

## **AYSO Region 112 La Verne/San Dimas Volunteer Abuse Policy**

### **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.

### **Section II - Policy on Volunteer Abuse**

1. It is never acceptable to abuse or criticize 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 referee or coach.
3. Any criticism or critique of a volunteer's performance may only be communicated via a designated Regional Board Member. Referees or Board Members present at the game shall, if necessary, intervene if any coach, player, spectator, or other adult is criticizing or abusing a 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. The regional staff welcomes constructive feedback. The Region 112 web site (<http://www.ayso112.org>) provides the necessary contact information.

## Disciplinary Sanctions for Volunteer Abuse

### Section III – Possible Sanction

The following sanctions may be applied:

<u>Type of Abuse</u>	<u>Recommended Sanction</u>
a) First offense: criticism or minor verbal abuse of a 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 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 volunteer (e.g. using offensive, insulting, or foul language), or repeated offense 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 volunteer, or threatening the 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 may be reported to one or more levels of the AYSO organization - Area, Section and/or National – based the review of each case.