

# COMMONWEALTH SOCCER CLUB

## POLICY AGAINST ABUSE



1. CSC is committed to providing a safe environment for its members and participants, and to preventing abusive conduct in any form. To this end, CSC has established policy guidelines of behavior and procedures for our staff and membership entitled Policy against Abuse.
  - a. All employees, members, contractors and referees (Heretofore referred to as “Parties” or “Party”) shall observe and adhere to these guidelines which are designed to prevent physical, sexual, emotional or verbal abuse or misconduct.
  - b. Physical and sexual abuse, including, but not limited to, striking, hitting, kicking, biting, indecent or wanton gesturing, lewd remarks, indecent exposure, unwanted physical contact, any form of sexual contact or inappropriate touching, are strictly prohibited within CSC.
  - c. Emotional abuse and verbal abuse, including but not limited to, insulting, threatening, mocking or demeaning behavior, or making abusive statements in regard to a person’s race, gender, religion, nationality, ethnicity, sex or age, are likewise strictly prohibited.
  - d. Any form of abuse shall be considered grave misconduct as set forth above with regard to termination, withdrawal of membership status or relationship as a vendor.
  - e. If accused of sexual or physical abuse, any party may be asked to resign voluntarily or may be suspended by CSC until the matter is resolved regardless of criminal or civil guilt in the alleged abuse and in accordance with CSC’s established policy guidelines concerning same.
  - f. Any party shall be responsible for reporting any cases of questionable conduct or alleged mistreatment toward players by any coach, official, volunteer, player, parent, sibling or spectator.
2. Background checks
  - a. Employees & Team Managers shall submit to a series of background checks including but not limited to the Criminal Record Search System of the Kentucky State Police and the Kentucky Sex Offender Registry prior to having contact with any CSC players.
  - b. Employees and Team Managers agree to provide all information required by the relevant agencies to conduct such background checks.
  - c. Failure to provide such information or receipt of a negative report resulting from any such background check shall make any contractual agreement null and void.
  - d. The expense for background checks will come from team budgets and any documentation should be forwarded to the Director of Team Management & Treasurer no later than the start of the first season they are participating in during the fiscal year.

- e. Background checks must be completed at least one time for each person every fiscal year.

**3. ACKNOWLEDGEMENT & WITNESSETH**

- a. The CSC Board of Directors acknowledges this policy is to be voted on and approved annually
- b. The Director(s) of Team Management and the Treasurer acknowledge their responsibilities as outlined herein as a proper and necessary risk management protocol for the club.
- c. WHEREAS, the Board of Directors agree by vote according to the bylaws of the organization b and the Members agree to this financial assistance agreement, upon certification below it shall become a binding for the club.



Ellen Simon or Jennifer Dobbs  
Directors of Team Management

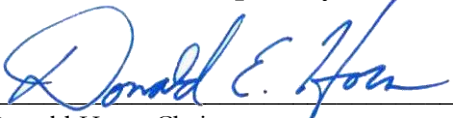
DATE 8/22/2012



Keith Henry, Vice Chairman & Treasurer

DATE 8/22/2012

**Certified and Accepted by Board vote:**



Donald Horn, Chairman

DATE 8/22/2012