

The following Policies apply to the Blue Ridge Soccer League, its Officers, General Board, Coaches, Team Officials, Parents, guardians, and spectators in its activities as noted.

HEIRARCHY OF LEGAL DOCUMENTS for Non-Profit

- ❑ US Constitution
- ❑ U.S. Statutes / Regulations
- ❑ State Statutes / Regulations
- ❑ Form 1023 / 1024 Applications
- ❑ Articles of Incorporation
- ❑ League Bylaws
- ❑ League Policies
- ❑ Club Bylaws
- ❑ Club Policies

INTELLECTUAL PROPERTY POLICY

All BRSL employees, officers, board members, contractors and volunteers must understand and follow this policy. The Blue Ridge Soccer League (BRSL) has sole ownership of any written work, designs, and/or website material that is created by any employees, officers, board members, contractors and volunteers for the BRSL.

CONFIDENTIALITY POLICY

All BRSL employees, officers, and board members are to keep confidential any proposed policies, finances, programs, activities, personnel matters, member information and transactions (unless necessary for the operation of the league). No employee, officer, board member, contractor, or volunteer is allowed to share or sell any individual or group information gathered for league purposes.

CONFLICT OF INTEREST POLICY

The Blue Ridge Soccer League will not allow any board member to discuss and/or vote, on any given issue, when a known impediment to being impartial and loyal exists. Furthermore, every BRSL member is bound to disclose to the board any possible conflicts of interest that are present related to any league-related activities. The BRSL Board of Directors will have the final determination as to how much a member can be involved in the discussion of an issue where a conflict exists.

BRSL ZERO TOLERANCE POLICY

The BLUE RIDGE SOCCER LEAGUE (BRSL) is committed to providing a safe environment for its members and participants, and to preventing abusive conduct in any form. Every member of this organization is responsible for protecting our participants and ensuring their safety and well-being while involved in BRSL sponsored activities.

To this end, we have established the following guidelines of behavior and procedures for our staff, volunteers and participants. All members of the BRSL, as well as parents, spectators and other invitees are expected to observe and adhere to these guidelines.

1. Abuse of any kind is not permitted within the BRSL. We do not tolerate physical, sexual, emotional or verbal abuse or misconduct from our players, coaches, officials, volunteers, parents or spectators.
2. Physical and sexual abuse, including, but not limited to, striking, hitting, kicking, biting, indecent or wanton gesturing, lewd remarks, indecent exposure, unwanted physical contact, any form of sexual contact or inappropriate touching, are strictly prohibited within the BRSL.
3. Emotional abuse or verbal abuse is also prohibited. These include, but are not limited to such forms of abuse as: yelling, insulting, threatening, mocking, demeaning behavior, or making abusive statements in regard to a person's race, gender, religion, nationality/ethnicity, sex or age.
4. The BRSL **RECOMMENDS** that the following **GUIDELINES** be used in all activities sponsored by the BRSL:
 - a. Use the "Buddy System" when youth players go to bathrooms, locker rooms, or other locations.
 - b. No adult person should allow himself/herself to be alone with a child in ANY circumstance (other than their own child) before, during, and after any league-sponsored activities. This includes travel to and from events.
 - c. Coaches and other adult members should not socialize individually with the youth participants outside of sponsored activities.

5. We are committed to providing a safe environment for our players, participants and staff. We attempt to do so by appointing all coaches, officials and volunteers, and everyone affiliated with the BRSL as protection advocates. Every member of this organization is responsible for reporting any cases of questionable conduct or alleged mistreatment toward our members by any coach, official, volunteer, player, parent, sibling or spectator.
6. Encouraging open communication between children and parents, or between children and other adults in the BRSL may help early warning signs of abuse to surface.
7. We encourage parents to become as active as possible in sponsored activities, games, practices and other events. The more the parents are involved, the less likely it is for abusive situations to develop.
8. We will respond quickly to any and all allegations of abuse within The BRSL. Information regarding abuse allegations will be communicated to the authorities for investigation and will be reviewed by the organization's directors. The alleged offender will be notified of such allegations promptly.
9. Any person accused of sexual or physical abuse may be asked to resign voluntarily or may be suspended by the board until the matter is resolved. Regardless of criminal or civil guilt in the alleged abuse, the continued presence of the person could be detrimental to the reputation of the organization and could be harmful to the participants. A person, who is accused but later cleared of charges, may apply to be reinstated within the organization. Reinstatement is not a right, and no guarantee is made that he or she will be reinstated to his/her former position.