



*Zero
Tolerance
Policy against Abuse*

American Youth Football (AYF) and Murrieta Rams Youth Football and Cheer (MRYFC) Organizations have a zero tolerance rule for any form of abuse. In particular, child abuse has become a growing concern within recent years and can take many forms including verbal abuse, physical abuse, emotional abuse, and sexual abuse. MRYFC organization is committed to providing a safe environment for its members and participants, and to prevent abusive conduct in any form. Every member of this organization is responsible for protecting our participants and ensuring their safety and well being. Any form of child abuse/molestation reported will be dealt with swiftly and severely by AYF National Office and MRYFC.

To this end, MRYFC have established the following guidelines of behavior and procedures for our directors, staff, volunteers and participants. All members of this organization, 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 our organization. This means 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, is strictly prohibited within our organization.
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. We are committed to providing a safe environment for participants, volunteers, and staff. We do so by appointing all coaches, officials and volunteers – and anyone else affiliated with our organization – as protection advocates. Every member of MRYFC 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.
5. Buddy System: No single child shall be left alone with a non-related adult. Each youth participant should be assigned a buddy during sponsored activities. No child should go anywhere – to the bathrooms, or other locations – without his or her buddy.
6. To further protect our youth participants, as well as our coaches, officials and volunteers, we strongly advise that no adult person allow him/herself to be alone with a child or with any group of children during sponsored activities. In particular, we recommend that coaches or other adult members of this organization:
 - Do not drive alone with a non-related child participant in the car
 - Do not take a child alone to the bathroom or any other private room
 - Provide one-on-one training or individual coaching with the assistance of another adult or the child's Buddy
 - If you must have a private conversation with a youth participant, do it within clear view of others, on the field, or other public viewing area, instead of in a private venue.
 - Do not have any sleepover event at any representing official house.

7. When traveling overnight with youth participants, children should be paired up with other children of same gender and similar age group, with chaperones in separate but nearby rooms.
8. 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.
9. We will respond quickly to any and all allegations of abuse within this organization. This information will be communicated to the appropriate civil authorities for investigation and will be reviewed by the MRYFC Executive Board of Directors. The alleged offender will be notified of such allegations promptly.
10. Any person accused of sexual or physical abuse may be asked to resign voluntarily or may be suspended by MRYFC Association 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 harmful to the participants. A person who is accused but later cleared of charges, may apply to be reinstatement. Reinstatement is not a right, and no guarantee is made that he or she will be reinstated to his/her former position.
11. We promote good sportsmanship throughout the organization and encourage qualities of mutual respect, courtesy and tolerance in all participants, coaches, officials and volunteers. We advocate building strong self-images among the youth participants. Children with a strong self-image may be less likely targets for abuse; similarly, they may be less likely to abuse or bully others around them.
12. MRYFC shall screen all volunteers who have repeated access to youth by requiring completion of a Volunteer Application and by running a criminal background check. All criminal background checks indicating a conviction involving crimes against a minor must result in disqualification of the volunteer. In addition, other charges and convictions may be an indication of an unfit volunteer and may result in disqualification.
13. MRYFC Zero Tolerance Policy against Abuse shall be administered and managed by the serving President Murrieta Rams Youth Football and Cheer. In the absence of the President, the Vice President will execute the orders of the policy.

For Further Information:

Local law enforcement

(Officer Friendly, McGruff, etc.)

Sexual Assault Centers

Public Schools



APPENDIX A

Murrieta Rams Youth Football and Cheer Complaint Form

INSTRUCTIONS: To file a formal complaint, please fill out this form completely and submit it to the President and Vice President of our Association. If you need help completing the form, or want to discuss the issue before completing the complaint form, please contact either the President or Vice President for a meeting:

Contact information:

President.murrietarams@gmail.com

Vicepresident.murrietarams@gmail.com

Please know that the information you submit will be held in confidence until you meet with the assigned Rams advocate board member to discuss the process that will be followed to investigate and resolve the situation. Please note that participants will never be required to confront the person accused. **Upon request, MRYFC will keep the name of the participate confidential, except when in doing so results in a danger to other participates.**

Part I: Persons(s) Submitting the Complaint

Person completing this form: _____

Check One: I am the player/cheerleader Participant parent/guardian
 Board Member

1. Participate Name: _____

2. Participate Address: _____

3. Participate Telephone # and email address: _____

Part II: The Complaint

4. Please describe the circumstances causing your complaint (give specific factual details, times, location, and name of all individuals involved or who witness the situation).

5. What was the date of the circumstances causing your complaint? _____

6. Explain how you have been harmed by this circumstance.

7. Please describe any efforts you have made to resolve your complaint informally and the response received to your efforts.

Date

With Whom Did You Communicate?

Describe Conversation.

8. (Optional) Please describe the outcome or remedy you seek for this complaint.

Signature of Person Submitting Report _____

Signature of MRYFC Board Member _____

Date Filed _____



APPENDIX B

Murrieta Rams Youth Football and Cheer: Notice to Person Alleged to Engage in Misconduct

DATE:

TO: (Insert name of person alleged to have engaged in misconduct)

FROM: President, Murrieta Rams Football and Cheer

RE: **NOTICE OF ALLEGED VIOLATION OF MRYFC CODE OF CONDUCT POLICY**

Please be advised that MRYFC Association has received a formal complaint alleging that you have violated the Rams Code of Conduct policy (Appendix A). It has been reported that you may have violated Section [insert number of paragraph in the Rams Code of Conduct policy that describes the violation]. Specifically, the following conduct was reported:

[insert the information contained in Appendix A Part II of the complaint form]

The MRYFC complaint process will be followed in dealing with this report, including the possible permanent removal as a MRYFC volunteer or temporary suspension.

[Insert name of Fact Finder] has been appointed to be the Fact Finder for this case. [He/She] will contact you shortly to provide you with the opportunity to (1) respond to this report, (2) make a full statement in a hearing regarding the facts of this situation, and (3) identify any individuals who may have directly witnessed this situation and who should be interviewed by the Fact Finder.

Please be informed that you are not permitted to contact the complainant or suspected complainant or any witness or other Rams member concerning this situation. The complainant has been informed of this same obligation. Any repeat of the alleged conduct or retaliation against the complainant or suspected complainant or team members shall not be tolerated, with immediate termination of affiliation with MRYFC.

The person making this complaint has also be asked to indicate any witnesses to the situation who should be interviewed.

[If the situation is so serious as to require suspension of the individual until the complaint has been resolved, add the following paragraph.]

This report is sufficiently serious for **MRYFC** to have decided that it is in the best interest of the association with the **MRYFC** to be suspended pending the outcome of the decision of the Code of Conduct Ethics Committee concerning this matter. Please understand that this suspension in no way presumes that the complaint is accurate.

Thank you for your attention to this notice and these requests.