



**Tennessee Soccer Club**

**Policies and Code of Conduct**

**Players and Parents**

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

## 2019 / 2020 Season Fees and Dues\*

### TSC NASHVILLE & TSC WILLIAMSON

Age Group / Team	Deposit	Annual Club Dues	Total Club Fees
U6 (2014)	\$200	\$500	\$500
U7 (2013) - U8 (2012)	\$325	\$755	\$1,080.00
U9 (2011) – U12 (2008)	\$325	\$905	\$1,230.00
U12 (2008) Showcase	\$325	\$1075	\$1,400.00
U13 (2007) – U14 (2006) Nike	\$325	\$1075	\$1,400.00
U13 (2007) - U15 (2005) Showcase / Premier ( <i>training 3x per week</i> )	\$325	\$1075	\$1,400.00
U13 (2007) – U15 (2005) Elite / Swoosh ( <i>training 2x per week</i> )	\$325	\$925	\$1,250.00
U16 (2004) – U19 (2001) Showcase / Premier ( <i>training 3x per week</i> )	\$325	\$655 Boys \$765 Girls	\$980.00 Boys \$1,090.00 Girls
U16 (2004) - U19 (2001) Elite / Swoosh / Tiempo ( <i>training 2x per week</i> )	\$325	\$565 Boys \$660 Girls	\$890.00 Boys \$985.00 Girls

*\*Training frequency may vary in certain age groups*

### TSC MURFREESBORO

Age Group / Team	Deposit	Annual Club Dues	Total Club Fees
U6 (2014)	\$200	\$500	\$500
U7 (2013) - U8 (2012)	\$325	\$475	\$800.00
U9 (2011) – U12 (2008)	\$325	\$475	\$800.00
U12 (2008) Showcase	\$325	\$500	\$825.00
U13 (2007) - U15 (2005) Showcase / Premier	\$325	\$500	\$825.00

U13 (2007) – U14 (2006) Elite / Swoosh / Tiempo	\$325	\$475	\$800.00
U15 (2005) – U19 (2001) State League and Ntl/Rgl League	\$325	\$425 Boys & Girls	\$750.00 Boys & Girls
U15 (2005) – U19 (2001) Showcase / Premier	\$325	\$375 Boys & Girls	\$700.00 Boys & Girls
U16 (2004) - U19 (2001) Elite / Swoosh / Tiempo	\$325	\$350 Boys & Girls	\$675.00 Boys & Girls

<b><u>2018/19 BOYS ECNL FEES</u> *all inclusive*</b>	<b><u>2018/19 GIRLS ECNL FEES</u> *all inclusive*</b>
<b>2006-2005 Age Groups: \$2,500</b>	2006-2005 Age Groups: \$2,500
<b>2004-2000 Age Groups: \$6,000</b>	2004-2002 Age Groups: \$6,500
	2001-2000 Age Groups: \$4,650

*\*We do not anticipate an increase in ECNL fees for 2019-20, however some of this is driven by the schedule that ECNL provides TSC. 2019-20 ECNL fees will be released soon. For more info on ECNL fees and what is included, please click [here](#).*

### **Payment of Registration Fees and Annual Club Dues**

- Payment for the Deposit and Annual Club Dues can be made by credit card or by submitting a check or cash to the TSC offices at: 509 New Highway 96 West, Suite 102, Franklin, TN 37064.
- Payment options for Annual Club Dues are as follows:
  - a. For Boys teams U16 (2004) – U19 (2001):
    - Payment in full
    - 3-month payment plan (August-October)
  - b. For Boys teams U6 (2014) – U15 (2005):
    - Payment in full
    - 10-month payment plan (August-May)

- c. For Girls teams U16 (2004) – U19 (2001):
  - Payment in full
  - 7-month payment plan (November-May)
- d. For Girls teams U6 (2014) – U15 (2005):
  - Payment in full
  - 10-month payment plan (August-May)
- If you choose to pay your registration fees and club dues through a payment plan, payment will be due **the 5<sup>th</sup> of each month** for the duration of the payment plan set forth above.
- To remain in good standing with TSC, payment of the registration fee, club dues and team fees must be received on or before their due date. A player is considered past due when either one of these payments are not received on the due date. For accounts that are one (1) month past due there will be a \$10.00 late fee. For accounts that are two (2) months past due there will be a \$25.00 late fee. For accounts that are three (3) months or more past due, the player card will be pulled and a \$50.00 reinstatement fee will be charged to return the card.
- TSC reserves the right to suspend the player card of any player whose team or club account is past due. TSC also reserves the right to suspend the player from any and all team and club activities including all training and friendlies until the past due balance is paid.
- Players with outstanding balances from the prior season will NOT be issued a player card for the current season until this balance has been paid in full.
- Any player that requests a release and has a past due balance for either club or team fees will not be granted said release from TSC until all outstanding fees have been paid.
- If TSC receives a returned check for non-sufficient funds, a \$25 fee will be charged to that players account.

**Explanation of Annual Club Dues:**

The total club fees set forth above include but are not limited to the following: a non-refundable deposit; administrative costs of running TSC; player registration with Tennessee State Soccer Association; field and facility maintenance, assessments, and rental costs; referee assignor fees; coaches' salary; specialized training sessions; coaching education; and other supplemental programs.

**The fees and dues set forth above do NOT include Team Fees.** In addition to the fees owed to TSC (as set forth above), each player will have Team expenses which are specific to the team to which they are selected. These team fees include, but are not limited to, the following: league

fees, referee fees, tournament entry fees, and coach's travel expenses. Team Fees vary with each team and should be approved and budgeted for by the team parents prior to the season starting. *\*It is important to note that individual Team Fees are a separate expense from the Annual Club Dues.\**

**Sibling Discount:**

Families with three (3) or more children registered with TSC in the same playing season will receive a discount in the amount of 5% off of the Annual Club Dues for each child. The sibling discount does not include the Deposit and does not apply to ECNL players.

**Financial Aid**

Financial assistance is available on a limited basis for those members who complete the Financial Aid Application and submit the required documentation supporting the need for financial assistance. ***The deadline for applying for Financial Aid is June 15<sup>th</sup>, 2019 (Round 1) and July 6<sup>th</sup>, 2019 (Round 2).***

While Financial Aid will contribute to some or all of the costs associated with TSC Deposit and Annual Club Dues, it will not cover ALL of the costs associated with playing for TSC. Parents or guardians will still be responsible for the cost of uniforms, Team Fees, and other such costs associated with playing competitive soccer. Financial Aid recipients must also remain in good standing with TSC, including responsibilities associated with the TSC Code of Conduct, paying Team Fees, and regular attendance at training and games.

**To apply for Financial Aid, click on the following link and complete the steps set forth in the Application:** <http://www.tennesseesoccerclub.org/information/financial-aid>

**Fee Waiver for Long Term Injury or Illness**

If a player has sustained a long term injury or illness, they may be eligible for a fee waiver for the amount of time they are unable to participate with their team. A long term injury or illness is defined as an injury or illness that prevents a player from participating in any physical activity with their TSC team for a period of more than 45 days. To be eligible for said waiver, the Long Term Injury or Illness Fee Waiver Application must be completed and submitted to the appropriate age group and gender Director of Coaching, along with a medical report signed and completed by the Physician treating the injured or sick player. The Injury/Illness Fee Waiver Application can be found on our website at [www.tennesseesoccerclub.org](http://www.tennesseesoccerclub.org).

***\*Any deviation from the Club dues and fees policy as set forth above must be approved by the Executive Director of TSC***

## 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 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 or US Club Soccer. 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, 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, Risk Management Coordinator for TSC, 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, Risk Management Coordinator for TSC, 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.

## 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 minor athletes 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 suspected child abuse to **EACH AND EVERY** entity listed below:

- 1) *Local Law Enforcement:*
  - a. Franklin Police Department - (615) 794-2513, or
  - b. Brentwood Police Department -(615) 371-0160
- 2) *Tennessee Department of Children's Services:* 1-877-54-ABUSE (1-877-542-2873)
- 3) *Tennessee Soccer Club Risk Manager:*
  - a. Brandy Palmer Gagliano – [brandy.g@tennesseesoccerclub.org](mailto:brandy.g@tennesseesoccerclub.org) / 615-491-4247, or
  - b. Stuart Brown – [stuart.brown@tennesseesoccerclub.org](mailto:stuart.brown@tennesseesoccerclub.org) / 615-905-4865
- 4) *Tennessee State Soccer Association Risk Manager:*
  - a. Don Eubank – [EVP@tnsoccer.org](mailto:EVP@tnsoccer.org) / 615-590-2200
  - b. Hans Hobson – [hhobson@tnsoccer.org](mailto:hhobson@tnsoccer.org) / (615) 590-2200
- 5) *U.S. Soccer:*
  - a. U.S. Soccer Integrity Hotline Number – (312) 528- 7004
  - b. U.S. Soccer Integrity Hotline website – <https://www.ussoccer.com/integrity-hotline>
- 6) *U.S. Center for SafeSport:* <https://www.safesport.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 PHYSICAL CONTACT

Prohibited forms of physical contact include, without limitation:

1. Asking or having a minor athlete sit in the lap of a coach or volunteer;
2. Lingering or repeated embrace of a minor athlete 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 minor athlete; (e.g., “butts up” game)
4. “Cuddling” or maintaining prolonged physical contact of a minor athlete 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 minor athlete obviously uncomfortable, whether

- expressed or not;
7. Any contact that is contrary to a previously expressed personal desire by the minor athlete 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 minor athlete AND between minor athletes. 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's Risk Management Coordinator 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 minor athlete who is aware of bullying behavior is expected to tell a coach, team official, TSC's Risk Management Coordinator 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 minor athletes, coaches, volunteers and parents a suitable understanding of those behaviors that constitute 'bullying'.
3. To make it known to minor athletes, 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 minor athletes, 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



- minor athlete or participant;
- 2. Throwing at or hitting a minor athlete 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, or ethnic traits;
- 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 minor athlete(s). All forms of misconduct should be reported to a coach, team official, TSC's Risk Management Coordinator or other designated TSC representative.

## **PEER-TO-PEER SEXUAL ABUSE**

Approximately 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 minor athletes may constitute sexual abuse, report**

**the interaction a coach, team official, TSC’s Risk Management Coordinator, or other TSC representative.**

**Peer-to peer sexual abuse risk is highest:**

1. Any location that is less easily seen; or
2. Any time minor athletes 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 minor athlete 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.
- If 5 or more players are flying to a tournament together, they should wear khaki pants or shorts and their TSC training shirt or TSC warm-up jacket. All players must dress the same.
- Teams should travel from the hotel to the fields and back together when possible.
- Players must dress uniformly when departing for games.
- Using the swimming pool, Jacuzzi, exercise equipment or the like must be done with permission from the coach.
- 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.

## **Electronic Communications & Social Media**

All electronic communications between a coach and minor athlete 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 minor athletes 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.

### **TWITTER, INSTANT MESSAGING AND SIMILAR MEDIA**

All communication is to be public in nature. Coaches and minor athletes may "follow" each other. Coaches cannot "re-tweet" athlete message posts. Coaches and volunteers are not permitted to "direct message" minor athletes through Twitter (or similar media).

### **EMAIL AND SIMILAR ELECTRONIC COMMUNICATIONS**

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

### **TEXTING, SNAPCHAT, AND SIMILAR ELECTRONIC COMMUNICATIONS**

Texting is allowed between coaches and a minor athlete 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 minor athletes is not permitted.

## **ELECTRONIC IMAGERY**

From time to time, digital photos, videos of practice or competition, and other publicly obtainable images of the minor athlete – 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 minor athlete 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 minor athlete 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 a TSC representative.

## **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 minor athlete'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, and board of directors (“TSC Members”). 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 coaching or member of the TSC Board of Directors.
- 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 a TSC Director of Coaching or TSC Board of Directors.
- 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 minor athletes 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 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.

### **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.

### **Policy Exclusions:**

Teams that are entering the U18 age group in a uniform-purchasing year will NOT be required to purchase the new kit and will be allowed to finish their senior year in the previous year's kit. These teams may purchase a new kit at their own discretion.

### **Uniform Embellishment:**

Nothing may be added to any team uniform without the permission of the Tennessee Soccer Club BOD.

### **Warm-Up Embellishment:**

Player's number may be monogrammed on the right chest of the jacket below the Nike Swoosh by a BOD selected vendor. Exact specifications must be met.

### **Back Pack Embellishment:**

We Got Soccer is responsible for all back-pack embellishments.

### **We Got Soccer:**

We Got Soccer is the exclusive team apparel supplier of the Tennessee Soccer Club and their affiliates. Please visit their website at [wegotsoccer.com](http://wegotsoccer.com). They can also be reached via phone at 1-866-880-7194 or you can email our personal representative at [TSC@wegotsoccer.com](mailto:TSC@wegotsoccer.com).

### **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. However, TSC Hoodies are spirit wear and not approved as practice attire.

### **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 logo 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 Board of Directors. Failure to abide by these use restrictions may result in player/team suspension, expulsion or prosecution.

## **Fundraising Policy**

### **Product Sales**

All spirit wear sales will be coordinated through the club.

### **Tennessee Soccer Club Logo**

Our logo can only be used with the written permission of the club, for more details see the aforementioned Club Logo Policy.

### **Approved Team Fundraising Activities**

- Bridgestone Arena Parent Volunteers – training is required, see website for further information
- Kroger Cares – Coordinators will be defined by team or age group, see website for further details
- Shop with Scrip – Coordinators will be defined by team or age group, see website for further details
- Support staff at Tennessee SC hosted soccer tournaments – sign ups occur prior to the tournament

### **Use of Funds**

Money earned via fundraising activities will be kept in your team account and must be used for Club mandated expenses such as Club dues, Team Fees, uniform, and player travel. Payments made to any individual must be documented with receipts that support the payment for the soccer related expense. Receipts should be submitted to the team treasurer.

### **Team Sponsors:**

At this time, individual teams will not be allowed to have sponsors. Teams may accept donations but cannot offer any advertising in exchange.

## **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 DOC. Parent/player should email the DOC 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 will address the matter as soon as reasonably possible and if necessary, the DOC 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, the player/parent may contact the Executive Director within ten (10) days of the age and gender DOC's decision. After gathering and reviewing all the necessary information, the Executive Director will notify all parties involved of his/her decision. 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:

- The appropriate age group/gender Director of Coaching will contact all parties involved and gather all of the pertinent facts.
- The information gathered will be submitted to the TSC Disciplinary Committee.
- The Disciplinary committee will schedule a meeting with the parent, player, or coach accused of policy violations and allow the accused an opportunity to present their version of the facts at issue.

- The Disciplinary committee will review all of the information gathered and make a disciplinary recommendation to the Board of Directors.
- The Board of Directors will vote on the proposed disciplinary action and then notify the accused of the final ruling.

The TSC Disciplinary committee will include one member of the TSC Board of Directors, one TSC parent (not currently on the BOD), the Executive Director, one TSC coach not involved in the complaint, and one additional TSC representative selected by the Executive Director.

Any coach, parent, or Board member who is the subject of a complaint may not serve on the TSC Disciplinary Committee for the duration and purpose of the grievance in which they are involved. That individual will be replaced by another Board member not named or involved in the complaint.

## **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.

### **Contact Information**

Executive Director: Stuart Brown / [stuart.b@tennesseesoccerclub.org](mailto:stuart.b@tennesseesoccerclub.org) / 615-905-4865

Registrar/Office Manager: Brandy Palmer Gagliano / [brandy.g@tennesseesoccerclub.org](mailto:brandy.g@tennesseesoccerclub.org) / 615-491-4247

Boys Academy (U7-U11): Mike Otto / [mike.o@tennesseesoccerclub.org](mailto:mike.o@tennesseesoccerclub.org) / 910-554-6347

Girls Academy (U7-U11): Sterling Nabours / [sterling.n@tennesseesoccerclub.org](mailto:sterling.n@tennesseesoccerclub.org) / 615-403-7353

Older Girls Director (U12-U19): Greg Warden / [greg.w@tennesseesoccerclub.org](mailto:greg.w@tennesseesoccerclub.org) / 615-440-0936

Older Boys Director (U12-U19): Sandy Pollock / [sandy.p@tennesseesoccerclub.org](mailto:sandy.p@tennesseesoccerclub.org) / 615-579-8063

ECNL Director: Dean Blain / [dean.b@tennesseesoccerclub.org](mailto:dean.b@tennesseesoccerclub.org) / 478-442-0275