

## **Policy & Procedures**

### **Teton Football Club**

#### **Academic Eligibility**

Teton Football Club believes that while soccer is a co-curricular activity, rather than an extra-curricular activity, a student athlete's primary responsibility is to their academics. We are committed to working with our student athletes to ensure that their soccer experience enhances their education.

Players in the 6th grade and up, must maintain passing grades in all classes in order to play in practice and games. Youth coaches would like to work with parents in helping, in any way, the academic success of our student-athletes. Parents are asked that they communicate any concerns when their athlete is struggling with grades and needs any time or assistance to get back on track.

If a player is academically ineligible to play, the Teton FC Coaching Staff will work with an athlete, their parents/guardians, teachers, and/or tutors to help the student athlete regain good standing in their classes. It is our recommendation that a player notify a coach to impending grade problems before they are in issue so that we make work with a student to help them from falling behind.

While Teton FC is considered a club, and not associated with the school district, every effort will be made to work with the schools to ensure our program meets or exceeds academic athletic eligibility standards set by the school district.

#### **Season & Tryouts**

Teton FC operates on a full seasonal-year model, with Fall and Spring constituting one continuous team season. Official team tryouts are held prior to the Fall season, and team rosters are formed with the expectation that players commit for both Fall and Spring. If a player wishes to join or request a tryout between the Fall and Spring seasons, they may do so; however, roster priority will first be given to players who were selected and rostered during the Fall tryout process. Any mid-year placements will be made at the discretion of the club based on roster availability and team needs.

#### **Anti Discrimination/Harassment**

Teton Football Club aims to provide a sporting environment where all those involved in its activities are treated with dignity and respect, and without harassment or discrimination.

Teton Football Club recognizes that all those involved in its activities cannot enjoy themselves, perform to their best, or be effective or fully productive if they are being treated unfairly, discriminated against or harassed because of their race, sex, color, national origin, religion, age (over 40), mental or physical disability, or sexual orientation.

Teton Football Club prohibits all forms of harassment and discrimination not only because it is against the law, but because it is extremely distressing, offensive, humiliating and/or threatening and creates an uncomfortable and unpleasant environment.

If any person feels they are being harassed or discriminated against by another person or organization bound by this Policy, please contact a Head Coach, staff member, or Teton FC Board Member.

### **Attendance**

While Teton Football Club does not implement a strong attendance policy, please consider the following when making the decision to miss practices, games, or team events:

- Our coaches teach a team oriented philosophy. One cannot teach this philosophy without the team around.
- We believe team sports are one of the most effective means in teaching a young athlete commitment.
- Our coaches spend time designing a detailed practice and game plan every day based on the number of players on the team. It only takes a few absent players to make that plan obsolete.
- Absent players make it incredibly difficult to coach effectively.

We understand that we do not live in a perfect world and that absences are inevitable. However, please make every effort to attend all practices, games, and events.

If a player is to be absent, we do ask that you notify the head coach (Not the program director) as soon as possible so appropriate or necessary changes can be made to their plans.

### **Extreme Weather**

Teton Football Club events will likely continue regardless of weather. The exception being in the case of extreme cold, lightning, or heavy rain that leaves us without usable facilities. Teton Football Club staff and coaches will make every effort to notify players and members of cancellations.

In the event of visible lightning, ALL outdoor activity will be halted for a minimum of 30 minutes from the most recent witnessed lightning strike.

### **Equipment Policy**

Teton Football Club requires that every player participate in soccer activities, including practices and games, with the required equipment in good and legal condition. Teton Football Club follows USA Soccer required equipment for games and practices; jersey, shorts/pants, socks, shin guards, and soccer cleats.

## **Child Protection**

### **PREFACE**

Teton Football Club is committed to treating all people with respect, dignity and fairness. These values, along with the basic right of all soccer members to participate in an environment that is enjoyable, safe and healthy, has resulted in the Teton Football Club developing specific objectives to create a safer and more tolerant sporting environment.

Soccer is not immune to acts of discrimination, harassment and abuse and in fact shares the common features of most sporting environments where close physical and emotional relationships can develop and inappropriate or unlawful behavior can take place.

### **LEGAL NOTICE**

Teton Football Club does not give legal advice to individuals. The information contained in this document is not and should not be considered as legal advice.

This Member Protection Policy covers issues that are the subject of federal and state laws. Every effort has been made to comply with relevant federal and state laws. It is important to obtain independent legal advice about any breach of this Policy.

Teton Football Club does not accept responsibility for any errors or omissions contained in this Policy, or loss or damage however caused (including by negligence) which an organization or any of its members, employees or agents or any other person, may directly or indirectly incur that arises out of or in connection with the use of or reliance on this Policy.

#### **1. Purpose of this Policy**

This Policy aims to ensure our core values, good reputation and positive behaviors and attitudes are maintained. It assists us in ensuring that every person involved in our sport is treated with respect and dignity, and is safe and protected from abuse. This Policy also ensures that everyone involved in our sport is aware of his or her legal and ethical rights and responsibilities.

The Policy attachments provide the procedures that support our commitment to eliminating discrimination, harassment, child abuse and other forms of inappropriate behavior from our sport. As part of this commitment, the Teton Football Club will take disciplinary action against any person bound by this Policy if they breach it.

This Policy has been endorsed by the Teton Football Club Board and copies of the Policy and its attachments can be obtained from our website at [www.tetonfc.org](http://www.tetonfc.org).

#### **2. Who this Policy applies to**

This Policy applies to the following, whether they are in a paid or unpaid/voluntary capacity:

- Individuals sitting on Teton Football Club Board of Directors;
- Volunteers;
- Support personnel (e.g. managers, sport trainers, scorers);
- Coaches and assistant coaches;
- Athletes and players;
- Referees and other officials;
- Parents, guardians, spectators and sponsors to the full extent that is possible.

This Policy will continue to apply to a person even after they have stopped their association with the Teton Football Club if disciplinary action, relating to an allegation of child abuse against that person, has commenced.

### 3. Organizational Responsibilities

Teton Football Club must:

- Adopt, implement and comply with this Policy;
- Publish, distribute and otherwise promote this Policy and the consequences for breaching it;
- Promote appropriate standards of conduct at all times;
- Promptly deal with any breaches of or complaints made under this Policy in an impartial, sensitive, fair, timely and confidential manner;
- Apply this Policy consistently without fear or favor;
- Recognize and enforce any penalty imposed under this Policy;
- Ensure that a copy of this Policy is available or accessible to the persons to whom this Policy applies;
- Appoint or have access to appropriately trained people to receive and handle complaints and allegations and display the names and contact details in a way that is readily accessible; and
- Monitor and review this Policy at least annually

### 4. Individual Responsibilities

Individuals bound by this Policy are responsible for:

Making themselves aware of the Policy and complying with the standards of conduct outlined in this Policy.

Consenting to a National Police Check if the individual holds or applies for a role that;

- Involves direct and unsupervised contact with people under the age of 18 years
- Involves working with people under the age of 18 years

- Involves regular contact with people under the age of 18 years
- Complying with all other requirements of this Policy;
- Co-operating in providing a discrimination, child abuse and harassment free sporting environment;
- Understanding the possible consequences of breaching this Policy.

## **Policy Position Statements**

Teton Football Club is committed to the safety and well-being of all children and young people accessing our services. We support the rights of the child and will act without hesitation to ensure a child safe environment is maintained at all times. We also support the rights and well-being of our staff and volunteers and encourage their active participation in building and maintaining a secure environment for all participants.

Teton Football Club places the safety and welfare of children above all other considerations. Teton Football Club requires that any child who is abused or anyone who reasonably suspects that a child has been or is being abused by someone within our sport, to report it immediately to the police or relevant government agency or a Teton Football Club representative.

All allegations of child abuse will be dealt with promptly, seriously, sensitively and confidentially. A person will not be victimized for reporting an allegation of child abuse and the privacy of all persons concerned will be respected.

(<https://www.ussoccer.com/safeguarding/policies-reporting-jurisdiction>)

If anyone bound by this Policy reasonably suspects that a child is being abused by his or her parent/s, they are advised to contact the relevant government department for youth, family and community services in their state/territory.

## **Concussion Policy**

Teton Football Club is very serious about age appropriate play and protecting our players from all injuries, but in particular we are attentive to the very real dangers and consequences of TBI or Traumatic Brain Injury, and what we commonly call 'concussions.'

A concussion is an injury to the brain. Concussions are caused by a bump, blow or jolt to the head, or even a blow to another part of the body with the force transmitted to the head. Even what appears to be a mild bump or blow to the head can be serious. Concussions range from mild to severe and no loss of consciousness is required to sustain a concussion. You cannot see a concussion; it is NOT a bruise to the brain and therefore is typically not an injury which appears on CAT scans or MRI's. The signs and symptoms of a concussion may appear right after an injury, or may take several hours or even days to fully appear. For this reason, the cooperation and understanding of a player's parents and or/guardians is critical.

Teton Football Club very strongly recommends that every qualified player obtain a pre-concussion IMPACT test. This is a baseline exam of a player's brain function that, when

combined with a post-injury-exam, provides a medical professional with essential information in determining the type and severity of damage. This information is critical for a provider to determine when a player can safely return to play. A link to the IMPACT site is included below. On their site, you will find contact information for local providers that offer this service.

Teton Football Club is committed to educating its coaches, parents and players about the seriousness of concussions. All of our coaches are provided information on preventing, recognizing, and responding to a concussion.

If a concussion occurs: Recognizing the signs of a concussion and the proper treatment of a concussion requires the cooperation of the parents, the player, the family's medical provider, as well as the coach to ensure that the best information and decisions are made for that player's safety. Teton Football Club policy for any player that is believed to have sustained a concussion, no matter how severe, is for the coach to remove that player from participation and seek medical attention:

When in doubt, leave the player out.

No player may return to game play or practice on the same day of a sustained concussion.

Any player suspected of having a concussion should be evaluated by an appropriate licensed health care professional that day.

No player who the coaches believe has sustained a concussion, whether by exhibiting signs of a concussion or having sustained a blow to the head, will return to the field for practice or a game without the express written medical authorization/permission from the child's appropriate licensed health care provider, stating specifically that the child is completely cleared to fully participate in youth sports and in particular, soccer.

Return to play means participating in a non-medically supervised practice or athletic competition.

To assist in the effort to protect our players' most important asset, their brains, we ask all parents to spend the time to review the CDC website, and the 'Heads Up: Concussion in Youth Sports' tool kit, by following the links below

Idaho Law

<https://legislature.idaho.gov/statutesrules/idstat/title33/t33ch16/sect33-1625/>

USA Soccer

<https://www.recognizetorecover.org/head-and-brain#concussions>

Idaho Youth Soccer Association

<https://www.idahoyouthsoccer.org/concussion-education/>

## **Discipline**

Teton Football Club expects all Members to behave in an ethical manner on and off of the field. Unethical behavior including illegal activity, drug and/or alcohol use, and tobacco use will be dealt with on a case by case basis. It has been the belief of this program that dismissal is not an effective means of punishment for actions that we determine to be detrimental to this program. We will make every effort to apply punishment in a fair and reasonable manner in conjunction with a player's parents/guardians. Punishment may include community service, attending NA/AA meetings in the case of alcohol or drug infractions, retributive calisthenics, counseling, essays, or anything deemed appropriate at the time and is agreeable with the players' parents/guardians. Expulsion from this program will be used as a very last resort.

## **Grievances & Complaints**

### **Purpose**

Teton Football Club is committed to ensuring a harmonious, fair and just environment by ensuring that members have access to processes that allow for any grievances to be resolved.

### **Objective**

- To provide for fair, effective and open organization response to member complaints.
- To minimize personal and organizational dysfunction arising from unresolved grievances.
- To foster standards of ethical behavior and conduct that contribute to a productive workplace.

### **Grievance Resolution Options**

A member who believes something is unfair or unjust in relation to a matter has the following grievance resolution options available to them:

#### **Informal**

Informal resolution of concerns can often be the most effective way of dealing with issues. While this approach is informal, concerns raised in this manner will be taken seriously and where practical.

Informal options include resolving the grievance directly with the person. (eg manager, coach, player)

Members should not approach anyone during a game or practice situation, but wait until an appropriate time after the game or practice.

#### **Formal**

Formal written complaints can be sent to the President of Teton Football Club. Written complaints shall include the following information:

- complainant's name and contact details
- explanation of the complaint, describing what happened, how it happened, who was involved; and action taken so far;
- the outcome being sought by the complainant.

On receipt of a formal complaint, the President will determine an appropriate course of action that may include formal investigation and the involvement of independent parties to mediate or conciliate an acceptable outcome.

Once the investigation has been completed a response will be forwarded to the complainant within two weeks of receipt of the complaint.

### **Refunds**

Refunds for player registration fees are as follows:

Competitive Program: a 50% refund is given if the player cancels registration within 30 days of season start. No refund will be given if cancellation is done less than 30 days prior to the season starting.

Recreation Program: a 50% refund is given if the player cancels registration within 14 days of season start. No refund will be given if cancellation is done less than 14 days prior to the season starting.

### **Privacy**

Teton Football Club only collects personal information when you request our services and only uses the information collected to provide those services for you. If you choose to register a player, or make a purchase, you will be asked to provide contact information (such as your name and shipping address) and financial information (such as your credit card number and expiration date). This information is used for registration, billing purposes and to process your order. Teton Football Club handles all of this data as well as all personal information with the utmost confidentiality.

### **Travel**

Many Teton Football events require travel to venues outside of Teton County, and occasionally outside of Idaho. The Teton Football Club does not offer any kind of transportation to any away event. Players are entirely responsible for obtaining their own means of transportation to and from these events. Teton Football Club will make every effort to provide adequate directions, times, and meeting places, but players are ultimately responsible for arriving at the destinations at the times designated by the coaching staff.