

Florida Soccer SRC, Inc. Prohibited Conduct Policy

This Policy applies to all FL Soccer SRC, Inc. (hereafter referred to as FLSRC) members and extends to all of our operations. This Policy also applies to conduct by any subcontractor, supplier, customer or third party and their employees in their dealings with FLSRC members. FLSRC is committed to maintaining a work environment that is free from all forms of discrimination, including harassment, on the basis of any legally protected status. Accordingly, FLSRC does not permit any form of unlawful harassment, discrimination or intimidation against its members by anyone, including players, coaches, executives, directors, officers, administrators, vendors, clients, customers or third parties. 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.

FLSRC is also committed to maintaining an environment that is free from all forms of child sexual abuse, sexual misconduct, bullying and hazing. Any violation of this Policy by a member may subject the member to disciplinary action. Appropriate action also will be taken against any subcontractor, supplier, or customer found in violation of this Policy.

Prohibited Conduct

Harassment consists of unwelcome conduct, whether verbal, physical or visual, that is based upon a person's protected status. FLSRC will not tolerate harassing conduct that affects tangible job benefits, that unreasonably interferes with an individual's work performance, or safety, or that creates an intimidating, hostile, or offensive working environment.

Among the types of conduct prohibited by this policy are epithets, slurs, negative stereotyping or intimidating acts based on an individual's protected status and the circulation or posting of written or graphic materials that show hostility toward an individual because of his or her protected status. Prohibited conduct can also include jokes, kidding, or teasing about another person's protected status. While harassing conduct is unlawful only if it affects tangible job benefits and/or interferes unreasonably with work performance and creates an abusive or hostile work environment, this Policy forbids harassing conduct even when it does not rise to the level of a violation of law.

Sexual Harassment deserves special mention. Unwelcome sexual advances, requests for sexual favors, and other verbal, written, or physical conduct of a sexual nature constitute sexual harassment when:

- submission to such conduct is made either explicitly or implicitly a term or condition of the individual's employment;
- submission to or rejection of such conduct by an individual is used as the basis for an employment decision affecting that individual; or
- such conduct has the purpose or effect of unreasonably interfering with an individual's work performance and creating an intimidating, hostile, or offensive working environment.

Sexual harassment may involve individuals of the same or different gender. It may also occur between individuals of any employment status. Examples of conduct which may constitute sexual harassment and are prohibited by this Policy include, but are not limited to

- unnecessary touching, patting, hugging, pinching, or brushing against a person's body;
- staring, ogling, leering, or whistling at a person;
- continued or repeated verbal abuse of a sexual nature;
- sexually explicit statements, sexual flirtations, advances, propositions, subtle pressure for sexual activity, comments, questions, jokes, or anecdotes;

- graphic or degrading comments about a person's clothing, body or sexual activity;
- sexually suggestive objects, cartoons, posters, calendars, or pictures in the workplace;
- suggestive or obscene letters, notes or invitations;
- harassing use of electronic mail, electronic or instant messaging, or telephone communication systems; or
- other physical or verbal conduct of a sexual nature.

FLSRC prohibits members from threatening or insinuating, either explicitly or implicitly, that a member's submission to or rejection of sexual advances will in any way influence any personnel decision regarding that member's wages, assigned duties, advancement, evaluation, shifts, career development, or any other condition of employment.

Racial, Religious, or National Origin Harassment deserves special mention as well, and is expressly prohibited by FLSRC.

Racial, religious, or national origin harassment includes any verbal, written, or physical act in which race, religion, or national origin is used or implied in a manner which would make a reasonable member uncomfortable in the work environment or which would interfere with the member's ability to perform the job. Examples of race, religious or national origin harassment may include, but are not limited to:

- jokes, which include reference to race, religion, or national origin;
- the display or use of objects or pictures which adversely reflect on a person's race, religion, or national origin; or
- use of pejorative or demeaning language regarding a person's race, religion, or national origin.

Child Sexual Abuse

Any sexual activity with a child is prohibited. This includes sexual contact with a child that is accomplished by deception, manipulation, force or threat of force, regardless of the age of the participants, and all sexual interactions between an adult and a child, regardless of whether there is deception, or the child understands the sexual nature of the activity.

Sexual Misconduct

Any sexual interaction between an athlete and an individual with evaluative, direct or indirect authority is prohibited. Such relationships involve an imbalance of power and are likely to impair judgment or be exploitative. This section does not apply to a pre-existing relationship between two spouses or life partners.

Bullying

Intentional, persistent and repeated pattern of committing or willfully tolerating physical and non-physical behaviors that are intended, or have the reasonable potential, to cause fear, humiliation or physical harm in an attempt to socially exclude, diminish or isolate the targeted athlete(s), as a condition of membership are prohibited. Bullying does not include group or team behaviors that (a) are meant to establish normative team behaviors, or (b) promote team cohesion.

Hazing

Coercing, requiring, forcing or willfully tolerating any humiliating, unwelcome or dangerous activity that serves as a condition for (a) joining a group or (b) being socially accepted by a group's members are prohibited. Hazing does not include group or team activities that (a) are meant to establish normative team behaviors or (b) promote team cohesion.

Procedures for Complaints, Investigations and Corrective Action

All members are responsible to help assure that we avoid misconduct. No one is exempt from this Policy. FLSRC cannot act to eliminate misconduct unless it has notice of the conduct. Furthermore, FLSRC members are responsible to help assure that the work environment, on or off-premises, is free from harassment. All members have an obligation to promptly report any and all allegedly harassing conduct they are the subject of, that they learn of, or that they witness. Our Policy provides for immediate

notice of problems to the persons designated in this Policy so that we may address and resolve any problems as quickly as possible.

A member must report the harassing conduct to either:

- State Referee Administrator (SRA);
- State Director of Instruction (SDI);
- State Director of Assessment (SDA);
- State Head of Delegations (HOD) or
- State Director of Referee Assignors (SDRA)

If the member feels uncomfortable going to his or her appropriate State Director with the complaint, he/she must report the matter to any of the other State Directors as designated above. This Policy does not require reporting the misconduct to any individual who is creating the harassment or discrimination.

All complaints and reports will be promptly investigated. All members have an obligation to cooperate in any investigation of a complaint of misconduct, including providing any and all information concerning the complaint. Failure to do so may be a violation of this Policy. In determining whether an individual's alleged conduct constitutes a violation of the Policy, the investigator will impartially look at the totality of the circumstances, which includes the nature of the misconduct and the context in which it is alleged.

If an investigation confirms that a violation of the Policy has occurred, FLSRC will take prompt corrective measures. These measures may include, but are not limited to, an oral or written warning or reprimand, counseling, suspension, or de-certification of the member engaging in such misconduct. Such disciplinary actions will be noted in the member's profile and will be reported according to state and federal law and SafeSport guidelines.

FLSRC's Non-Harassment Policy offers its members greater protection from harassment than does the law. Consequently, members who are found to have violated FLSRC's Non-Harassment Policy shall be subject to corrective action, discipline or de-certification, even in cases where applicable laws may not have been violated and without regard to whether the conduct constitutes a violation of the law. A member wishing to file a complaint outside of FLSRC may contact Florida Youth Soccer Association (FYSA) or Florida State Soccer Association (FSSA).

Confidentiality

Complaints of harassment, investigation of complaints of harassment, and any corrective action taken in response will be kept confidential, except as disclosure is necessary to perform FLSRC's investigation, and to inform the alleged victim of harassment of the outcome of any investigation.

No Retaliation

FLSRC prohibits reprisal or retaliation against a member for filing a good faith complaint of harassment, for supporting or assisting, in good faith, another member in pursuing a complaint or in assisting in the investigation of a complaint. Members must report incidents of retaliation on the same basis as they are to report incidents of harassment. FLSRC will not retaliate or discriminate against any member for exercising, in good faith, any rights under this Policy. Retaliation is a violation of this Policy.

False Claims

Investigations of good faith claims may properly result in findings that include violations of the policy, no violation of the Policy, or inconclusive findings. However, any member who falsely claims sexual misconduct or provides false information in an

investigation will be subject to disciplinary action, up to and including decertification.

Training and Education

Members that have contact with athletes must successfully complete the USOC SafeSport training every year or as required. The USOC SafeSport training is mandatory for recertification.

Sexual Abuse or Misconduct by Covered Individuals

The investigation and adjudication of matters involving allegations or reports of sexual abuse or misconduct, or other violations of this Prohibited Conduct Policy that involve prohibited conduct that is reasonably related to and accompanies an alleged violation involving sexualized behavior by Covered Individuals are subject to the jurisdiction of the United States Center for Safe Sport (“USCSS”) in accordance with the requirements of the USOC and as set forth in the USCSS Bylaws or other USCSS governing documents. “Covered Individuals” are those who directly register with U.S. Soccer (not including professional athletes playing with a professional league sanctioned by U.S. Soccer) and those who are appointed or authorized by U.S. Soccer; this would include referees, coaches, administrators, medical personnel and the like. Rules and procedures to be followed by U.S. Soccer in dealing with allegations or reports of sexual abuse or misconduct, and the enforcement of discipline or other sanctions issued by the USCSS, are set forth in the applicable SafeSport policies and disciplinary procedures of the USCSS or U.S. Soccer.