



# White Clay Soccer Club Zero Tolerance Policy

The White Clay Soccer Club has adopted a **Zero Tolerance Policy** towards verbal, physical, and sexual abuse, harassment, or threatening behavior by anyone involved in the club. All participants (including, but not limited to, parents, players, coaches, and volunteers) who are abusive (as determined by the club) toward any person (including, but not limited to, opposing teams, parents, coaches, referees, players, and spectators) **will** be subject to disciplinary action.

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## **Introduction**

The following guidelines are established for all members of WCSC and anyone who participates in our club activities. All members of WCSC (coaches, players, managers, club officials and other club volunteers) are expected to observe and adhere to this policy. In addition, spectators and other individuals (e.g., outside trainers) that are participating in club-related activities are expected to adhere to this policy.

## **Prohibited Actions**

Abuse of any kind is not permitted within our organization. WCSC does not tolerate verbal, physical, or sexual abuse, harassment, or threatening behavior from our players, coaches, officials, volunteers, parents or spectators.

Actions, including, but not limited to, striking, hitting, kicking, biting, spitting, indecent or wanton gesturing, lewd remarks, indecent exposure, unwanted physical contact, any form of sexual contact or inappropriate touching, are strictly prohibited within our organization.

Furthermore, the use of foul language or making abusive statements in regard to a person's race, gender, religion, nationality/ethnicity, sex or age are also prohibited.

It is the responsibility of all coaches, officials, and volunteers to be protective advocates of this policy. Every member of WCSC is responsible for reporting any cases of questionable conduct or alleged mistreatment toward participants by any coach, official, volunteer, player, parent or spectator.

## **Policy Enforcement**

**All alleged violations of the Zero Tolerance Policy must be reported to the WCSC Incident Reporting Committee in accordance with the reporting procedures described in the Incident Reporting Policy.**

The WCSC Incident Reporting Committee will respond quickly to any and all allegations of abuse within this organization. This information will be communicated to appropriate authorities for investigation and will be reviewed by the Incident Reporting Committee. The alleged offender will be notified of such allegations promptly and may be subject to disciplinary action.

Any person accused of sexual or physical abuse may be asked to resign voluntarily or may be suspended by the club until the matter is resolved. A person who is accused but later cleared of charges, may apply to be reinstated within the organization. Reinstatement is not a right, and no guarantee is made that he or she will be reinstated to his/her former position.