grievance and any other interested parties. The SSA BOD may interview other players, parents or SSA members that may have witnessed the grievance. The SSA BOD reserves the right to take any action it may deem appropriate in response to the grievance including and without limitation, suspending or expelling players, coaches, parents or others from future SSA events. The President may bring disputes or concerns requiring immediate action to the Evaluation & Review Committee or, if members are unavailable, an emergency review committee made up of board members may be established. This committee will make an interim decision that can be enacted until a full board review can take place.

E. CONFLICT OF INTEREST:

In cases where there may be a conflict of interest for an SSA board member, said board member will recuse himself/herself from the grievance procedures. Board members, however, may be interviewed as part of the investigation.

F. CONFIDENTIALITY:

The SSA recognizes the sensitive nature of certain grievances and will take all reasonable steps to ensure that the information reported and gathered through the investigation be kept confidential and only shared with those individuals necessary to resolve the grievance.

G. MINNESOTA YOUTH SOCCER ASSOCIATION INFORMATION:

The SSA is a member of the Minnesota Youth Soccer Association (MYSA). MYSA Complaints & Appeals Information can be found at:
<https://www.mnyouthsoccer.org/complaints-and-appeals/>