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POLICIES & PROCEDURES FOR THE CONDUCT OF STAFF, COACHES, PARENTS & VOLUNTEERS

As the safety, health and welfare of children is our primary concern, Texas Longhorns Soccer Club, Inc. ("TLSC") and its staff, coaches, parents and volunteers (with the staff, coaches, parents and volunteers collectively hereafter referred to as the "Adults") shall fully comply with the following:

Child Abuse and Reporting

1. The TLSC acknowledges that a child needs to feel appreciated and acknowledged in order to fully develop into a peaceful and caring adult. However, the extent of the physical contact which an Adult should have, and is permitted to have with a TLSC child is limited to a touch that encourages a child to develop self-esteem and security. A touch that is initiated by an Adult for his or her own self-gratification or touch that exploits a child is prohibited. Furthermore, any words or actions toward a child, for the purpose of sexually exploiting the child, is prohibited. If any Adult has any doubt about the propriety of touching, he/she should refrain.
2. Abuse of children is not tolerated. Abuse includes but is not limited to verbal abuse, sexual abuse, physical abuse, mental abuse, and neglect.
3. No person shall ever leave a TLSC child unsupervised.
4. At no time during TLSC activities may an Adult be alone with a TLSC child or children where other Adults cannot observe the situation.
5. All Adults are prohibited from being alone with TLSC children that they meet in TLSC activities. This includes sleepovers, babysitting, and inviting children to one's home.
6. Vehicle transportation of TLSC children by TLSC coaches or staff is prohibited.
7. Suspicions of child abuse must be reported to the Club Administrator of TLSC ("Executive Direct") at the TLSC office, 1219 Abrams Road, Suite 118, Richardson, Texas 75081-5592; telephone 972-480-9340.
8. The Club Administrator of TLSC will report the alleged incident in accordance with relevant state reporting statutes (and, where applicable, local reporting statutes). The TLSC will fully cooperate with any legal authority involved.



9. The Club Administrator of TLSC shall promptly notify the President of the TLSC and the parents or legal guardian of the child or children involved in the alleged incident. Such notice shall comply with the notice requirements of the relevant state or local agency.
10. If the reported incident(s) involves a TLSC child, staff member, coach, parent or volunteer, the President of the TLSC reserves the right to suspend the TLSC staff member, coach, parent or volunteer from any and all activity with the TLSC. If the reported incident(s) involves a TLSC staff member, the suspension will be without pay.
11. The suspended TLSC club staff member, coach, parent or volunteer will be reinstated only after the TLSC Club Administrator and the TLSC President are satisfied that all allegations related to such party are cleared. (Back pay due to such reinstated staff member will be paid upon reinstatement.)
12. Because of the sensitive nature of allegations of child abuse and child sexual abuse and because of the need to protect the child and the reputation of any TLSC club staff member, coach, parent or volunteer who is falsely accused, TLSC staff, coaches, parents and volunteers who come aware of such allegations should only discuss the allegations with the Club Administrator or his/her designate.
13. All of the TLSC's full-time and part-time staff, coaches, parents and volunteers must read and agree to follow this policy by signing the Statement/Release by Applicant document.

General

1. All Adults are responsible for reading and abiding by the policies of North Texas State Soccer Association, of the "home" associations in which they register, of the leagues in which they play, and the Texas Longhorns Soccer Club.
2. All Adults are expected to treat each other with consideration and respect, treating everyone equally, regardless of sex, national origin, citizenship, religion, race, color, or culture.
3. All Adults are expected to employ positive techniques of encouragement, reinforcement and redirection.
4. All Adults are expected to portray positive role models.
5. Public display of intimate affection is prohibited.
6. Inappropriate language or profanity is prohibited.
7. All Adults are prohibited from dating TLSC players who are 19 years of age or younger.
8. Possessing, manufacturing, distributing, using, or being under the influence of, illegal drugs or alcohol on TLSC premises or at TLSC functions is prohibited.
9. The TLSC encourages all TLSC parents to determine transportation arrangements for practices and other TLSC team and club events well in advance. Emergency procedures should be in place.
10. All TLSC players, parents, staff, coaches and volunteers are expected to attend all TLSC team club activities, athletic or social.

11. TLSC players may not be a “guest player” with other soccer teams (TLSC or otherwise) without prior approval of their TLSC team coach.
12. TLSC players who violate TLSC rules when at a TLSC event may be sent home from the event.
13. Fines, appeals, or other administrative financial matters incurred by TLSC players, coaches, or teams are the responsibility of the involved TLSC team and not of the TLSC.
14. The TLSC colors are orange, white, navy. Only uniforms approved by the TLSC Board of Directors will be worn by TLSC players.

Players – Staff – Volunteers - Coaches

1. The TLSC does not permit player-staff or player-coach relationships outside of organized TLSC team or club activities.
2. The TLSC expects all players to respect their parents, their coaches, their teammates, game officials, and their opponents.

Parents – Staff - Coaches

1. Communication is encouraged among staff, coaches, parents, and players. To this end, phone calls and/or requests for conferences should be handled in a timely manner, away from practice or games.
2. During practices or games, a TLSC coach’s first responsibility is to his/her players.
3. TLSC parents and coaches are immediate role models for players and set the tone for expectations on the field.
4. Parents should support the manager of your TLSC team. Assistance with TLSC team equipment, communication, travel, and special events is greatly appreciated.
5. As TLSC is the host of several tournaments throughout the year, each TLSC parent is expected to participate (a four [4] hour commitment) in some volunteer capacity in one of these tournaments, including housing, if requested. Dates of these events are announced at the beginning of the soccer **year so that all parents and players will be available during this time.**
6. Under no circumstances (practices, games, tournaments or otherwise), is a TLSC team manager or parents to substitute for a coach. Any coaching substitute should be chosen by the *Club Director* or his/her designate.

Violations of any part of this Policies and Procedures for the Conduct of Staff, Parents, Coaches and Volunteers is grounds for disciplinary action, up to and including termination, and prohibition from engaging in staff, parent, coach or volunteer activities.