



COACH SAFEGUARDING & MINOR ATHLETE ABUSE PREVENTION POLICY

Bogdan SKLZ, Adventure at Burritt's Training & Sports Complex, and Salt City SKLZ Academy

Effective Date: August 1, 2026 **Version:** 1.0

Purpose. This policy establishes conduct, prevention, reporting, and enforcement standards for coaches, staff members, volunteers, team managers, chaperones, contractors, and other adult participants who interact with minor athletes in Academy programs.

Important: This Academy policy is intended to reflect the core prevention requirements of the current US Youth Soccer Minor Athlete Abuse Prevention Policy (MAAPP). It supplements, and does not replace, any stricter requirements imposed by U.S. Soccer, US Youth Soccer, a state association, the U.S. Center for SafeSport, law, or a facility. The controlling governing policy applies whenever it is stricter.

1. SCOPE AND CORE STANDARD

- A "Minor Athlete" is an athlete under 18 who participates, or participated within the previous 12 months, in an applicable program, event, activity, or competition. A minor serving in another role, such as a junior coach or referee, remains a Minor Athlete for safeguarding purposes.
- An "Adult Participant" includes any adult authorized by the Academy who has regular contact with, authority over, or access to Minor Athletes, including coaches, staff, volunteers, managers, medical personnel, chaperones, and contractors.
- All In-Program Contact between an Adult Participant and a Minor Athlete must be professional, appropriate, observable, and interruptible, except during a genuine emergency or another documented exception permitted by the applicable MAAPP.
- Adult Participants must complete required SafeSport training, background screening, and any Academy or governing-body education before beginning regular contact with Minor Athletes and must remain current on required refreshers.

2. GENERAL COACH CONDUCT

- Place the physical, emotional, and psychological safety of each player above competitive results.
- Treat players fairly and with dignity; use age-appropriate instruction, correction, and discipline.
- Maintain clear professional boundaries and avoid favoritism, secrecy, dependency-building behavior, or relationships that could reasonably be perceived as exploitative.
- Never engage in sexual, romantic, abusive, humiliating, discriminatory, hazing, bullying, threatening, retaliatory, or grooming behavior.
- Never coach or supervise athletes while impaired by alcohol, illegal drugs, or misuse of medication.
- Report injuries, safety concerns, policy violations, and suspected abuse promptly and accurately.

3. ONE-ON-ONE INTERACTIONS AND MEETINGS

- One-on-one In-Program Contact must occur in a location that is observable and interruptible by another adult. Doors should remain open when feasible, and meetings should occur in common or visible areas.
- A parent/guardian may attend or observe meetings involving their Minor Athlete unless a governing rule or emergency makes that impossible.

- Coaches may not isolate a Minor Athlete in an office, vehicle, hotel room, storage area, private residence, or other location where the interaction cannot be readily observed and interrupted.
- Emergency circumstances may justify temporary one-on-one contact only to protect health or safety. The coach must end the isolated interaction as soon as practical and promptly document and report the circumstances to Academy leadership.
- Any exception based on close-in-age status, a personal care assistant, a dual relationship, or written parental consent must satisfy the applicable governing MAAPP and Academy approval requirements.

4. INDIVIDUAL TRAINING SESSIONS

- Before an individual session, the parent/guardian must be permitted to observe and must receive advance notice of the date, time, and location.
- The session must be observable and interruptible. Use open fields, visible gym areas, or facilities where another screened adult or the parent/guardian is present or can readily enter.
- No individual session may occur in a private residence, locked room, or secluded area.
- The session must remain limited to legitimate coaching activities. Any necessary physical correction must comply with the physical-contact section of this policy.

5. ELECTRONIC COMMUNICATIONS WITH MINORS

- Electronic communications must be open, transparent, professional, and limited to program-related purposes.
- A parent/guardian, another Adult Participant, or an Academy-managed group account must be copied or included on direct communications with a Minor Athlete, consistent with the applicable MAAPP.
- Use Academy-approved platforms whenever available. Do not use disappearing-message functions, secret accounts, private livestreams, or communications designed to bypass parental or organizational visibility.
- Do not send sexual, suggestive, discriminatory, degrading, threatening, or overly personal content. Do not request private photographs, location sharing, or personal secrets.
- Communications should occur at reasonable hours. Urgent schedule or safety messages outside normal hours must remain professional and include a parent/guardian or another authorized adult.
- Coaches may not maintain private social-media relationships with Minor Athletes that create secrecy, exclusivity, or inappropriate familiarity.

6. LOCKER ROOMS, CHANGING AREAS, RESTROOMS, AND SHOWERS

- Adult Participants may not expose themselves to Minor Athletes or change clothes, shower, or use the restroom in the presence of Minor Athletes.
- Use of phones, cameras, video devices, or recording equipment is prohibited in locker rooms, changing areas, restrooms, showers, and other private or restricted areas.
- When supervision is required, at least two screened adults should monitor from outside or conduct brief, announced checks while preserving privacy and avoiding isolated one-on-one contact.
- Coaches may enter only for a legitimate safety or supervision reason, after announcing their presence, and must leave as soon as the purpose is complete.
- Separate arrangements must be made when needed for age, gender, disability, privacy, or facility-specific requirements.

7. TRANSPORTATION

- Parents/guardians are primarily responsible for transportation unless the Academy has expressly organized or approved team transportation.
- An Adult Participant must not transport a Minor Athlete alone during In-Program travel unless a permitted exception applies or an emergency requires immediate action.
- Team transportation should include at least two screened adults or multiple athletes, follow an approved itinerary, and use properly licensed and insured drivers and vehicles.
- Written parent/guardian consent is required for Academy-organized transportation. Drivers may not make unauthorized stops or transport athletes to private locations.
- Seat belts and all applicable vehicle-safety laws must be followed. No driver may operate a vehicle while impaired, dangerously fatigued, distracted, or otherwise unsafe.

8. TEAM TRAVEL, LODGING, AND OVERNIGHT EVENTS

- Travel plans, lodging details, supervision assignments, emergency contacts, and conduct expectations must be communicated to parents/guardians in advance.
- An Adult Participant may not share a hotel room, sleeping area, or bed with a Minor Athlete unless the adult is the athlete's parent/guardian or another specifically permitted relationship under the governing MAAPP.
- Room checks and team meetings must be observable and interruptible. Whenever feasible, two screened adults should conduct room checks together.
- Adults may not enter a Minor Athlete's room alone except during an emergency. Meetings should occur in common spaces or with doors open and another authorized person present.
- Minor Athletes must not be provided alcohol, controlled substances, pornography, sexual materials, or access to adult entertainment.
- Curfews, buddy systems, head counts, and emergency procedures must be enforced consistently. Any separation from the group must be promptly addressed and documented.

9. PHYSICAL CONTACT, MEDICAL CARE, AND MODALITIES

- Physical contact must be non-sexual, public, appropriate to the sport, and reasonably necessary for instruction, safety, first aid, or customary celebration.
- Before hands-on technical correction, explain the purpose and seek the athlete's assent when practical. Stop immediately if the athlete expresses discomfort.
- Prohibited contact includes sexual contact, corporal punishment, physical intimidation, contact with breasts, buttocks, groin, or genitals, unnecessary massage, prolonged embraces, lap sitting, or any contact intended to shame, frighten, or control.
- Medical treatment, manual therapy, massage, taping, and recovery modalities must be performed only by properly qualified individuals, in an observable and interruptible setting, with required consent and narration of the procedure.
- Emergency first aid may be provided as necessary. The parent/guardian and Academy leadership must be notified promptly, and the incident must be documented.

10. PROHIBITED CONDUCT

- Sexual misconduct, child abuse, grooming, emotional misconduct, physical misconduct, hazing, harassment, bullying, stalking, discrimination, retaliation, and aiding or tolerating prohibited conduct.
- Providing alcohol, illegal drugs, vaping products, tobacco, sexually explicit material, or other age-restricted or dangerous items to a Minor Athlete.
- Requesting secrecy from a Minor Athlete, creating an exclusive or dependent relationship, giving inappropriate gifts, or using special treatment to gain private access.
- Intentionally violating one-on-one, communication, locker-room, transportation, lodging, or training rules.
- Retaliating against, intimidating, threatening, or penalizing any person who makes a good-faith report or participates in an investigation.

11. MANDATORY REPORTING

Safeguarding is everyone's responsibility. Coaches and other Adult Participants must not investigate suspected abuse themselves or delay a report while seeking certainty.

- Immediately report any reasonable suspicion of child abuse or neglect to the appropriate law-enforcement or child-protection authority as required by federal, state, and local law.
- Report allegations of sexual misconduct or other matters within the U.S. Center for SafeSport's jurisdiction directly to the Center through its official reporting channel.
- Report suspected violations of this policy, the applicable MAAPP, or prohibited-conduct rules to the Academy at contact@bogdanskilz.com. An internal report does not replace any legally required report to authorities or the Center.
- If a child appears to be in immediate danger or needs urgent medical assistance, call 911 first.
- Preserve relevant messages, photographs, schedules, witness names, and other records. Do not confront the accused person, promise confidentiality, or question a child beyond what is necessary to ensure immediate safety.

12. REPORTING, RESPONSE, AND INVESTIGATION PROCESS

- Reports may be made by athletes, parents, coaches, staff, volunteers, witnesses, or any other person. Reports may be submitted to contact@bogdanskiz.com and should include available facts, dates, locations, persons involved, and immediate safety concerns.
- The Academy will promptly assess immediate safety, preserve information, make required external reports, and determine whether interim measures are necessary. Interim measures may include limiting contact, removing access, changing assignments, or temporary suspension.
- The Academy will not conduct a parallel investigation into allegations over which the U.S. Center for SafeSport has exclusive jurisdiction. It will cooperate with the Center, law enforcement, child-protection authorities, U.S. Soccer, US Youth Soccer, and applicable state associations.
- For matters within Academy authority, a designated administrator will conduct or arrange a fair, documented review. The respondent will receive notice and an opportunity to respond when doing so does not compromise safety or an external investigation.
- Information will be shared only with persons who need it for safety, reporting, investigation, discipline, or legal compliance. Absolute confidentiality cannot be promised.
- Good-faith reporters and participants in investigations are protected from retaliation. Knowingly false or malicious reports may result in discipline, but an unsubstantiated report is not automatically a false report.

13. ENFORCEMENT AND CONSEQUENCES

- Violations may result in education, corrective action, increased supervision, restricted duties, removal from an activity, suspension, termination, loss of access to athletes or facilities, and referral to governing bodies or authorities.
- The Academy may act based on safety and policy considerations even when conduct does not result in a criminal charge or external sanction.
- Failure to report, interference with a report, destruction of evidence, dishonesty during a review, or retaliation is an independent violation.
- Nothing in this policy limits the authority of law enforcement, child-protection agencies, the U.S. Center for SafeSport, U.S. Soccer, US Youth Soccer, a state association, or a facility.

14. COACH ACKNOWLEDGMENT

By signing below, I confirm that I have received, read, and agree to follow this policy and all applicable governing safeguarding requirements. I understand that I must ask Academy leadership when I am uncertain and that player safety takes priority over convenience, privacy, competitive interests, or reputation.

Coach Name

Position / Team

Coach Signature

Date

Reporting contact: contact@bogdanskiz.com | For immediate danger, call 911. Reports to the U.S. Center for SafeSport must be made through the Center's official reporting system.

Academy representative approval: _____ Date: _____

Policy basis reviewed: current US Youth Soccer MAAPP and Prohibited Conduct Policy, together with the U.S. Center for SafeSport 2025 MAAPP framework. This document should be reviewed by qualified U.S. counsel and the applicable state association before formal adoption.