

FPSA ANTI-ABUSE POLICY

Fairview Park Soccer Association (FPSA) is committed to providing a safe sporting environment for all players, families, and volunteers during all practices, clinics, games, and tournaments. The U.S. Center for SafeSport defines a safe sporting environment as one free from emotional, physical, and sexual misconduct, including bullying, harassment, and hazing.

Zero Tolerance

FPSA has zero tolerance for abuse of any nature. All reported incidents will be treated with the highest level of sensitivity and respect to ensure appropriate actions are taken in a timely manner.

Volunteer Requirements

All adult volunteers are required to pass a background investigation conducted by a provider selected by FPSA. Additionally, in accordance with Public Law 115-126, Protecting Young Victims From Sexual Abuse and Safe Sport Authorization Act of 2017, herein referred to as "Safe Sport Authorization Act," FPSA requires all adult volunteers who are in contact with its players to complete SafeSport Core training annually. This training addresses the prevention and reporting of child abuse and covers Sexual Misconduct Awareness Education, Mandatory Reporting, and Emotional and Physical Misconduct.

Mandated Reporting

In accordance with the Safe Sport Authorization Act, the actions outlined below must be taken immediately, not to exceed 24 hours.

- Child Abuse

An adult participant who learns of information or reasonably suspects that a child has suffered an incident of Child Abuse, including sexual abuse, must immediately report the incident to law enforcement and to the U.S. Center for SafeSport, and comply with applicable reporting requirements under Ohio law.

- Sexual Misconduct

An adult participant who learns of information or reasonably suspects that an incident of Sexual Misconduct has occurred, must immediately report the incident directly to the U.S. Center for SafeSport. If the Sexual Misconduct involves a minor, it must be reported as Child Abuse as detailed above.

Child Abuse and Sexual Misconduct reporting requirements apply regardless of whether the suspected victim is an adult or minor at the time the alleged incident becomes known or suspected.

- Emotional Misconduct, Physical Misconduct, or MAAPP/Proactive Policy Violations

An adult participant who learns of information or reasonably suspects that an incident of emotional or physical misconduct (including bullying, stalking, hazing, and harassment) or a violation of the Minor Athlete Abuse Prevention Policies (MAAPP) or other proactive policies has occurred must report it to the organization with which the adult participant is affiliated (FPSA).

Nothing in the Code requires a victim of child abuse or other misconduct, including sexual misconduct, to self-report.

Enforcement of Policy

FPSA volunteers are mandated reporters and are required to adhere to the applicable reporting process outlined above. In addition to the above reporting, FPSA requires the adult participant to report such incidents to the FPSA Board of Directors.

Noncompliance with the reporting processes is a violation of this Policy and constitutes grounds for immediate dismissal from FPSA.

In the event of a reportable incident, the accused individual will be immediately removed from FPSA activities until an investigation is completed by law enforcement and/or FPSA, as applicable.

Definitions, per the U.S. Center for SafeSport

Emotional Misconduct includes:

- Verbal acts: repeated and excessive verbal attacks for no productive reason, such as name-calling, body-shaming, or ridiculing someone for reasons not related to performance
- Physical acts: being repeatedly or severely physically aggressive, such as throwing equipment at someone or punching walls near them
- Acts that deny attention or support: such as ignoring or isolating someone for long time periods, or routinely excluding them from activities or coaching guidance for no productive reason
- Stalking: intentional and repeated behaviors (in person or using technology) that would reasonably make someone feel scared (for themselves or others) or very upset, such as following, monitoring, observing, threatening, or excessively messaging them
- Criminal conduct: any behavior described as emotional abuse or misconduct under federal or state law, such as child abuse or child neglect

Someone's conduct may be considered Emotional Misconduct even if they did not cause (or mean to cause) harm.

Physical Misconduct is any behavior done on purpose that causes (or could reasonably cause) physical harm to another person.

Physical Misconduct includes:

- Contact acts: punching, beating, slapping, or strangling someone; knowingly letting someone return to play without medical clearance after a serious injury
- Non-contact acts: not letting someone have water or food, illegally giving them alcohol or drugs (including prescription medications not prescribed to them), forcing someone to assume a painful stance or position for no athletic purpose
- Criminal conduct: any behavior described as physical abuse or misconduct under federal or state law, such as assault or child abuse

Bullying Behaviors are repeated or severe aggressive behaviors directed at someone under age 18. The behaviors are intended or likely to hurt, control, or diminish that person emotionally, physically, or sexually.

- Bullying involves repeated or severe behaviors such as:
 - Physical: hitting, beating up, spitting at, or throwing objects at someone
 - Verbal: ridiculing, name-calling, taunting, or threatening to harm someone
 - Social (including cyberbullying): spreading rumors or lies to harm someone's reputation, socially excluding them and asking others to do the same, or using technology to harass, frighten, intimidate, or humiliate them
 - Sexual: ridiculing or taunting someone about their gender identity, gender expression, looks, or sexual orientation or behavior
 - Criminal conduct: any conduct described as bullying under federal or state law

Harassment is repeated or severe conduct that does at least one of the following:

- Causes fear, humiliation, or annoyance: such as threatening to harm someone or repeatedly ridiculing them
- Offends or degrades: such as repeatedly using slurs or making offensive jokes to or about someone
- Creates a hostile environment: such as repeated or severe actions that affect someone in a way that limits their ability to participate in programs or activities
- Attempts to establish dominance, superiority, or power because of discriminatory bias against a person or group's age, race, ethnicity, culture, religion, national origin, or disability: such as saying someone will fail because of one of these characteristics
- Is described as harassment under federal or state law

Hazing involves conduct--either physical, mental, emotional, or psychological--that may abuse, degrade, intimidate, or put a person in danger in order to join or be socially accepted by a group.

Hazing may include:

- Contact acts: such as beating someone with fists or objects, or physically restraining them
- Non-contact acts: such as making someone play drinking games, do humiliating acts, or depriving them of sleep, food, or water
- Sexualized acts: such as requiring someone to share nude photos or perform sexual behaviors
- Criminal conduct: any conduct described as hazing under federal or state law