



PASC Policies: Safety and Abuse Prevention Policy

Updated: April 2018

PASC's mission is to provide a competitive club soccer environment for our community's youth where they develop soccer skills and intelligence as well as a resilient character to excel within a team environment.

In keeping with the mission PASC places great importance on the physical and mental safety of our club members.

Physical Safety.

PASC requires concussion protocol training for each of its coaches and practices a "safety first" policy for players returning from injuries and follows PASC playing league and US Soccer recommendations for heading in games and practices and for return to play.

PASC is committed to providing a safe environment for its Members and participants, and to preventing abusive conduct in any form.

1. **Staff Screening:** Each member or coach who is required to be registered shall also submit to a background check. Failure to submit a background check application before participating with PASC players, or falsifying the application in any way, shall be grounds for immediate suspension from PASC.
2. **Staff and Player Safety Practice:** Staff and Coaches shall not place themselves knowingly in one-on-one situations or solicit to be alone with any player out of public view. This includes before and after practices, games, team meetings, or in meetings in the PASC club house.
3. **Abuse of any kind is not permitted within the PASC.** Physical, sexual, emotional or verbal abuse or misconduct from our players, coaches, officials, volunteers, parents or spectators shall not be tolerated.
 - a. Physical and sexual abuse, including, but not limited to, striking, hitting, kicking, biting, indecent or wanton gesturing, lewd

remarks, indecent exposure, and any form of sexual contact or inappropriate touching, are strictly prohibited within the PASC.

- b. Emotional abuse or verbal abuse is also prohibited. These include, but are not limited to such forms of abuse as: insulting, threatening, mocking, demeaning behavior, or making abusive statements in regard to a person's race, gender, religion, nationality/ethnicity, sex or age.
4. Members and coaches are responsible for reporting any cases of questionable conduct or alleged mistreatment toward our Members by any coach, official, volunteer, player, parent, sibling or spectator.

Reports of suspected abuse must be reported by managers, board members and coaches. Reports must be made to law enforcement and to Safe Sport in accordance with the Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017. SafeSport has issued a training fact sheet which can be accessed [here](#).

A. Local law enforcement:

- a. Palo Alto Police Department:
<https://www.cityofpaloalto.org/gov/depts/pol/contact.asp>
- b. Santa Clara County Sheriff:
<https://www.sccgov.org/sites/sheriff/Pages/search.aspx?svtyp=Contracts>

B. SafeSport: <https://safesport.org/>

In addition to reporting to law enforcement and SafeSport, reports of suspected abuse made to members, coaches, managers or board members shall be made to the appropriate authorities and to the Executive Director or a member of the Board of Directors. Reports made to any other PASC member shall be directed to the SafeSport Committee. Reports may be made anonymously via email to "safesport@pasoccerclub.org". A SafeSport Committee comprised of the Executive Director, the Board of Directors president and a third person to be designated by the Board of Directors shall be responsible for investigating and making any required report to the United States Center for SafeSport and to law enforcement. The committee will also be responsible for making any necessary recommendations regarding remedies for the reported abuse. Any manager, coach or director under investigation for serious allegations of abuse shall be placed on leave, without pay, pending completion of the investigation.

5. PASC will respond quickly to any and all allegations of abuse. Preventive and corrective actions will be taken to both investigate and report allegations of abuse.
6. PASC coaches, managers and directors shall strictly comply with the Victims of Child Abuse Act of 1990 and the Amateur Sports Act of 1978. Each coach, manager and directors shall undergo annual training to ensure that the relevant laws are followed and that there is no retaliation for reporting abuse allegations.