

JUST COMPETE SPORTS

CONCUSSION AND INJURY MANAGEMENT POLICY

Effective Date: July 21, 2026

Last Updated: July 21, 2026

1. Purpose

Just Compete Sports is committed to protecting the health and safety of all participants.

This policy establishes procedures for recognizing, responding to, documenting, and managing concussions, suspected concussions, injuries, illnesses, and medical emergencies occurring during Just Compete Sports programs and events.

This policy applies to all Just Compete Sports programs, including, but not limited to, NFL FLAG, Girls Play Flag Football, Young3, NHL STREET, MLS GO, camps, clinics, tournaments, partner events, and future sports or programs.

Nothing in this policy should be interpreted to suggest that unsafe participation, premature return to play, or disregard of participant injuries was permitted before the effective date of this document.

2. Who Must Follow This Policy

This policy applies to:

- Employees
- Coaches and assistant coaches
- Team managers
- Program directors
- Officials and referees
- Athletic trainers and medical personnel
- Volunteers
- Contractors
- Event staff
- Participants
- Parents and guardians when applicable

- Any adult acting on behalf of Just Compete Sports

3. General Safety Responsibility

All covered adults must place participant safety ahead of competition, convenience, playing time, team results, or pressure from athletes, coaches, or families.

Coaches, officials, and staff must stop participation when they reasonably believe a participant may be injured, ill, impaired, or unable to participate safely.

No coach, volunteer, official, parent, guardian, teammate, or participant may pressure an injured or ill participant to continue playing.

When there is uncertainty about whether a participant can safely continue, the participant should be removed from activity and evaluated.

4. Emergency Action Planning

Program directors and event leaders should know:

- The exact address of the playing location.
- How emergency responders can access the field, court, rink, or facility.
- Where emergency equipment is located.
- Who is responsible for calling 911.
- Who will meet and direct emergency responders.
- How parents or guardians will be contacted.
- Where participant emergency information is available.
- How an incident will be documented.

Emergency access routes must remain reasonably clear.

5. Emergency Medical Situations

Call 911 immediately when a participant:

- Is unconscious or cannot be awakened.
- Has difficulty breathing.
- Experiences a seizure.
- Has severe or worsening head or neck pain.
- Shows weakness, numbness, paralysis, or loss of coordination.
- Has repeated vomiting.

- Shows increasing confusion, agitation, unusual behavior, or slurred speech.
- Has one pupil larger than the other.
- Has significant bleeding that cannot be controlled.
- Has a suspected neck, spine, or serious head injury.
- Shows signs of heat stroke.
- Has a severe allergic reaction.
- Experiences chest pain.
- Collapses unexpectedly.
- Has a possible cardiac emergency.
- Has any condition that appears life-threatening.

When emergency medical services are activated:

1. A responsible adult should call 911.
2. Another adult should meet and direct emergency responders.
3. The participant should not be moved unless necessary to prevent additional danger.
4. Appropriate first aid should be provided by a qualified person.
5. The parent or guardian should be contacted immediately.
6. The participant should remain supervised.
7. The incident must be documented.

6. Suspected Concussion

A concussion may result from a hit or force to the head, face, neck, or body that causes the brain to move rapidly inside the skull.

A participant does not need to lose consciousness to have a concussion.

Possible signs and symptoms include:

- Headache or pressure in the head
- Dizziness
- Balance problems
- Nausea or vomiting
- Blurred or double vision
- Sensitivity to light or noise
- Confusion
- Difficulty remembering
- Slow responses
- Appearing dazed

- Changes in behavior or mood
- Fatigue
- Difficulty concentrating
- Loss of consciousness
- Unusual clumsiness
- Poor coordination
- Slurred speech
- Irritability
- Feeling foggy or slowed down
- Difficulty answering basic questions
- Forgetting plays, instructions, or recent events

Symptoms may appear immediately or may develop later.

7. Remove From Participation

When a concussion is suspected:

1. Remove the participant from activity immediately.
2. Do not allow the participant to return to play or practice on the same day.
3. Notify the participant's parent or guardian.
4. Provide information regarding observed symptoms and warning signs.
5. Recommend evaluation by an appropriate licensed healthcare professional.
6. Complete a Just Compete Sports Incident Report.
7. Do not leave the participant alone when concerning symptoms are present.
8. Call 911 when emergency warning signs are present.

When in doubt, sit the participant out.

A coach, official, parent, guardian, or participant may not override the same-day removal requirement.

8. Concussion Emergency Warning Signs

Call 911 or obtain emergency medical assistance when a participant displays:

- A headache that becomes severe or continues to worsen.
- Repeated vomiting.
- A seizure or convulsion.
- Loss of consciousness.
- Increasing confusion, restlessness, or agitation.

- Inability to recognize people or places.
- Slurred speech.
- Weakness, numbness, or reduced coordination.
- One pupil larger than the other.
- Unusual behavior.
- Extreme drowsiness or inability to awaken.
- Increasing neck pain.
- Clear fluid or blood coming from the nose or ears.
- Any rapidly worsening symptom.

9. Return to Participation Following a Suspected Concussion

A participant removed for a suspected concussion may not return to practice, competition, scrimmage, conditioning, or another activity that presents a risk of head impact until:

- The participant has been evaluated by an appropriate licensed healthcare professional.
- Written clearance has been provided when required by law or Just Compete Sports.
- The participant has completed any recommended gradual return-to-sport progression.
- The parent or guardian has provided required documentation.
- Just Compete Sports has confirmed that return requirements have been met.
- The participant is not displaying symptoms that make participation unsafe.

A coach, official, staff member, participant, parent, or guardian may not override a medical restriction.

Medical clearance does not require a coach or Just Compete Sports representative to return a participant immediately when safety concerns or symptoms remain.

Just Compete Sports may require additional evaluation or documentation before permitting return.

10. Gradual Return to Sports

Return to full participation should occur gradually and under the direction of an appropriate healthcare professional.

The progression will generally move through increasingly demanding activity, such as:

1. Regular daily activities and return to school.
2. Light aerobic activity.
3. Moderate activity.
4. Heavy, non-contact activity.
5. Practice with contact when medically appropriate.
6. Return to competition.

The participant should advance only as directed by the healthcare professional and when symptoms do not return or worsen.

If symptoms return or worsen, the participant must stop activity and follow medical guidance before progressing.

11. Other Injuries and Illnesses

A participant must be removed from participation when the participant:

- Cannot safely bear weight or use an injured body part.
- Has significant pain, swelling, deformity, or loss of movement.
- Has bleeding that cannot be controlled.
- Shows signs of heat illness or dehydration.
- Has difficulty breathing.
- Has a possible allergic reaction.
- Has a suspected fracture or dislocation.
- Has a suspected neck, spinal, or serious internal injury.
- Is vomiting, disoriented, unusually weak, or medically unstable.
- Has an illness that may endanger the participant or others.
- Cannot participate safely because of medication, impairment, or another medical condition.
- Reports chest pain, fainting, or unusual shortness of breath.
- Displays behavior or symptoms that make continued participation unsafe.

12. Return From Other Injuries or Illnesses

Just Compete Sports may require written medical clearance before a participant returns following:

- A fracture
- Surgery

- Hospitalization
- A serious joint or ligament injury
- A neck or spinal injury
- A cardiac event
- Heat stroke
- Loss of consciousness
- A physician-imposed restriction
- A significant illness
- A condition that could place the participant or others at risk
- Another serious injury or medical event

A coach may not diagnose an injury or provide medical clearance unless the coach is independently qualified, licensed, and authorized to do so.

Parents and guardians are responsible for providing accurate medical information and required clearance documents.

13. Parent or Guardian Notification

The parent or guardian must be notified promptly when a participant:

- Is removed for a suspected concussion.
- Receives emergency medical treatment.
- Experiences a significant injury.
- Cannot safely continue participating.
- Displays symptoms requiring continued monitoring.
- Is transported by emergency medical services.
- Is advised to obtain medical evaluation.
- Experiences an allergic reaction, breathing problem, or other significant medical event.

When the parent or guardian cannot be reached, staff should use the emergency-contact and medical-authorization information provided during registration.

The participant must remain supervised until released to a parent, guardian, emergency responder, or other authorized adult.

14. Injury Documentation

A Just Compete Sports Incident Report should be completed when:

- Emergency services are called.
- A participant is removed for a suspected concussion.
- A participant suffers a significant injury.
- Medical treatment beyond basic first aid is recommended or provided.
- A participant is transported from the location.
- A parent or guardian disputes a safety removal.
- An injury results from possible misconduct, unsafe equipment, or hazardous conditions.
- A participant loses consciousness.
- A participant experiences a serious allergic reaction.
- A participant displays signs of heat illness.
- The incident may lead to an insurance claim.
- The program director or staff member determines documentation is appropriate.

The report should document facts and observations rather than speculation or an unqualified medical diagnosis.

15. Incident Report Information

The report should include:

- Participant's name
- Date of birth or age division
- Parent or guardian information
- Date, time, and location
- Sport or activity
- Activity taking place
- Description of what occurred
- Observed signs and symptoms
- First aid or assistance provided
- Names of witnesses
- Parent-notification details
- Whether emergency services were contacted
- Whether the participant left with a parent, guardian, or emergency responder
- Name of the person completing the report
- Any follow-up documentation received
- Any identified equipment, weather, field, court, or facility concerns

The completed report should be submitted promptly to **safesport@justcompete.org**.

16. First Aid

Basic first aid may be provided by an appropriately trained adult within the limits of that person's training.

Covered adults should not:

- Attempt medical procedures beyond their training.
- Diagnose injuries or illnesses.
- Move a participant with a suspected neck or spinal injury unless necessary to prevent greater danger.
- Provide medication without appropriate authorization.
- Force a participant to continue an activity.
- Minimize or dismiss reported symptoms.

First-aid supplies should be reasonably accessible during practices, games, tournaments, camps, and other program activities.

17. Medication

Just Compete Sports personnel should not administer prescription or over-the-counter medication unless specifically authorized under organizational procedures.

Participants who carry emergency medication, such as an inhaler or epinephrine auto-injector, should have appropriate parent or guardian authorization and emergency instructions on file.

Emergency medication should be reasonably accessible during program activities.

Medication must not be shared between participants.

Coaches and volunteers must not recommend or provide prescription medication, pain medication, supplements, or other substances to participants unless properly authorized and qualified to do so.

18. Heat, Hydration, and Weather

Coaches and program staff must:

- Provide reasonable hydration opportunities.
- Permit participants to drink water as needed.

- Modify activities based on heat, humidity, weather, field conditions, and participant age.
- Watch for signs of heat illness.
- Stop activity during unsafe weather or field conditions.
- Follow Just Compete Sports weather and lightning procedures.
- Provide additional rest breaks when conditions require them.
- Consider the use of uniforms, helmets, pads, or other equipment when determining heat risk.

Water may not be withheld as punishment.

Possible signs of heat illness include:

- Heavy sweating
- Weakness
- Dizziness
- Headache
- Nausea
- Muscle cramping
- Confusion
- Fainting
- Hot or unusually dry skin
- Rapid breathing or pulse

Suspected heat stroke is a medical emergency. Call 911 immediately.

19. Sudden Cardiac Arrest

Sudden cardiac arrest may occur without warning.

Warning signs may include:

- Unexpected collapse
- Unresponsiveness
- Abnormal or absent breathing
- Chest pain
- Fainting during activity
- Seizure-like activity immediately after collapse

When sudden cardiac arrest is suspected:

1. Call 911.

2. Begin CPR if trained.
3. Retrieve and use an automated external defibrillator when available.
4. Continue care until emergency responders take over.
5. Notify the parent or guardian.
6. Complete an incident report.

A participant who experiences fainting, chest pain, or other possible cardiac symptoms during activity must be removed and evaluated before returning.

20. Equipment and Playing Conditions

Coaches, officials, and staff should inspect playing areas and equipment for obvious hazards.

Unsafe conditions may include:

- Holes or debris on a field
- Wet or slippery courts
- Unsecured goals, boards, nets, or equipment
- Standing water
- Lightning
- Extreme heat or cold
- Damaged protective equipment
- Improperly placed spectators
- Vehicle traffic near playing areas
- Missing emergency access
- Inadequate lighting
- Broken playing surfaces
- Exposed sharp objects
- Improperly secured equipment

Activities should be delayed, modified, relocated, or canceled when conditions cannot be made reasonably safe.

Participants should use equipment appropriate for the sport and activity.

21. Sport-Specific Safety Requirements

Participants, coaches, officials, and staff must follow safety requirements applicable to the specific sport or program.

This may include:

- Mouthguards
- Proper footwear
- Eye protection
- Helmets or head protection
- Shin guards
- Protective padding
- Properly sized equipment
- Stick or ball safety procedures
- Jewelry restrictions
- Clothing and uniform requirements
- Field, court, rink, or sideline restrictions

Sport-specific safety rules may be contained in the applicable rulebook, program guide, or facility requirements.

22. Participant and Parent Responsibilities

Parents and guardians are responsible for:

- Providing accurate medical and emergency-contact information.
- Disclosing conditions that may affect safe participation.
- Providing required medication and instructions.
- Obtaining medical evaluation when recommended.
- Following return-to-play restrictions.
- Providing clearance documentation when required.
- Informing Just Compete Sports of new medical restrictions.
- Picking up an injured or ill participant when requested.
- Not pressuring a participant to return before it is safe.

Participants are expected to:

- Report injuries and symptoms honestly.
- Report concussion symptoms promptly.
- Inform a coach or trusted adult when they feel ill or unsafe.
- Follow medical restrictions.
- Use required safety equipment.
- Avoid hiding symptoms to remain in a game or activity.
- Report unsafe conditions.

23. No Retaliation or Playing-Time Penalty

A participant must not be punished, shamed, threatened, or denied future opportunities merely for:

- Reporting an injury.
- Reporting concussion symptoms.
- Requesting water or medical assistance.
- Following medical restrictions.
- Declining to participate because of a legitimate safety concern.
- Reporting unsafe equipment or playing conditions.
- Cooperating with an injury review.

Legitimate team decisions may still be made based on a participant's ability to participate safely.

24. Communication and Confidentiality

Medical and injury information should be shared only with individuals who need the information to:

- Protect the participant.
- Provide appropriate care.
- Contact the parent or guardian.
- Apply medical restrictions.
- Complete required documentation.
- Address insurance or legal requirements.
- Cooperate with emergency responders.

Coaches and staff must not publicly discuss a participant's medical condition or post injury information on social media.

Team communications should provide only the information necessary to explain participation status or schedule changes.

25. Training

Coaches and designated staff may be required to complete training regarding:

- Concussion recognition
- Emergency response

- Heat illness
- Sudden cardiac arrest
- First aid and CPR
- Injury documentation
- Return-to-play procedures
- Sport-specific safety requirements

Training requirements may vary based on role, state law, facility requirements, insurance requirements, or governing-body standards.

Failure to complete required training may result in delayed assignment, suspension, restricted duties, or removal from service.

26. Violations

Failure to follow this policy may result in:

- Corrective instruction
- Additional training
- Restricted coaching responsibilities
- Suspension
- Removal from a team, event, or program
- Termination of employment or volunteer service
- Permanent loss of participation privileges
- Notification to a governing body, facility, insurer, or governmental authority

Just Compete Sports may impose immediate protective action when a person knowingly permits an injured participant to continue in an unsafe manner.

27. Policy Review

Just Compete Sports may review and update this policy as needed to address changes in law, insurance requirements, governing-body standards, medical guidance, organizational operations, or participant-safety practices.

Covered adults may be required to acknowledge updated versions of this policy.

28. Questions and Policy Contact

Questions regarding this policy should be directed to:

Just Compete Sports

Email: safesport@justcompete.org

Injury reports, suspected concussion reports, and other participant-safety documentation should be submitted to **safesport@justcompete.org**.

For an emergency or immediate threat, call 911.