



RISK MANAGEMENT FOR ARSENAL COLORADO COACHES AND STAFF

This Policy applies to all Arsenal Colorado coaches and staff.

Arsenal Colorado is committed to, and this policy requires all its coaches and staff to, maintain a soccer environment that is free from all forms discrimination, including harassment, on the basis of any legally protected status. Protected status includes race, color, age, religion, marital status, sex, ancestry, national origin, citizenship, veteran's status, pregnancy, disability, sexual orientation, protected activity, or any other characteristic protected by federal, state or local law. The policy also prohibits harassment on the basis of the protected status of an individual's relatives, friends or associates.

This policy applies to all interactions a coach may have with players, parents, referees, fans, staff, etc. Appropriate action will be taken against any coach found in violation of this policy.

This document will serve as the foundation for a great experience for all coaches and players. Coaches should use the following as a resource to ensure they are complying with this policy and at the same time providing a safe fun atmosphere for teams and players. Coaches with questions are encouraged to contact an Arsenal Colorado Director of Coaching for guidance.

Mandatory Laws and Policies

1. In order to coach for Arsenal Colorado, all coaches are required to have a current background check completed and on file with the Colorado Soccer Association (CSA). This will be facilitated by Arsenal Colorado and CSA will notify the club when a coach needs an updated background check.
2. The Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017 requires amateur sports organizations to offer consistent training to coaches who are in regular contact with players who are minors regarding prevention of child abuse. Arsenal Colorado will adhere to all Colorado Soccer Association, U.S. Soccer, and U.S. Club Soccer requirements regarding SafeSport coach training, and all Arsenal Colorado coaches are required to do so as well.
3. Coaches are required to complete concussion protocol education and are expected to follow all applicable laws as well as Arsenal Colorado and CSA requirements regarding this training and mandatory procedures.
4. Coaches are required to comply with all State and Federal laws regarding sexual misconduct and abuse, including all mandatory reporting requirements (further information concerning this requirement is provided in the SafeSport training document).

On the Field

1. Coaches should be the first to arrive and last to leave training sessions. Players should never be left unattended. Ask parents who drop off their children to ensure the coach has arrived to allow for a proper transfer of supervision. Coaches are responsible for the well-being of players

until parents arrive at the completion of a training session. If you find yourself waiting with players:

- a. Attempt to have a second adult wait with you and the player.
 - b. Contact the parents to determine when they will arrive. Coaches should ensure that they have contact information for all parents.
 - c. If you are forced into a situation where you are alone with a player, ensure that you are in an easily observable and interruptible location.
 - d. In case of inclement weather where other shelter is not available, if the player waits in a coach's vehicle, the coach should wait outside the vehicle.
 - e. Only in a case of dangerous conditions or emergency should a coach and player wait in a car together, and in this case the coach should remain in the front seat while the player should be in the back, whenever possible.
 - f. Coaches should not take players home in their own vehicle except in an emergency.
2. Be sure that the area selected for training is clear of hazards including holes, broken glass, sprinkler heads, etc.
 3. Ensure that any goals being utilized are properly anchored / secured.
 4. Be aware of weather conditions.
 - a. Lightning – Ensure that you are familiar with, and comply with, the Arsenal Colorado lightning guide and follow proper lightning safety procedures at all times.
 - b. Heat – Ensure ample water breaks, shade, etc. When conditions are very hot, coaches should not force players to play to the point of exhaustion.
 - c. Cold – Use good judgement whether the conditions warrant training. Evaluate temperature, precipitation, and wind.
 - d. Wind – Ensure any portable goals remain secure on windy days so they do not blow over, or do not utilize goals if it is too windy.
 5. Injuries – The player's safety and well-being should always be the priority.
 - a. If an injured player is sent to a physician, the physician should determine when, and in what manner, the player may return to participation.
 - b. In the event a player suffers a concussion, comply with all required concussion protocols, including the requirement that a player return to play with the written permission of a health care professional.
 - c. Coaches should always notify parents of any injury a player sustains during training or games.
 - d. Coaches may not administer painkillers (e.g. aspirin, ibuprofen, acetaminophen ...) to players.
 - e. A coach shall not perform a massage or athletic training therapy on an athlete under any circumstances, even if the coach is a licensed professional provider. Icing and taping, though not limited to certified professionals, should, where possible without compromising an athlete's privacy, be performed in open/public areas. Icing and taping near an athlete's intimate areas of the body is not permitted under any circumstances.
 6. Arsenal Colorado adheres to, and requires all its coaches and staff to adhere to, the following principles and guidelines in regard to physical contact with players.

- a. Common Criteria for Appropriate Physical Contact – Physical contact with players for safety, consolation and celebration has multiple criteria in common which makes it both safe and appropriate. These criteria include:
 - i. the physical contact takes place in public
 - ii. there is no potential for, or actual, sexual contact during the physical contact
 - iii. the physical contact is for the benefit of the player, not to meet an emotional or other need of an adult
- b. Safety – The safety of our athletes is paramount, and in many instances, we make the athletic space safer through appropriate physical contact. Examples include:
 - i. Spotting a player so that they will not be injured by a fall or piece of equipment
 - ii. Positioning a player’s body so that they more quickly acquire an athletic skill, get a better sense of where their body is in space, or improve their balance and coordination
 - iii. Making players aware that they might be in harm’s way because of other athletes practicing around them or because of equipment in use
- c. Celebration – Sports are physical by definition and we recognize participants often express their joy of participation, competition, achievement and victory through physical acts. We encourage these public expressions of celebrations, which include:
 - i. Greeting gestures such as high-fives, handshakes, and fist bumps
 - ii. Congratulatory gestures such as celebratory hugs and pats on the back for any form of athletic accomplishment
- d. Consolation – It may be appropriate to console an emotionally distressed player (e.g., a player who has been injured or has just lost a competition). Appropriate consolation includes publicly:
 - i. Embracing a crying player (in a public place or circumstance)
 - ii. Putting an arm around a player while verbally engaging them in an effort to calm them down
 - iii. Lifting a fallen player off the playing surface and “dusting them off” to encourage them to continue competition

One-on-One Interactions / Individual Meetings with Players

1. Interactions should be observable and interruptible.
 - a. One-on-one interactions between players and a coach are permitted if they occur at an observable and interruptible distance by another adult.
 - b. Isolated one-on-one interactions between a player and a coach are prohibited, except under emergency circumstances.
2. Meetings between a coach and players should include another adult (parent or another coach).
3. Individual Training Sessions – Any individual training sessions should be open and observable by others. Additionally, parent/guardian permission should be obtained in advance of the individual training session and parents/guardians should be welcome to attend.

Electronic Communications / Social Media

Electronic communications are an ever-changing aspect of the way we communicate today. The specific rules below may reference certain forms of electronic communication, and the specific application of

principles may change with regard to a given app, platform or method of communication, but regardless of the means, the following principles apply across all manner of electronic communication and should be used to guide coach behavior when communicating with players.

1. All electronic communications between a coach and player shall be professional in nature (i.e. soccer-related) and for the purpose of communicating information about team activities or team-oriented communication.
2. The content of any electronic communication shall generally be group-based and should always be readily available to share with the player's family and Arsenal Colorado.
 - a. Coaches shall not use Snapchat (or any similar app that automatically deletes the content of a communication) to communicate with players.
 - b. If a coach needs to communicate directly with a player via electronic communications, another participating adult (coach, staff, manager) or the player's legal guardian shall be copied.
 - c. If a player communicates to the coach privately first, the coach shall respond to the player with a copy to another participating adult or the player's legal guardian.
 - d. A coach communicating electronically to the entire team shall copy another participating adult.
3. Respect reasonable soccer hours: Real-time electronic communications between coaches and players on a group basis should be restricted to the hours of 8 am – 9 pm, unless there is a specific safety- or soccer- related need to communicate.

This policy will help to provide an excellent, safe, and fun experience for all Arsenal Colorado players, parents and coaches. As questions arise, please do not hesitate to contact staff for guidance and assistance. Thank you for helping Arsenal Colorado to keep our players safe!