



TENNESSEE SOCCER CLUB

POLICIES AND CODE OF CONDUCT

Coaches and Volunteers

(updated 7/23/25)



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* Portions of this Code of Conduct have been adapted from the United States Youth Soccer Association Code of Conduct and will be in effect for all Tennessee Soccer Club activities.



ZERO TOLERANCE FOR ABUSE

ABUSE TOLERANCE

Tennessee Soccer Club (“TSC”) has a **zero tolerance for abuse** in all youth soccer teams, programs or activities. It is the responsibility of every staff member, coach and volunteer to participate in the effort to create a safe environment for all soccer participants.

DEFINITIONS

TSC ACTIVITY

“TSC Activity” includes Tennessee Soccer Club and our registered members registered through the United State Youth Soccer Association, Tennessee Soccer State Association, US Club Soccer, or United Soccer League. TSC activities include but are not limited to, National Championship Series (State, Regional and National), National President Cup Series (State, Regional and National), Elite Clubs National League, United States Soccer League, as well as regional competitions/leagues, National League, Olympic Development Programs and State Association soccer related activities that qualify any coach, assistant coach, team trainer, team manager, team treasurer, referee, or any other individual over the age of 18 who is affiliated with TSC who has direct or indirect contact or influence on a youth player whom seeks risk management certification within the State Association shall qualify as an activity.

REPORTING ABUSE OR SUSPICIONS OF ABUSE

REPORTING RESPONSIBILITIES

Given Tennessee Soccer Club’s **zero tolerance for abuse**, TSC encourages a culture of communication regarding matters that place athletes at risk.

TSC supports and encourages a culture of communication related to abuse or suspected abuse of athletes. If you see or suspect inappropriate interaction with or between athletes, it is your responsibility to report the inappropriate interaction to a coach, supervisor, team official, TSC Director of Operations, or other designated TSC representative.

Because sexual abusers ‘groom’ athletes for abuse, it is possible that a coach or volunteer may witness behavior intended to ‘groom’ a child for sexual abuse. “Grooming” behavior related to children includes, but is not limited to, befriending and establishing an emotional connection with a child, and sometimes the family, to lower the child's inhibitions with the objective of sexual abuse. Players and parents are encouraged to report ‘grooming’ behavior, any policy violations, or any suspicious behaviors to a supervisor, team official, TSC Director of Operations, or other designated TSC representative.

All reports of inappropriate behaviors or suspicions of abuse will be taken seriously and will be reported, in accordance with this Code of Conduct and state law, to law enforcement, Child Protective Services, or other appropriate agency.



ENFORCEMENT OF POLICIES

Coaches and volunteers who supervise other leaders are charged with the diligent enforcement of all athlete safety policies contained in this Code of Conduct. A violation of these policies can be grounds for immediate dismissal from TSC Activities. Final decisions related to policy violations will be the responsibility of TSC's Executive Director.

REPORTING VIOLATION OF POLICY

To maintain a safe environment for TSC players, coaches and volunteers must be aware of their individual responsibility to report any questionable circumstance, observation, act, omission, or situation that is a violation of these policies. All questions or concerns related to abuse should be directed to the TSC Director of Operations.

CONSEQUENCES OF VIOLATION

Any person accused of committing a prohibited act or any act considered to be harmful to a child will be immediately suspended from all TSC activities pending a thorough investigation. This suspension will continue during any investigation by TSC officials, law enforcement or child protective agencies.

Any person found to have committed a prohibited act may be prohibited from future TSC Activities and subject to dismissal or removal.

Failure to report a prohibited act as designated in this policy is a violation of this policy and grounds for suspension, dismissal, or removal.

REPORTING SUSPICIONS OF ABUSE TO AUTHORITIES

TSC, and individuals related to TSC, do not formally investigate suspicions or allegations of physical or sexual abuse, or attempt to evaluate the credibility or validity of such allegations, as a condition of reporting suspicions or allegations to appropriate law enforcement authorities.

TSC and individuals affiliated with TSC, will comply with all laws requiring a person to make a report to the appropriate law enforcement agency if that person has cause to believe a child's physical or mental health or welfare has been or may be adversely affected by abuse or neglect.

If a coach or volunteer has cause to believe a child's physical or mental health or welfare has been or may be adversely affected by abuse or neglect, that coach or volunteer can make a report directly to the appropriate reporting authorities or may report to an immediate supervisor, coach, TSC Director of Operations or other TSC representative – who in turn will report the abuse or neglect. In the event relevant state law requires the individual with the cause to believe that a child may have been abused or neglected to report rather than delegate the responsibility, the individual will comply with the applicable reporting laws.

If a TSC coach, volunteer, or other TSC representative files a direct report of suspected abuse with an appropriate law enforcement authority, TSC Director of Operations shall be notified as soon as possible.

In no way does any provision in this policy discourage any coach or volunteer from reporting a suspicion of abuse or neglect to the appropriate authorities.

HOW TO REPORT SUSPECTED CHILD ABUSE OR NEGLECT

WHO IS REQUIRED TO REPORT CHILD ABUSE?

All TSC staff, coaches, and any other adults who are authorized to interact with TSC players at a facility under the jurisdiction of TSC **MUST REPORT** any suspected child abuse/neglect, including sexual abuse, **WITHIN 24 HOURS** of being made aware of the suspected abuse. Failure to report suspected child abuse is subject to criminal penalties.

WHAT IS REQUIRED?

All individuals who are required to report must report child abuse to all parties listed below:

1. Local Law Enforcement
2. Tennessee Department of Children's Services: 1-877-542-2873
3. Tennessee Soccer Club Representative
 - a. TSC Safety & Abuse Form / E-mail
 - i. E-mail: abuse@tennesseesoccerclub.org
 - ii. Form: <https://www.tennesseesoccerclub.org/safety-abuse>
 - b. Jeff Leightman, Director of Operations
607-760-3931 | jeff.l@tennesseesoccerclub.org
4. Tennessee State Soccer Association:
 - a. Hans Hobson
615-590-2200 | hhobson@tnsoccer.org
5. US Soccer Integrity Hotline: 312-528-7004
6. US Center for SafeSport: <https://uscenterforsafesport.org/report-a-concern/>

RESPONSE TO REPORT OF ABUSE

When a report of abuse or neglect occurs, team or Club representatives will take the necessary and appropriate action to ensure a safe environment for the person at risk. Moreover, **TSC will not retaliate** against anyone that reports an abuse issue.

PROHIBITED SUBSTANCES AND ACTIVITIES

INTOXICANTS

Coaches and volunteers are prohibited from being under the influence of alcohol or any illegal drugs while participating in any TSC Activity. Coaches and volunteers are prohibited from providing alcohol or illegal drugs to TSC players or any other program participant. In addition, *coaches and volunteers shall refrain from using drugs or alcohol in the presence of minors*. This includes drinking in hotels or restaurants during out-of-town travel with TSC teams where TSC minors are present. Also, *Coaches are prohibited from drinking with TSC parents* in hotels or restaurants during out-of-town travel with TSC teams.

TOBACCO

TSC programs and activities are tobacco-free. TSC requires coaches and volunteers to refrain from the use or possession of tobacco products while in the presence of TSC players or parents. Coaches and volunteers are prohibited from providing tobacco products to TSC players.



NUDITY

Coaches and volunteers that participate in TSC Activities should never be nude in the presence of TSC players. In addition, coaches and volunteers shall not be present when TSC players are changing clothes. This includes last minute uniform changes at training or games. If circumstances require TSC players to change uniforms at the field and time does not allow for changing in restroom other private location, the coach or volunteer must leave the immediate area until all TSC players have finished changing uniforms.

SEXUALLY ORIENTED CONVERSATIONS

Coaches and volunteers that participate in TSC Activities are prohibited from engaging in any sexually oriented conversations with TSC players. Coaches and volunteers are not permitted to discuss any inappropriate or explicit information about their own personal relationships, dating, or sexual activities with any TSC player in the program. This provision includes the use of cellular phones, text messages, e-mail, instant messaging, Facebook, and online chat rooms or other social media. See also Electronic Communication and Social Media, below.

POSSESSION OF SEXUALLY ORIENTED MATERIALS

Coaches and volunteers that participate in TSC Activities are prohibited from possessing any sexually oriented materials (magazines, videos, etc.) while in the presence of TSC players.

PHYSICAL CONTACT WITH ATHLETES

Appropriate physical contact between TSC players and coaches or volunteers is a productive and inevitable part of sport. Athletes are more likely to acquire advanced physical skills and enjoy their sport participation through appropriate physical contact. However, guidelines for appropriate physical contact reduce the potential for abuse and misconduct in athletics – as well as false allegations of abuse.

APPROPRIATE PHYSICAL CONTACT

TSC, and organizations and individuals affiliated with TSC, acknowledge and adhere to the following principles and guidelines regarding physical contact with TSC players.

COMMON CRITERIA FOR APPROPRIATE PHYSICAL CONTACT

Physical contact with TSC players – for safety, consolation and celebration – has multiple criteria that make it both safe and appropriate. These include:

1. The physical contact takes place in public;
2. There is no potential for (or actual) physical or sexual intimacies during the physical contact;
3. The physical contact is for the benefit of the athlete, not to meet an emotional or other need of an adult.



SAFETY

The safety of TSC players is paramount, and in many instances the athletic activity is made safer through appropriate physical contact. Examples include:

1. Spotting an athlete so that he or she will not be injured by a fall or piece of equipment;
2. Positioning an athlete's body so that he or she more quickly acquires an athletic skill, gets a better sense of where his or her body is in space, or improves balance and coordination;
3. Making athletes aware that he or she may be in harm's way due to other practicing athletes, or equipment use;
4. Releasing muscle cramps.

CELEBRATION

Sports are physical. TSC recognizes that participants often express a joy of participation, competition, achievement and victory through physical acts. TSC encourages these public expressions of celebration, which include:

1. Greeting gestures such as high-fives, fist bumps, and brief hugs;
2. Congratulatory gestures such as celebratory hugs, "jump-arounds" and pats on the back for any form of athletic or personal accomplishment.

CONSOLATION

It may be appropriate to console an emotionally distressed athlete (e.g., an athlete who has been injured or has just lost a competition). Appropriate consolation includes, publicly:

1. Embracing a crying athlete – in a public place or circumstance;
2. Putting an arm around an athlete while verbally engaging them to calm them down ("side hugs");
3. Lifting a fallen athlete off the playing surface to encourage them to continue competition.

PROHIBITED PHYSICAL CONTACT

Prohibited forms of physical contact include, without limitation:

1. Asking or having a TSC player sit in the lap of a coach or volunteer;
2. Lingering or repeated embrace of a TSC player that goes beyond the criteria set forth for acceptable physical contact;
3. Slapping, hitting, punching, kicking or any other physical contact meant to discipline, punish or achieve compliance from a TSC player; (e.g., "butts up" game)
4. "Cuddling" or maintaining prolonged physical contact of a TSC player during any aspect of training, travel or overnight stay;
5. Playful, yet inappropriate contact that is not a part of regular training, (e.g., butt-pats, tickling or wrestling-type "horseplay");
6. Continued physical contact that makes a TSC player obviously uncomfortable, whether expressed or not;
7. Any contact that is contrary to a previously expressed personal desire by the TSC player for decreased or no physical contact, where such decreased contact is feasible in a competitive training environment.



The above physical contact is prohibited between adult and TSC player **AND** between TSC players. Players or parents who witness or suspect the above forms of Prohibited Physical Contact are encouraged to immediately report the contact to a team official, TSC Director of Operations or other TSC representative.

MISCONDUCT

BULLYING

Bullying of any kind is unacceptable at any TSC Activity and will not be tolerated. Bullying is counterproductive to team spirit and can be devastating to the victim. TSC is committed to providing a safe, caring and friendly environment for all participants. If bullying does occur, incidents will be dealt with promptly and effectively. Any TSC player who is aware of bullying behavior is expected to tell a coach, team official, TSC Director of Operations or other TSC representative.

Objectives of TSC's Bullying Policy and Action Plan:

1. To clearly communicate that TSC will not tolerate bullying in any form.
2. To define bullying and give TSC players, coaches, volunteers and parents a suitable understanding of those behaviors that constitute 'bullying'.
3. To make it known to TSC players, coaches and volunteers that a policy and protocol exist should a bullying issue arise.
4. To clearly communicate how to report bullying behavior.
5. To communicate to TSC players, coaches, volunteers and parents that TSC takes bullying seriously, and will immediately investigate and address all reports of bullying

HARASSMENT

Harassment is the repeated pattern of physical and/or non-physical behaviors that:

1. Are intended to cause fear, humiliation or annoyance;
2. Offend or degrade;
3. Create a hostile environment;
4. Reflect discriminatory bias in an attempt to establish dominance, superiority or power over an individual athlete or group based on gender, race, ethnicity, culture, religion or mental or physical disability; or
5. Any act or conduct described as harassment under federal or state law.

Examples of harassment prohibited in TSC Activities include, without limitation:

PHYSICAL OFFENSES - Behaviors that include:

1. Hitting, pushing, punching, beating, biting, striking, kicking, choking or slapping a TSC player or participant;
2. Throwing at or hitting a TSC player with objects including sporting equipment.



NON-PHYSICAL OFFENSES - Behaviors that include:

1. Making negative or disparaging comments about an athlete's disability, religion, skin color, ethnic traits, body type/attributes, weight, etc.;
2. Displaying offensive materials, gestures, or symbols; and
3. Withholding or reducing playing time to an athlete based on his or her disability, religion, skin color, or ethnic traits.

HAZING

Hazing is defined as coercing, requiring, forcing or willfully tolerating any humiliating, unwelcome or dangerous activity that serves as a condition for:

1. An athlete joining a group;
2. An athlete being socially accepted by a group's members; or
3. Any act or conduct described as hazing under federal or state law.

Hazing does not include group or team activities that are meant to establish normative team behaviors or promote team cohesion.

Examples of hazing prohibited in TSC Activities include, without limitation:

1. Requiring, forcing or otherwise requiring an athlete to consume alcohol or illegal drugs;
2. Tying, taping or otherwise physically restraining an athlete;
3. Sexual simulations or sexual acts of any nature;
4. Sleep deprivation, otherwise unnecessary schedule disruption or the withholding of water and/or food;
5. Social actions (e.g. grossly inappropriate or provocative clothing) or public displays (e.g. public nudity) that are illegal or meant to draw ridicule;
6. Beating, paddling or other forms of physical assault; and
7. Excessive training requirements directed at a particular athlete or a group of athletes.

Activities that fit the definition of hazing are considered to be hazing regardless of an athlete's willingness to cooperate or participate.

WILLFULLY TOLERATING MISCONDUCT

It is a violation of this Code of Conduct if a coach, volunteer or participant knows of misconduct, but takes no action to intervene on behalf of the TSC player(s). All forms of misconduct should be reported to a coach, team official, TSC Director of Operations or other designated TSC representative.

PEER-TO-PEER SEXUAL ABUSE

Approximately one third (1/3) of all reported sexual abuse occurs at the hands of other children or minors. Parents and players are encouraged to report peer-to-peer sexual abuse. Whether sexual interaction between athletes constitutes 'sexual abuse' depends on the existence of an aggressor and whether there is an imbalance of power between the parties (e.g., an age difference between the athletes, disparity in size or the existence of a physical or intellectual disability). **If you have concern that an interaction between TSC players may constitute sexual abuse, report the interaction a coach, team official, TSC Director of Operations, or other TSC representative.**



Peer-to peer sexual abuse risk is highest:

1. Any location that is less easily seen; or
2. Any time TSC players are unclothed or changing clothes, for any reason.

Due to this risk, coaches, volunteers, and parents shall be aware of locations and facilities that are less easily seen or supervised. These locations and facilities vary per team and activity, and can include practice and competition locations, restrooms, changing areas, locker rooms, dorms and hotels. These areas will be supervised regularly by coaches and volunteers, where possible and appropriate.

LOCAL AND TEAM TRAVEL

For some TSC Activities, travel is a standard aspect a competitive season, and TSC provides the following policies to reduce the risk of abuse and misconduct. Adherence to these travel guidelines will increase athlete safety and improve the competitive experience while keeping travel a fun and enjoyable experience.

We distinguish between travel to training, practice, and local competition (“**local travel**”), and team travel involving a coordinated overnight stay (“**team travel**”).

LOCAL TRAVEL

Local travel occurs when the team does not sponsor, coordinate, or arrange for travel. For local travel, athletes or their parents/guardians are responsible for making all travel arrangements. In these instances, it is the responsibility of the athlete or their parents/guardians to ensure the person transporting the athlete maintains all safety and legal requirements, including, but not limited to, a valid driver’s license, proper insurance, well maintained vehicle, and compliance with all state laws.

To minimize one-on-one interactions, a coach or volunteer, who is not also acting as a parent, should not drive alone with an unrelated athlete. If travel with an unrelated athlete is necessary, the coach or volunteer must drive with at least two other athletes or another adult at all times. In any case where a coach or volunteer is involved in the athlete’s local travel, a parental release is required in advance. Efforts must be made to ensure that a coach or volunteer is not alone with an athlete or participant, by, e.g., picking up athletes in groups.

A coach or volunteer who is also an athlete’s guardian may provide shared transportation for any athlete(s). We encourage guardians to pick up their athlete first and drop off their athlete last in any shared or carpool travel arrangement. We also recommend completing a shared travel declaration form signed by the parent/guardian of any TSC player who is being transported as part of such a carpool arrangement.

TEAM TRAVEL

Team travel is overnight travel that occurs when the team sponsors, coordinates or arranges for travel so that the team can compete locally, regionally, nationally or internationally. Coaches, volunteers and chaperones must often travel with athletes because of the greater distances involved in team travel. Team travel requires adequate supervision through coaches, volunteers and other adult chaperones.



If necessary, athletes will share rooms, with 2-4 athletes assigned per room depending on accommodations. A team representative will notify hotel management regarding any special arrangements; for example, a team representative will request the hotel to block pay-per-view channels and will request an additional large room or suite such that athletes may socialize as a group. Team meetings do **not** occur in hotel rooms (of the coach or an athlete); a team representative will reserve a separate space for adults and athletes to socialize.

To ensure the propriety of athletes and to protect coaches and volunteers, there will be no male athletes in the rooms of female athletes, and no female athletes in the rooms of male athletes (unless the athletes are siblings accompanied by a parent/guardian). A coach shall not share a hotel room or other sleeping arrangement with an athlete, unless the coach is the parent, guardian, sibling, or spouse of that athlete.

When visiting public places such as shopping malls, movie theaters, etc., athletes will stay in groups of no less than three persons. Athletes who are 12 years of age and under will be accompanied by an adult chaperone at all times.

Athletes are expected to remain with the team at all times during the trip. Athletes are not to leave the competition venue, the hotel, a restaurant, or any other place at which the team has gathered, without the knowledge and permission of the coach, volunteer, or chaperone.

We encourage family members who wish to stay in the team hotel to do so. If family members do not stay in the team hotel, we encourage all athletes to call parents and guardians regularly. A team representative will allow unscheduled calls to the athlete by a parent/guardian, if requested by either the athlete or the parent/guardian.

Additional policies regarding TSC team travel:

- We strongly encourage players to travel together as a team when possible.
- An itinerary should be given to all the players by the coach or manager before departure to any out-of-town tournament.
- Players must follow the itinerary at all times.
- Teams should travel from the hotel to the fields and back together when possible.
- Players must dress uniformly when departing for games.
- Every person associated with the Tennessee Soccer Club must follow the rules of the hotel in which they are staying.
- Players are not allowed to run around, play soccer in the hotel hallways, or walk around barefoot or shirtless.
- If the tournament allows both male and female teams, casual association during free time will be allowed in public areas, but NO player will enter the rooms of players of the opposite sex.
- If a conference is necessary between a coach and an individual player, it must be done in the lobby of the hotel. Should a more private area be required, then it should be done with the presence of a manager, the player's parents, or another adult.



TRAVEL NOTIFICATION

A team representative will provide reasonable notice before any team travel. Notice will include the dates, location and duration of competition. Travel notice will also include designated team hotels for overnight stays. A team representative will designate a contact person for team travel to help with travel details and provide information to parents.

COACH AND VOLUNTEER RESPONSIBILITIES

During team travel, coaches and volunteers will help athletes, fellow coaches and volunteers adhere to policy guidelines, including the travel policies and reporting policies.

When not practicing, training, competing, or preparing for competition, coaches and volunteers will monitor the activities of athletes, fellow coaches and volunteers during team travel. Coaches and team representatives will:

1. Prepare athletes for team travel and make athletes aware of all expectations. Supplemental information will be given to parents/guardians of athletes who are considered inexperienced travelers, new or relatively new to team travel, or who are under the age of 14;
2. Familiarize themselves with all travel itineraries and schedules before the initiation of team travel;
3. Conform to, and monitor for others' adherence to the policies of the Code of Conduct and all other team policies during team travel;
4. Encourage TSC players to participate in regular communication with their parents/guardians;
5. Help athletes be on time for all team commitments (as possible);
6. Assist with team travel logistical needs (as possible);
7. Support chaperones and/or participate in the monitoring of athletes for adherence to curfew restrictions based on age and competition schedule, as listed in travel itinerary;
8. Ensure athletes are complying with hotel room restrictions based on gender or age requirements;
9. Make certain that athletes are not alone in a hotel room with any adult apart from a family member, including coaches, volunteers and chaperones;
10. Refrain from using drugs or alcohol in the presence of minors or be under the influence of alcohol or drugs while performing any program or coaching duty;
11. Immediately report any concerns about physical or sexual abuse, misconduct, or policy violations;
12. Notify parents before taking any significant disciplinary action against a TSC player if the athlete is traveling without his or her parents.

CHAPERONE RESPONSIBILITIES

Chaperones accompany team travel to ensure that the athletes, coaches and volunteers adhere to schedules and guidelines, including the travel policy and all other relevant policies contained in the Code of Conduct. Each chaperone must undergo a SafeSport background check screening and follow all Tennessee State Soccer Association and TSC Bylaws, Rules & Policies. (e.g. including Code of Conduct).



ELECTRONIC COMMUNICATIONS & SOCIAL MEDIA

All electronic communications between a coach and TSC player must be professional in nature and for communicating information about program activities.

As with any communication, the content of any electronic communication should be readily available to share with the athlete's family. At the request of a parent or guardian, any email, electronic text, social media or similar communication will copy or include the athlete's parents or guardians.

FACEBOOK, INSTAGRAM, BLOGS AND SIMILAR SITES

Any coaches or volunteers that communicate with TSC players through sites like Facebook or Instagram must communicate only in group and public form (no private communication). If a Facebook page is used for a team, all coaches and parents must be included. Coaches may not have athletes join a personal social media page. All posts, messages, texts, or media of any kind shared among athletes or between coach and athlete must be professional in nature and for communicating information about team activities or for team-oriented motivational purposes.

E-MAIL AND SIMILAR ELECTRONIC COMMUNICATIONS

Athletes and coaches may use e-mail to communicate if the athlete is at least 14 years of age. All e-mail content between coach and athlete must be professional in nature and for communicating information about program activities. Where possible, the TSC player's parent should be copied on e-mail communications. E-mail communication between coaches and TSC players is allowed during the hours of 7am and 10pm.

TEXTING, SNAPCHAT, AND SIMILAR ELECTRONIC COMMUNICATIONS

Texting is allowed between coaches and a TSC player if the athlete is at least 14 years of age. Where possible, texts between a coach and an athlete must be a group text – the text should include another athlete, volunteer, a parent, or another coach/assistant. All texts between a coach and an athlete must be professional and for communicating information about team activities. No texting is allowed between a coach and an athlete before 7am or after 10pm, unless there is a specific soccer activity that requires a text communication.

The use of Snapchat (and similar apps) with TSC players is not permitted.

ELECTRONIC IMAGERY

From time to time, digital photos, videos of practice or competition, and other publicly obtainable images of the TSC player – individually or in groups – may be taken. These photos and/or videos may be used for athlete instruction (i.e. practice and game films), team videos, team websites, or offered to the athletes' families. The use of photos/videos is permissible if the athlete or athletes are in public view and such imagery is both appropriate and in the best interest of the athlete and the program. Photo or video imagery must not be contrary to any rules or guidance outlined in this Code of Conduct.

REQUEST TO DISCONTINUE

The parent or guardian of a TSC player may request in writing that their athlete not be contacted by coaches through any electronic communication; that request must be honored.



Additionally, a parent or guardian of a TSC player may request in writing that photographs or videography of their athlete not be posted on program or team websites, understanding that group photography or videography may render this impracticable; to the extent this request is practicable, it should be honored. Any such requests shall be in writing and provided to the coach AND the TSC Director of Operations.

MISCONDUCT

Social media and electronic communication can be used inappropriately. (e.g., emotional abuse, sexual abuse, bullying, harassment, and hazing). Such communication by coaches, volunteers, officials, administrators, parents, or other athletes will not be tolerated.

Electronic communication should not contain or relate to any of the following:

1. Drugs or alcohol use;
2. Sexually oriented conversation, sexually explicit language or sexual activity;
3. An adult's personal life, social activities, relationship or family issues, or personal problems; and
4. Inappropriate or sexually explicit pictures.

Any communication concerning a TSC player's personal life, social activities, relationships, family issues or personal problems must be transparent, accessible and professional.

SOCIAL MEDIA POLICY

Tennessee Soccer Club ("TSC") recognizes the importance of the Internet in shaping the public's perception of our organization. TSC also recognizes the importance of our players, parents, coaches, directors of coaching, administrative staff, and board of directors in leading and setting the tone of social media interactions in a manner that advances TSC's mission and goals.

APPLICABILITY

This Social Media Policy applies to all TSC players, parents, coaches, directors of coaching, administrative staff, board of directors ("TSC Members"), and volunteers. This Social Media Policy applies to all social media content posted by TSC Members in their professional and personal capacity to the extent such content is related to TSC.

GUIDELINES

All TSC Members shall abide by the following guidelines when using social media:

- TSC members shall not post content that would harm TSC or damage TSC's reputation. Remember that even while you are on your own personal time, you are a representative of TSC, and people may interpret your online postings or social interactions as though they were official TSC statements.
- TSC members should use good judgment when posting comments on any official TSC sites. TSC members should keep in mind that his/her comments can create liability for TSC. If a TSC member is unsure whether a comment is appropriate to post, the member shall either not post the comment or obtain prior approval from the TSC staff.
- TSC members shall use good judgment about what he or she publishes on Social Media. Once something is posted, it exists online forever.
- TSC members shall encourage others to engage in positive interactions on social media. If a TSC member is concerned about any TSC member's use of social media, he/she



should bring his/her concerns to the attention of a TSC Director of Operations or a TSC Age Group/Location Director.

- Personally identifiable information (information, such as a name and date of birth and/or a street address which, when taken together, can identify a particular individual) should not be disclosed in any manner on official TSC social networking sites without the approval of the TSC Director of Operations.
- TSC members shall take full responsibility for their online profile, including their posts and any photos, videos or other recordings posted by others in which he/she appears.
- TSC members shall not degrade their opponents before, during, or after games.
- TSC members shall post only positive things about his/her teammates, coaches, opponents and officials.

VIOLATIONS OF THE SOCIAL MEDIA POLICY

TSC shall have the authority to monitor and enforce this Social Media Policy. TSC reserves the right to remove any inappropriate or offensive comments from official TSC sites and to block any individual or organization from posting on any official TSC social media platform if they determine, in their sole discretion, that such removal or block is in the best interests of TSC.

The failure of any TSC Member to adhere to this Social Media Policy shall be considered a violation of the TSC Code of Conduct, and any TSC Member who fails to adhere to this Social Media Policy shall be subject to disciplinary action, up to and including termination of such individual's involvement in TSC, in accordance with the TSC Disciplinary Procedures.

PARENTAL CONTACT AND INVOLVEMENT

Parents of TSC players will be contacted if their athlete becomes ill, injured, or has a severe disciplinary problem while participating in a USYS Activity.

EQUAL TREATMENT

All children, families, and other TSC coaches and staff will be equally treated with respect regardless of sex, race, religion, and culture.

SPORTING BEHAVIOR

Any non-consensual physical contact, obscene or profane language or gesture, or other threatening language or conduct directed towards any player, official, parent, or TSC personnel having any connection to TSC is strictly prohibited.

Officials and players will be treated with respect during all TSC events. While coaches are permitted to question an official regarding a call, coaches, parents, players, and spectators are not permitted to disparage, ridicule, or otherwise engage in threatening or harassing conduct toward an official or player. Only coaches or their designees are permitted to give direction to players during games and/or practices.



SUPERVISION

TSC players shall not be left unsupervised. In addition, TSC players shall not be dropped off and left at any field before that player is under adult supervision. Coaches and staff will not leave any child unsupervised until the child is picked up. Accordingly, parents should be on time to pick-up their children and notify the child's coach if running late. Coaches, staff, or an adult should not be alone with a TSC player. Make every effort to ensure that another person is present and no coach is alone with a player.

PHYSICAL RESTRAINT

Physical restraint will be used only when necessary to protect the child or other children from harm. When physical restraint is administered, the situation must be immediately documented in writing to the appropriate Director of Coaching.

TSSA POLICY 26

RECRUITMENT AND GUEST PLAYING

(the following section of the TSC Code of Conduct is reprinted from the TSSA Policy 26)

IV. RECRUITMENT/COMMITMENT OF PLAYERS FOR COMPETITIVE TEAMS

A. Permissible recruitment of players is only permitted during Open Recruitment Periods and subject to the following restrictions:

1. Players age groups U13 and older, may be recruited from the posted dates through the Commitment Letter Binding Date.
2. Players who are currently U12 (who will be U13 for the upcoming soccer year) and younger may NOT be recruited. There is no acceptable window of time where the recruitment of these players is allowed.

B. Following the Binding Date, Recruitment of a player who has appropriately executed a Commitment Letter is prohibited.

C. Prohibited Recruiting is defined as effort to induce a registered player of any team after the Binding Date, who has appropriately executed a Commitment Letter with a TSSA member association, to join a team with another TSSA member association during the current seasonal year or the next seasonal year. Recruiting is any action or statement, made by any team representative, as defined, either verbally or in writing that encourages or entices a player to register with a particular coach, team, association or other programs.

D. Efforts to induce a player to transfer will include but shall not be limited to the following:

1. A player participating in any type of unauthorized practice or tryout with a team other than the one the player is currently registered. This restriction will not apply for a player who freely chooses to try out for another team during Open Recruitment Period.



2. An offer or promise of college scholarships, free uniforms, discounted team fees, and/or negative statements, which could affect the decision of a player regarding choice of teams.
3. Team representatives include parents and players.
4. Guest players must have a direct request in writing, phone call, or e-mail to the head coach of the team that the player is currently rostered, or from the director of coaching of the players association. Failure to contact the coach or Director of Coaching can be a violation of recruiting.

E. A coach of a Division 1, 2 or 3 Team(s) that leaves a TSSA Member Association for another TSSA Member Association may not coach players or teams at the new association in the same Age Group(s) and gender as he/she coached at the prior Member Association for the entire following Seasonal Year. (i.e. a Coach at ABC Association coaches the 2003-year group girls in the 2017-18 Seasonal Year after which the coach transfers to the XYZ Association for the 2018-19 Seasonal Year. This coach may not coach a 2003 Year Group girls team for the entire Seasonal Year following the change in Member Associations)

VI. GUEST PLAYING PROCEDURE

- A. The following process is mandatory in order to have a player currently rostered to another team participate in any capacity with another team. Participation includes tournaments, scrimmages, league play, practices, trips, camps, or any other activity that the team is a participant.
 1. The head coach desiring the participation of a player must direct a request in writing, phone call, or e-mail to the head coach of the team that the player is currently rostered, or from the director of coaching of the players association.
 2. The individual contacted must grant approval for such participation prior to the player partaking in any event or activity.
 3. If the player's current coach or director of coaching does not grant approval for the player to participate in the event or activity, then that player is not permitted to participate.
- B. Non-compliance with the guest playing provision by a coach shall be deemed both unethical and a violation of the recruitment provision.
- C. A player that participates in any event or activity as a guest player without the permission of their current coach or director of coaching shall be subject to disciplinary action.

UNIFORM POLICY

PURCHASING POLICY

Every two years, all teams will be required to purchase a new uniform kit, unless a new Nike style has not yet been introduced, in which case a new kit will be required upon the introduction of a new style. Purchased uniforms will be worn for the following two years in all USSF, USYS, and US Club league and tournament play.



TRAINING GEAR POLICY

The following are required attire for all TSC training sessions: the Tennessee Soccer Club training shirt, black Nike training shorts, black Nike socks, and soccer ball (Nike ball recommended). Tennessee Soccer Club warm up jacket and/ or training pants may also be worn at practice.

UNIFORM REQUIREMENTS

Tennessee Soccer Club approved uniforms are required at all TSC games, friendlies, tournaments, etc. However, TSC uniforms are to be worn only to TSC approved events. DOC approval must be obtained to wear TSC uniforms at any events without a TSC representative. This includes 3 v 3 and Futsal Leagues. Tennessee Soccer Club is a Nike Premier Club and as such Nike is our preferred provider for all soccer gear. When purchasing new soccer gear, it is recommended that you choose the Nike brand where possible.

LOGO POLICY

Tennessee Soccer Club and its logos are property of Tennessee Soccer Club, Inc. We believe it is important to protect the use of the club name and its logo, so they are used only in a manner pre-approved by the Tennessee Soccer Club and with only authorized vendors. Thus, no one shall use the logo in any manner without the prior written authorization from the Tennessee Soccer Club Director of Operations. Failure to abide by these use restrictions may result in player/team suspension, expulsion or prosecution.

GRIEVANCE POLICY AND PROCEDURES

It is the opinion of the USSF, the governing body of TSSA and Tennessee Soccer Club (TSC) that the vast majority of concerns and/or complaints received by a youth soccer organization can be adequately addressed internally by the club's coaches, Director(s) of Coaching and/or the club's Executive Director.

Tennessee Soccer Club encourages direct communication among coaches, players and parents. Parents have the right to make complaints about issues regarding the treatment of their child but must follow the procedures set forth below.

PROCEDURE FOR ISSUES REGARDING SOCCER COACHING ACTIONS OR DECISIONS

If a TSC player or parent has an issue with their coach regarding a coaching action or decision, the following steps should be followed:

- Any player or parent that has an issue with a coaching action or decision, should first wait at least 24 hours following the event to address the issue. This provides all parties time to process the circumstances at issue.
- Following the 24-hour waiting period, the player and/or parent should contact their head coach to discuss the issue. In the Academy age groups, the player/parent should speak with the lead coach in their age group.



- If the issue is not resolved after speaking with the head or lead coach, the parent/player should contact the appropriate age and gender Director of Coaching (DOC) and/or Location Director. Parent/player should email the DOC/Location Director with the following information: name of the person making the complaint, player's name, coach's name, team name, and a detailed description of the issue at hand, steps taken to resolve the issue, along with a recommended solution.
- The age and gender DOC/Location Director will address the matter as soon as reasonably possible and if necessary, the Director will meet with all parties involved to discuss the issues and come up with a resolution.
- If the issue cannot be resolved after contacting the head coach and the appropriate DOC/Location Director, the player/parent may contact the Director of Soccer within ten (10) days of the age and gender DOC's decision. After gathering and reviewing all the necessary information, the Director of Soccer will notify all parties involved of his/her decision. If appropriate, the Director of Soccer may consult with the Executive Director. All decisions by the Executive Director regarding soccer coaching issues are final.

PROCEDURE FOR ISSUES REGARDING VIOLATION OF TSC OR TSSA POLICIES

If a coach, parent, or player is in violation of TSC policies (including but not limited to, TSC's General Code of Conduct, Coach's Code of Conduct or Private Training Policy) or any TSSA Policies, that individual and/or incident should be reported to the appropriate age and gender Director of Coaching.

Once a violation is reported, the following steps will be taken:

- Incident will be escalated from Safety & Abuse Report and/or Age Group/Location Director to the Disciplinary Committee
- Disciplinary Committee will schedule meeting with parent, player, or coach accused of code of conduct violation and allow the accused an opportunity to present their version of the facts at issue
- Disciplinary Committee will review all the information gathered, determine the necessary action and notify the accused of final ruling OR escalate and make disciplinary recommendation to the Executive Director/Board Disciplinary Panel
- Executive Director/Board Disciplinary Panel will determine the necessary action and notify the accused of the final ruling



PLAYER AND PARENT RESPONSIBILITIES

Playing for the Tennessee Soccer Club is done through a selective tryout process and it comes with certain obligations and commitments by both the players and the parents of the players. These commitments and obligations are set forth below and are expected to be adhered to when you accept the offer to join one of our teams.

PLAYER RESPONSIBILITIES

- Players are expected to conduct themselves at all times in a manner which is in keeping with representing TSC and not bring discredit upon the organization. Players shall maintain the highest standard of conduct and good sportsmanship
- Players shall refrain from using profanity during games and practices.
- Player will show respect toward referees, opposing teams, and fans. They will not harass, abuse, or berate a referee for any reason.
- Players shall not participate in physical violence or threats thereof during games or practice.
- Attendance at training and all games is mandatory for development. Failure to attend will impact playing time and continuation on the team.
- Players should bring cleats, running shoes, shin guards, water, and a properly inflated soccer ball to practice.
- Players are expected to show respect for all coaches and adhere to all instructions.
- Players shall be on time and prepared for all practices and games as outlined by their coach. All team practices, meetings and activities are essential for player development; the coach or team representative must be notified in each instance in which a player is unable to attend a scheduled team activity.
- Players will play within the Spirit and Laws of the Game.
- Players are expected to wear the approved club attire during practices and games.
- Playing time is not automatic; it is earned. Players normally will receive enough playing time for their continued development. However, the coach will determine an individual player's actual playing time. Playing time may not be equal in a game or weekend. Playing time should be measured over the course of the season.
- Players should strive constantly for high academic achievement and scholastic standing. Players need to know that to participate in high school athletics, TSSAA requirements state that five (5) subjects must be passed in the semester prior to player participation in any high school sport. Also, academic achievement will be the athlete's best ally or worst enemy when pursuing the college of his/her choice. Coaches may periodically ask players for a copy of his/her report cards.



- Player use of alcohol, tobacco, or drugs is strictly prohibited and will result in disciplinary action - including dismissal from the team.
- TSC's select program is a full year commitment, running nine to ten months, depending upon the team. Players continued participation on the team they are originally placed on will depend on this commitment and effort. Players may be asked to move to a different team if their commitment and effort is deemed insufficient for the team they are on.

PARENT/SPECTATORS RESPONSIBILITIES

- Parents participate in a game by watching, cheering and supporting the efforts of all participants.
- Parents must understand that the game is for the players, their participation and enjoyment is the most essential element.
- Parents shall maintain a professional relationship with the team coach and avoid a confrontation immediately following the game. Should a parent need to talk with a coach, a full 24 hours is required before contact can be made.
- Parents should refrain from publicly criticizing the TSC coaching staff. If a problem exists it should be addressed directly with the Coach or the appropriate DOC.
- Parents will exhibit good sportsmanship and refrain from foul language and verbal abuse of players, coaches, referees, opponents or spectators.
- Parents shall not coach or otherwise instruct players during practices or games.
- Parents shall avoid “reply all” email chains with concerns regarding the team and shall interact directly with the coach to address those concerns.
- Parents are expected to have their child on time for training and games.
- Parents are expected to notify the coach or team representative in each instance in which a player is unable to attend a scheduled team activity.
- Parents shall stay current on all financial obligations to TSC and the team.
- Parents are encouraged to get involved with the Club and promote the game in a positive way.
- Parents will refrain from parking in the Handicap Parking spots at practice locations.
- Parents will refrain from dropping kids off on the overpass on Heritage Way at Tower Park.
- Parents will not use alcohol, tobacco, or drugs on or near the playing or practice field.



PRIVATE TRAINING POLICY

The purpose of private training lessons is to enable players to receive individual/small group instruction in specific areas of the game which would be difficult to teach in a large team environment. TSC is in support of player development and allows private lessons with our professional coaching staff.

Tennessee Soccer Club coaches are not permitted to train a player from their own roster or within the age group they are currently coaching. Coaches can do extra trainings with any member of their team if there is no charge for the session. After the TSC soccer season is completed, coaches may provide private training as outlined in this policy to members of their team on the same basis as a player from another roster or age group. The defined soccer season is set forth more fully in the Coach's Contract.

All training must be FREE of charge IF a TSC coach privately trains a player or small group from their own roster or any player in their age group.

RATIONALE FOR THE POLICY

It creates a conflict of interest and a perception that if you are being paid for the private trainings from a player on your team or age group, then you will likely show favoritism towards these players during a game. Perception is reality and TSC cannot allow this potential conflict of interest to develop.

All parents and coaches must be aware of the following:

- A parent must be present for players U15 and below.
- Private training is strictly voluntary. No coach may require a player to participate in any fee based private training sessions or use the fact that a player participates or does not participate in private training as a factor in any team decisions, including playing time.
- TSC does not endorse or facilitate any private training; all such sessions are based solely on an agreement between the parent(s) and the coach.
- Because private training sessions are done by a coach on his/her own time, TSC does not keep a list of coaches that offer private training or make recommendations on coaches for private training.
- TSC does not have any role in setting fees for any private training offered by a coach, nor does TSC receive any fees related to such private training.
- Coaches, parents and players are reminded that they are held to TSC's Codes of Conduct. Even though private training sessions are not TSC events, coaches, parents, and players should ensure that nothing related to the private training sessions would create a violation of TSC's policies that would affect the coaches or players standing or participation in TSC programs.



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