



Volunteer and Youth Volunteer Abuse Policy

AYSO Region 112 La Verne/San Dimas



Section I - Purpose of the Policy

1. The purpose of this policy is to make clear that verbal abuse or negative criticism of volunteers is unacceptable and to adopt basic standard sanctions for improper conduct.
2. Youth development is the central focus of the AYSO program. This includes development of all volunteers and youth volunteers whether they are players, coaches or referees. All the AYSO guidelines and policies on providing a "Safe, Fair and Fun" environment for players also applies to volunteers, youth volunteers, coaches, and referees. Only positive and encouraging comments are allowed to be directed at volunteers and youth volunteers.
3. This policy is not intended to imply that volunteers and youth volunteers are always "right" and the adult spectator or coach is always "wrong". Just as youth players will make mistakes during play, youth coaches and referees will make mistakes in coaching and officiating, particularly in the younger divisions where they are learning their role.
4. This policy is not meant to imply that criticism and abuse of adult volunteers is permitted. Volunteers are expected to report abusive behavior to the appropriate Regional Board Member – referees to Regional Referee Administrator, coaches to Regional Coach Administrator.

Section II - Policy on Volunteer and Youth Volunteer Abuse

1. It is never acceptable to abuse or criticize volunteers and youth volunteers, verbally or otherwise, in any situation.
2. A coach or spectator should only communicate in a positive way and should not express any disagreement or dissatisfaction with the performance of a volunteer or youth volunteer referee or coach. A coach or spectator should not, before, during, or after a game, discuss with a volunteer or youth volunteer referee or coach their critique of the volunteer's or youth volunteer's performance, other than to thank and compliment them.
3. Any criticism or critique of a volunteer's or youth volunteer's performance may only be communicated to the volunteer or youth volunteer via a designated Referee Mentor or Coach Mentor or Regional Board Member. Adult volunteers present at a game shall, if necessary, intervene if any coach, player, spectator, or other adult is criticizing or abusing a youth volunteer, verbally or otherwise and may take immediate appropriate action. This may include directing the offender to leave the site, and/or suspending or terminating the game.
4. Any AYSO-certified volunteer (Coach or Referee) observing behavior not following these guidelines shall report the incident to a Regional Board member within 24 hours of the incident so that an appropriate review can take place.
5. There are appropriate avenues for coaches or spectators to share concerns about the quality of volunteers and youth volunteers. The regional staff welcomes constructive feedback. The Region 112 web site (<http://www.ayso112.org>) provides the necessary contact information.



Disciplinary Sanctions for Volunteer and Youth Volunteer Abuse



Section III – Possible Sanction

The following sanctions may be applied:

<u>Type of Abuse</u>	
a) First offense: criticism or minor verbal abuse of a youth volunteer (not including offensive, insulting, or foul language)	One game suspension. Further or more serious discipline may be added based on a review of each case.
b) Subsequent offense: criticism or minor verbal abuse of a youth volunteer (not including offensive, insulting, or foul language)	Suspension for remainder of the season. Further or more serious discipline may be added based on a review of each case.
c) Serious verbal abuse of a youth volunteer (e.g. using offensive, insulting or abusive language and/or action(s), or repeated offence of less serious abuse)	Suspension for remainder of the season. Further or more serious discipline may be added based on a review of each case.
d) Coming onto the field to confront the youth volunteer, or threatening the youth volunteer (by word or action)	Permanent expulsion from further participation in AYSO Region 112 Soccer.

Section IV – Supplementary Conditions

1. A suspended person may not, during their suspension, attend any AYSO Region 112 La Verne/San Dimas soccer game. The suspended person may attend practices unless notified of additional restrictions by the Regional Executive Board. Note: The term “may not attend” means the person may not be in view of the game.
2. These sanctions apply only to the discipline of spectators, parents and coaches. Sanctions necessary for any players on one of the teams involved that exhibit inappropriate behavior will be dealt with using the Cautions or Ejection procedures for that particular age group.
3. These sanctions do not limit, prevent, or replace any voluntary or required report or referral of improper conduct, by any adult toward any child, to any law enforcement or child protection agency.
4. These sanctions may be reported to one or more levels of the AYSO organization - Area, Section and/or National – based the review of each case.