



Policies and Procedures Regarding Sexual Harassment

Soccer Ole' is an organization that maintains an environment for the personal development of soccer players and promotes the safety and welfare of all members of the program's community. Soccer Ole' prohibits sexual abuse and/or harassment by its coaches, volunteers, players, parents, employees and citizens. Soccer Ole' will cooperate with authorities in the enforcement of all applicable laws.

Sexual harassment is the use of personal authority or power to coerce or influence another person into unwanted sexual relations or to create a sexually intimidating, hostile offensive environment. Sexual harassment is unwelcome sexual advances or comments, requests for sexual favors and other verbal or physical conduct of a sexual nature. These actions constitute sexual harassment when:

- Conduct has the purpose or effect of unreasonably interfering with an individual, or creating an intimidating, hostile or offensive environment.
- Submission to conduct is made either explicitly or implicitly a term or condition of an individual's participation, employment retention or advancement.
- Submission to or rejection of such conduct by an individual is used as the basis for participation or employment decisions affecting the individual.

The use of sexual abuse and/or harassment by any Soccer Ole' employee, volunteer, parent or player is prohibited on Soccer Ole'-owned or -controlled property, in conjunction with Soccer Ole' sponsored or -supervised activities, or at any activity or event that an observer would associate with Soccer Ole' players, employees or citizens.

This policy has been established to protect the integrity of the experience, encourage positive behavior and enhance the community commitment of Soccer Ole' Players, volunteers, employees, parents or citizens.

STAFF STANDARDS

It is the policy of Soccer Ole' that an employee, volunteer or parent shall not engage in amorous or sexual relations with, or make amorous or sexual overtures to, any player or parent over whom he or she holds a position of authority with regards to playing time or team decisions.

EDUCATIONAL PROGRAM OPPORTUNITIES

In support of this policy, the program shall conduct periodic orientation and educational programs for parents, coaches and staff to ensure a healthy playing, social environment.

RESPONSIBILITY & COOPERATION FOR REPORTING INCIDENTS

Any person who feels that he or she or another person has been the victim of an incident or involved in a questionable situation involving a player, volunteer, employee or citizen at any Soccer Ole' activity or at any activity that an observer would associate with a Soccer Ole' player, Soccer Ole' employee or Soccer Ole' citizen must immediately report the incident to the appropriate staff member, Soccer Ole' will investigate all reported incidents and take appropriate action.