

1 PART 1 – CALIFORNIA SOCCER ASSOCIATION NORTH, INC.
SAFESPORT POLICY

Effective date January 1, 2022

1.1 This policy applies to all members of the Board of Directors and employees of California Soccer Association North, Inc. (collectively “CSAN Leaders”).

1.2 Prohibited Conduct

CSAN prohibits conduct that includes bullying, hazing, harassment (including sexual harassment), emotional misconduct, physical misconduct, and sexual misconduct, as those terms are defined by the U.S. Center for SafeSport. For a list of all the types of prohibited conduct, see the SafeSport Code at: <https://uscenterforsafesport.org/response-and-resolution/safesport-code/>.

1.3 Required Reporting of Prohibited Conduct

All CSAN Leaders are mandatory reporters as defined in the Federal *Protecting Young Victims from Sexual Abuse and SafeSport Authorization Act of 2017* (“SafeSport Act”). Within 24 hours of observing any prohibited conduct, CSAN Leaders must report the incident to:

1.3.1 Local law enforcement

1.3.2 US Soccer hotline - <https://www.ussoccer.com/report-a-concern>

1.3.3 The Center for SafeSport at: <https://uscenterforsafesport.org/report-a-concern/>

1.4 Any member league or individual member of CSAN may also report prohibited conduct to the above listed organizations. Reports may be made anonymously and no fee or other cost is involved.

1.5 CSAN Leaders are prohibited from retaliating against individuals making good faith reports of prohibited conduct.

1.6 Required Training

1.6.1 CSAN Leaders must take the online SafeSport Trained Core training provided by the Center for Safe Sport. Thereafter, CSAN Leaders must take the annual online refresher SafeSport training or re-take the SafeSport Trained Core, in accordance with SafeSport policy.

1.6.2 All CSAN Leaders must annually provide a copy of their certificate of training to the CSAN Staff.

1.7 Any person who is listed as ineligible or suspended in the Centralized Disciplinary Database of the Center for Safe Sport may not serve as a CSAN Leader.

1.8 Recordkeeping - CSAN shall maintain a database of all incidents of prohibited conduct that are reported to it.

2 PART 2 - SAFESPORT POLICY FOR MEMBER LEAGUES OF CSAN

- 2.1 CSAN Member Leagues must formally adopt a SafeSport policy.
- 2.2 CSAN shall assist its Member Leagues with policy templates for this purpose.
- 2.3 A CSAN Member League's SafeSport policy shall apply to the mandatory reporters within the League as defined under the SafeSport Act. These mandatory reporters include the League's employees, board members and members of standing committees.

3 SAFESPORT REQUIREMENTS FOR CSAN AFFILIATED TEAMS

- 3.1 This policy applies to affiliated teams that register one or more players who are under 18 ("U18").
- 3.2 According to the SafeSport Act, persons who are 18 or older ("adults") who have close and continuing contact with persons who are U18 must take the following actions:
 - 3.2.1 One-on-one interactions between an adult and a U18 player on the team must be limited in accordance with the SafeSport Code (<https://uscenterforsafesport.org/response-and-resolution/safesport-code/>.)
 - 3.2.2 The adult players and staff on the team must maintain a current annual certificate of SafeSport Training on file with the CSAN Member League or CSAN office.
 - 3.2.3 Background screening of each of the adult players and team staff members must be done once every three years.
- 3.3 Background Screening Requirements
 - 3.3.1 Screening Test 1: Screening must be checked against the California Sex Offender Registry at: <https://meganslaw.ca.gov/>.
 - 3.3.2 Screening Test 2: Screening must be checked against the U.S. Soccer Risk Management list at: <https://ussoccer.box.com/s/whfzcaetbyoho4tvhenr8pohldvu1op8>. The password for access is: V4@#+S{h9nCr
 - 3.3.3 Screening Test 3: Screening must be checked against the SafeSport Centralized Disciplinary Database available at <https://uscenterforsafesport.org/response-and-resolution/centralized-disciplinary-database/>.
 - 3.3.4 Failing a screening test means that the adult is listed in the corresponding database.
 - 3.3.5 An adult who fails Screening Test 3 and is listed by the Center for Safe Sport as ineligible or suspended must be removed from the team and may not participate in any way on the team, in the league or in CSAN.

3.3.6 An adult who fails Screening Test 3 and is listed by the Center for Safe Sport as temporarily restricted or limited participation may possibly play, depending on the nature of the restrictions or limits. The CSAN Disciplinary Committee will examine the specifics of the restrictions or limitations for this adult from the Center for Safe Sport. The Committee will then determine whether or not the adult may play on the team.

3.4 Enforcement Options

3.4.1 A CSAN Member League may establish a policy that prohibits the registration of U18 players.

3.4.2 CSAN Member Leagues that allow the registration of U18 players must establish a policy that determines the following:

3.4.2.1 What member organization will perform the background screening and maintain a record of the results for adults registered with teams having one or more U18 player(s);

3.4.2.2 What member organization will collect and maintain a file of applicable certificates of SafeSport training for these adults; and

3.4.2.3 How the adjudication will be handled for a person who does not pass Screening Test 1 or 2 and how the associated records will be maintained.

3.4.3 Background screening adjudication decisions may be appealed in accordance with CSAN, US Adult Soccer Association and US Soccer Bylaws and policies.

3.4.4 An adult player or team staff member who is listed as ineligible or suspended in the Centralized Disciplinary Database of the Center for Safe Sport may not be a participant on any team with one or more U18 players.

3.5 Player Certification Language

CSAN shall maintain in the player registration process the following certification language. Each player must sign this certification either on paper or via an electronic legal agreement (ELA) as part of the player registration process:

I hereby certify that I am not on the U.S. Soccer Federation Disqualification List, and that I am not listed in the Centralized Disciplinary Database of the Center for Safe Sport.