

# 2020 - 2021

## Club Handbook and Policies



***Bavarian Soccer Club***  
***Milwaukee's Most-Storied Soccer Program – Since 1929***  
700 West Lexington Boulevard | Glendale, Wisconsin 53217  
[www.bavariansoccerclub.com](http://www.bavariansoccerclub.com)

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# Club Contacts

## 1.1 Directors of Coaching

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Director of Academy (8U-10U)	Kyle Zenoni	krzenoni@bavariansoccerclub.com
Director of Juniors (11U-14U)	Bob Spielmann	bob.spielmann@bavariansoccerclub.com
Director of Bavarians (15U-19U)	Tom Zaiss	tom.zaiss@bavariansoccerclub.com
Club Administrator	Lessandra Morel	admin@bavariansoccerclub.com

## 1.2 Board of Directors

Ryan Heckman	President	heckman05@hotmail.com
Wayne Boland	Vice President	
Matt Gabrys	Treasurer	
Cathy Shaw	Secretary	
Jill Baum		
Guenther Behre		
Peggy Boris		
John Grunau		
Patrick Hodgins		
Dan Lee		
Don Middleton		
Lessandra Morel		

## **2 Club Overview**

### **2.1 Mission Statement**

The mission of the Bavarian Soccer Club (BSC) is to serve its community by creating an environment in which a life-long appreciation for soccer exists and the health, well-being and social benefits of the game can thrive. The Bavarian Soccer Club develops men and women through the game of soccer, connecting boys and girls from diverse socioeconomic backgrounds, imparting life lessons and fostering cross-generational relationships. The Bavarian Soccer Club strives to build a foundation for soccer excellence at a young age, enabling its players to continue to build along the development pathway to the highest level of soccer competition.

### **2.2 Purpose**

The purpose of the Bavarian Soccer Club is to provide, in a non-profit setting, a premier-level soccer experience through the application of BSC-specific training and player development programs. Further, we aim to perpetuate the unique history of the Bavarian Soccer Club through the sponsorship of various non-soccer activities that complement our soccer heritage, and provide club members with opportunities to socialize outside of "The Beautiful Game".

### **3 Player Enrollment Policy**

New players are always welcome in the Bavarian Soccer Club. Successful admittance to the Academy program will provide your child and family with the assurance that your son or daughter can look forward to participation on a Bavarian Soccer Club team from 8U through completion of their 10U season, subject to, and contingent upon, compliance with the terms of this policy. This is a unique benefit of the Bavarian Soccer Club. By comparison, other competitively focused club programs do not provide the assurance of continued participation at the younger age levels, with selective qualifying delayed until after 10U as permitted by Wisconsin Youth Soccer Association rules.

The purpose of our enrollment policy is to create a secure environment in which the highest attainment of individual skills can be realized without undue pressure on youth players to win. While we expect that our Academy players will have a strong desire to win, our coaching philosophy for this age group is to focus on skills development while allowing Academy participants to discover for themselves those aspects of team success that result in wins. There will be plenty of time to teach team dynamics, strategy and tactics as they progress to the older age groups, in particular when players graduate to 11 v 11 at the 13U age level. The age group for selective admission ("tryouts") to the program (11U) corresponds with a youth's transition from the Academy program to the Juniors Premier and Select Programs.

The Club is committed to fielding teams at every age level with multiple teams at age levels where sufficient interest and resources exist. New players are welcome each spring to attend our open house/realignment to learn more about our Club and to fill spots that are open on our teams at each age level. However, the Club reserves the right to size its program offerings subject to various factors including available field space and coaching resources.

At the Juniors Premier program level, the expectations for competitive play and increased time commitments to soccer will be experienced by players and parents alike. As a competitive club, the Bavarian Soccer Club will continue to encourage the highest level of competitive play from its Juniors and Bavarians teams, ages 11U through 19U, with appropriate appreciation for our core values.

Parents and players are advised that continued participation in any of the programs is specifically subject to the following conditions which will be enforced at all times. The failure to adhere to any of the following can lead to suspension or dismissal from any of the programs at any time:

- Fulfilling your financial obligations to the Club in a timely manner
- Fulfilling your volunteer hours obligation to the Club every season
- Fostering an attitude of sportsmanship, club involvement and participation so that your child reaps the greatest possible return on their invested time
- Creating an atmosphere of practice and game priority, including punctuality and preparedness prior to all training, practice and game events
- Complying with, and showing respect for, the questions and concerns flow chart on the last page of Club Handbook and Policies
- Complying with, and showing respect for, the decisions of coaches, Directors of Coaching, and board members (and committees) relative to practices, games, team assignments, player positions, game tactics, board and/or subcommittee appointments, volunteer hours and any other participation in BSC activities.
- Maintaining an attitude and behavior at games, practices and other BSC events that is respectful of BSC policies, and the decisions and instructions of coaches, Directors of Coaching, and board members (and committees), so as not to disrupt or otherwise negatively impact teammates and other players.

## **4 Code of Conduct**

### **4.1 Preamble**

The Bavarian Soccer Club has a proud tradition in the soccer community, including many national titles and amateur club success in the adult ranks, as well as thriving youth Academy and Junior programs for younger players. The Club strives for continued success, which is defined by team and individual player excellence and, importantly, sportsmanship, dignity and respect for the game.

Our players, coaches, families and fans are ambassadors of the Bavarian Soccer Club to the rest of the soccer world. The following "Code of Conduct for Players, Parents and Coaches" is a common sense set of guidelines for these constituents. Our goal is that all of you, as Bavarian Soccer Club ambassadors, demonstrate unparalleled sportsmanship and excellence in soccer. Our club's reputation, perhaps our most valued asset, is dependent on the participation, and cooperation of all persons involved with the club to enhance our reputation through the thoughtful adherence to these guidelines.

## 4.2 BSC Coach Expectations

Being a Bavarian Soccer Club coach is an honored position within the soccer community. Expectations for our coaches are extremely high. Bavarian Soccer Club coaches are expected to adhere to the following policies:

### **Coach's Duties and Responsibilities**

The coach is hired by the respective Age Group Director, subject to the coach consenting to (including providing his/her social security number) and passing an initial background check performed by BSC and/or WYSA, and reviewed and approved by the BSC Board (or a subcommittee formed by it). The coach has the sole responsibility for coaching the team, which includes:

- Selecting a team manager before the start of the fall season
- Selecting players during realignment, tryouts, and/or other times as needed
- Moving players up or down within the club for training and games as needed
- Developing and executing practice plan for each training session, which include both physical and mental player preparation
- Arriving 15 minutes before practice|45 minutes before games, dressed and ready
- Determining playing positions
- Determining playing time along with the DOC and respective Director
- Determining times for training sessions
- Establishing and implementing training techniques and times in accordance with the format developed by the DOC
- Coordinating with Program Director to ensure the team has regular training
- Selecting tournaments, with the respective Director, in which the team will play
- Contacting the respective Director in ample time if for any reason the coach is unable to attend a game/practice to ensure a staff coach is available
- Ensuring that uniform policy is enforced for practice and games [Section 5.4]
- Being available to parents to discuss players
- Keeping good communication with the manager and booster representative
- Wearing proper BSC training gear to all training sessions and games
- Promoting the game of soccer
- Promoting good sportsmanship

## ***Coach's Duties and Responsibilities (continued)***

- Ensuring that all team players are accounted for at the end of training, practice and game events.
- Ensuring that all BSC practice equipment is locked and secured
- Displaying respect and the highest regard for BSC on and off the field
- Being a great model to your players
- Creating an environment in which players can reach their full potential and achieve the self-confidence and positive self-esteem necessary to be successful on and off the field
- Developing individual skills and team tactics to enable players and or teams to compete at the State, Regional, and National Levels
- Helping players reach their goals on and off the field
- Planning and supervising practice sessions that are instructive as well as fun
- Motivating and teaching with positive reinforcement
- Notifying the respective Director immediately of incidents which may compromise the integrity of the Team or Club
- Ensuring that players wear their uniform with pride, and in a proper and complete fashion
- Displaying a positive attitude towards all players, parents and officials
- Treating players and parents with respect and conducting himself or herself in a professional manner
- Refraining from making negative comments to players, coaches or parents
- Developing positive LIFE qualities (i.e. discipline, teamwork etc.) in players
- When traveling with teams: remaining aware of his or her players' whereabouts and behavior. Setting schedules and inform players of all activities. Preparing a team itinerary
- Not discriminating against anyone on any basis other than his or her adherence to the BSC guidelines and performance in training and playing
- Refraining from the use of profane or vulgar language in the presence of players and parents
- Providing honest and truthful evaluations of the player's skill
- Helping other coaches at practices, games and tournaments
- Regularly communicating with team parents via email to update and inform them with regards to training focus and game information and feedback

**In addition, coach will:**

- Lead by example and represent BSC in a positive manner at all times
- Be ultimately responsible for the team regarding the enforcement of all club and team policies, procedures, rules and regulations, including the philosophy of the BSC
- Consenting to (including providing his/her social security number) periodic (no more often than annually) background checks performed by BSC and/or WYSA, and reviewed and approved by the BSC Board (or a subcommittee formed by it).
- Attend all scheduled club coaches meeting, including special meetings called by the DOC and Board of Directors.

**4.3 BSC Player Expectations**

Upon selection, a player is expected to participate in all activities of their team. Players acknowledge that attending practice and training sessions as well as league games is crucial in the development process, and therefore attendance is considered mandatory.

**The player will:**

- Train and play to the best of my ability
- Have a positive attitude and never quit
- Win without boasting and exemplify sportsmanship
- Respect officials and accept their decisions without question
- Only give positive encouragement or constructive criticism to fellow teammates
- Arrive prepared for games and training, i.e. proper mental attitude and equipment
- Respect his or her coach, teammates and opponents
- Learn and obey the Laws of the Game, the team and the club
- Practice soccer skills and conditioning on his or her own
- Notify the coach and team manager if he or she will be tardy or absent

### **The player will: (*continued*)**

- Have consistent attendance at all training, practice, league and tournament games. Lack of consistent attendance may result in reduced opportunities to participate and, in extreme cases, suspension or dismissal from the club
- Treat the Club's grounds and equipment with care; never condone or participate in activities that damage facilities or equipment or use the club's facilities or equipment in an inappropriate manner
- Comply with, and show respect for, the decisions of coaches, Directors of Coaching, and board members (and committees) relative to practices, games, team assignments, player positions, game tactics, board and/or subcommittee appointments, volunteer hours and any other participation in BSC activities.
- Maintain an attitude and behavior at games, practices and other BSC events that is respectful of BSC policies, and the decisions and instructions of coaches, Directors of Coaching, and board members (and committees), so as not to disrupt or otherwise negatively impact teammates and other players.
- Comply with, and show respect for, the questions and concerns flow chart on the last page of Club Handbook and Policies

### **The player will NOT:**

- Allow his or her enthusiasm and commitment for soccer to override any educational responsibilities
- Use profane or vulgar language
- Use a controlled substance unless prescribed by a physician
- Use alcohol or tobacco products of any kind
- Leave the field or a session without the permission of the coach
- Disregard any instructions of his or her coach
- Forget that he or she represents the Bavarian Soccer Club
- Engage in any behavior or attitude that is disruptive to, or disrespectful of, practices, games, and other players
- Circumvent the questions and concerns flowchart on the last page of Club Handbook and Policies

### **Player Practice Policy:**

- Players must arrive at the field ten minutes prior to practice time
- Player must place backpack neatly in a line in numerical order in an area designated by the coach
- Player must greet his/her coach, look him/her in the eye and shake coach's hand at the beginning of each training session and game
- Players must practice in the Bavarian practice uniform (blue shorts, blue socks, designated BSC training tee and cold weather Bavarian warm-up)
- Players must come with a properly inflated soccer ball
- Players must wear shin-guards in all practices and games
- If a player must arrive late or leave practice early, the coach must be notified in advance
- If player needs to miss a game or practice, the player must make notification directly to the coach, preferably by the player
- Players are allowed to practice with other Bavarian teams if coordinated with both coaches first
- As a registered member of this Club through WYSA, players are not allowed to practice or play with other teams in the Milwaukee area without approval from the coach and the DOC

### **Player League and Tournament Game Policy:**

- Players must arrive at the game field from 30 – 45 minutes prior to the game based on the direction of the coach
- Players must arrive properly and uniformly dressed
- Players must only warm up with their teammates and coaches

## 4.4 BSC Parent Expectations

Having supportive parents and family members within the Bavarian Soccer Club is essential to the individual players' and the Club's success. BSC can only be successful with the involvement of parents, guardians and soccer families and appreciates the amount of work and commitment required from parents in guiding the maturation of BSC children.

### **The Parent/Guardian will:**

- Be encouraging, supportive and affirmative in regard to his/her child's play
- Respect officials and accept their decisions
- Support the coach, manager and the team
- Familiarize his or her self with the Laws of the Game
- Comply with the rules, policies, and procedures of the team and club as they apply to him or her
- Fulfill his or her financial obligations to the Club in a timely manner. All player dues must be current before players can participate in practices and/or games
- Reimburse the team manager for all extra expenses related to additional soccer events within 7 days. These fees could include coach travel expenses, indoor registration fees, additional tournament fees, or any other team fees
- Refrain from making any comments to the game officials. The referees and linesmen should always be dealt with in a professional and courteous manner
- Discuss his or her child only with my coach at a mutually agreed upon time - NOT prior to, during or directly after a game
- Comply with, and respect for, the questions and concerns flow chart on the last page of Club Handbook and Policies
- Comply with, and show respect for, the decisions of coaches, Directors of Coaching, and board members (and committees) relative to practices, games, team assignments, player positions, game tactics, board and/or subcommittee appointments, volunteer hours and any other participation in BSC activities

## **The Parent/Guardian will NOT:**

- Engage in dissent directed to an official
- Engage in any kind of unsportsmanlike conduct with any official, coach, manager, player or parent
- Interfere at any time with the duties and responsibilities of the coach or manager
- Approach the coach after the game for discussions about playing time, playing position etc. Conferences should be scheduled outside of practices and games
- Circumvent the questions and concerns flowchart on the last page of Club Handbook and Policies
- Act in any way that is detrimental to the team or the Bavarian Soccer Club

## **5 Club Policies**

### **5.1 Player Evaluation Policy**

#### **Academy and Juniors**

- Written player evaluations will be conducted through Team Genius in a standard simplified format
- Coaches will open time slots for parents to schedule face-to-face meetings with the player and parent/guardian to review the evaluation
- Parent/guardian MUST be present. If parent/guardian is not available to meet, the player and parent/guardian will receive evaluation exclusively electronically
- Evaluations and face-to-face meetings with the player and parent/guardian will begin no earlier than November 30 and diligent efforts will be made to complete the same by March 1, but in no event later than April 1

## High School Girls and High School Boys

- Self-evaluations to be completed by the player. Girls and boys will use the same self evaluation tool
- Diligent efforts will be made for the self-evaluation and coach's meeting to be completed one month prior to the end of the player's Bavarian season, but in no event later than the end of the season
- If requested, the player and parent/guardian may meet with the coach for a face-to-face meeting. The parent/guardian must request this meeting.

## 5.2 Volunteer Commitment

The Bavarian Soccer Club relies heavily on volunteers to keep the membership and playing costs affordable. Volunteerism is measured in hours per player (up to a maximum of 2 players and 16 hours/family/season).

### The Parent/Guardian will:

Fulfill my volunteer hour obligation to the Club every season

- |                               |         |
|-------------------------------|---------|
| o Academy (8U-10U)            | 8 hours |
| o Premier Juniors (11U-14U)   | 8 hours |
| o Premier Bavarians (15U-19U) | 6 hours |

In the event a family does not wish to fulfill your volunteer requirements, you may buy-out of volunteering by paying \$50/volunteer hour required.

**Please Note:** Any player whose family has not fulfilled the volunteer requirements for that player prior to Academy realignment or Juniors/Bavarians tryouts will not be allowed to participate in the realignment/tryout unless the Buyout Fee (or applicable portion thereof based on \$50/hour) is paid in full. No player will be allowed to register for a soccer season until all outstanding Buyout Fees are paid in full. The Bavarian Soccer Club reserves the right to deviate from this policy when special circumstances are presented.

## **5.3 Refund Policy**

The Bavarian Soccer Club offers youth and adult membership and programs including but not limited to camps, clinics and foreign travel programs. Planning for the administration of these teams and programs precedes the actual season and event by several months to ensure proper staffing and overall quality of the program. Fees are determined by the anticipated number of team members or participants. Refunds will only be allowed for Bavarian Soccer Club membership and programs as determined by the President of the Board of Directors; refund decisions made by the President are final and cannot be appealed. Refunds for player dues or program fees once registered will not be given unless the spot is filled with a new player or member. All refunds requested must be submitted in writing to the respective Director.

### **Exceptions:**

1. If you register for a Bavarian Soccer Club program and we are unable to fill the minimum number of places required to field that team or conduct that program, a refund will be issued
2. If you register for a Bavarian Soccer Club program and the financial aid award is not sufficient to make joining the program possible, a refund will be issued

The Bavarian Soccer Club reserves the right to deviate from this policy when special circumstances are presented.

## 5.4 Uniform Policy

**Purchasing:** Players in Grassroots will be given a BSC t-shirt as part of the entrance fee and should wear the shirt during sessions. Every two years, all Juniors and Bavarian teams will be required to purchase new uniforms.

**Policy Exclusions:** Teams entering the 18/19U 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.

**Uniform Numbering:** All Bavarian Soccer Club team uniforms must display numbers on the jerseys. If conflicts arise in the numbering of players, they will be resolved by the coach. If there is a number conflict it usually resolved by seniority in the club.

**Stefans Soccer Supply:** Stefans is the exclusive apparel supplier of the Bavarian Soccer Club. Additional information is available at [www.stefanssoccer.com](http://www.stefanssoccer.com)

### Uniform Requirements:

	Academy (8U-10U)	Juniors & Bavarians (11U-19U)
Training Uniform	Blue shorts Blue socks Jersey BSC gear for cold weather	Blue shorts Blue socks Adidas training tee, blue shorts BSC gear for cold weather
Game Day Uniform	Blue shorts Blue socks Jersey	WARM UP: Training tee, Blue shorts & socks GAME: Jersey, Blue shorts & Blue socks
League Play/ Tournaments	See Game Day Uniform	

## 5.5 Club Travel Policy

### **Travel Expenses:**

It is the policy of the Bavarian Soccer Club to announce the out-of-town tournaments and league games at the beginning of the season or as far in advance as is possible. It is also known for teams participating in the US Youth Soccer Midwest Conference League (MWC), there will be travel outside of this community.

It is the responsibility of the manager, or designated person in charge of the trip, to gather information regarding all expenses such as airline tickets, room expenses, van rental, coaching expenses etc. These expenses are then divided based on the number of players on the team.

It is expected that if a player commits to a team that is known to travel to away tournaments or league games, that player will in fact be available to travel on those dates. Occasionally emergencies arise and players are not able to attend. When this happens, we try our best to replace those players with others who will then assume that portion of the expenses. However, when players pull out at the last minute, it is extremely difficult if not impossible, to find replacement players. And further, as we approach the departure date, flight costs will have increased and the costs may become beyond some player's ability to pay. This will not only hurt the team's numbers but will also put more financial burden on the rest of the players who are going. Therefore, players who cancel within a month prior to the travel date will be held responsible for the above-mentioned expenses.

Coaches' expenses for travel will be equally shared among all members of the team, regardless if the player travels, and will be maintained by the team manager. Managers will communicate those expenses in a timely manner and will collect from each player's parent/guardian and will reimburse the coach directly.

### **International Travel Expenses:**

Each year, members of our 13U boys and girls teams will have an opportunity to travel on spring break to a Generational Adidas International Training Center. The training trip is purely optional but is strongly encouraged for the full benefit of the player. Travel fees and expenses will be the responsibility of the player's family. An organizational meeting will take place 10 months prior to the scheduled trip. Trip itinerary, estimated expenses and fundraising opportunities will be outlined. Trip specific fundraising will be the responsibility of the team manager, booster club representative and parents of the team and is strictly voluntary.

### **5.5.1 Code of Conduct: Out of Town Games/Events**

The BSC recognizes the importance and value in traveling which includes the added advantages of playing a higher level of competition, experience gained, building team unity, seeing and playing against different styles of play, participating in a professional soccer environment, highlighting our teams and players outside of our soccer community and preparing players for "The Next Level"

The BSC insists on making players safety during out of town game/events the top priority when players are traveling

### **Team Travel Rules - Attire**

- Players should look professional when traveling. The Coach will advise on what to wear. If players are flying to an event together, they must wear khaki pants or shorts with either a BSC shirt or warmup. All players must be wearing the same
- Players must be dressed uniformly when departing to the games
- Team uniform or team warmups required. SHIRTS TUCKED IN!
- As we are a premier soccer club, baseball hats or caps should be left at home!

## Team Travel Rules - Respect

- Players are to act like ladies and gentlemen at all times by being respectful and courteous
- Players are to be punctual and strictly follow all the curfews set by the Head Coach
- Players are not allowed to run around the hotel, play soccer in the hotel hallways, or walk barefoot or shirtless
- Everyone associated with the BSC must follow the rules of the hotel in which they are staying
- Academics are a priority. In order to have the privilege of playing soccer and traveling, proper academic preparation, time management and organization are imperative. Please communicate with your teachers in advance if you are to miss class and make up the work immediately upon your return. Plan your time before, while traveling or on the road to ensure you school responsibilities are met and that your academics remain at the highest level you are capable
- BSC will not tolerate any activity designed to "initiate" players which is a form of hazing. The club will not tolerate hazing, bullying or any activity that is in direct conflict of Club's Code of Conduct
- If a trip has both male and female teams, casual association during free time will be allowed in public areas, but absolutely no player will enter the rooms of players of the opposite sex
- Bavarian Soccer Club prohibits use of any visual recording device, including cell phone cameras, video cameras, and other cameras, in locker rooms, hotel rooms or bathrooms where individuals assume a level of privacy, (a) by any player, excepting only for the use of cell phones for telephonic, email and/or text messages (never for video or pictures) with (where possible) prior approval from the player's coach, in the event of an emergency (and never for social purposes), or (b) by any coach [and/or parent] ,for telephonic, email and text messages (never for video or pictures) for business, scheduling and/or emergency (an never for social) purposes

## Team Travel Rules - Safety

The BSC insists on making players safety the top priority when players are traveling

- BSC strongly encourages players to travel together as a team
- Use of pool, jacuzzi, exercise equipment, or the like requires coach approval
- Players travelling with the team must never leave the hotel without permission of the coach, even if leaving with their parents. The coach must know the whereabouts of all players at all times
- Study hall is at the discretion of the coach and mandatory for all players, if implemented
- Itinerary should be followed by all players, if issued by the coach before departure
- Each player is required to be where the Coach wants him/her to be at the times set
- No one is to go anywhere alone or leave the hotel without supervision of a parent or supervisor or the express permission of the Head Coach
- The Head Coach will develop an itinerary for all soccer and non-soccer activities during the trip. The well being of each player as it relates to proper hydration, nutrition, rest, game preparation, as well as a focus on academics, are a point of emphasis for the Head Coach
- If a meeting between a player and the Head Coach is required, it must be done in the lobby of the hotel or if more of a private matter, then it needs to be done in the presence of the DOC, Assistant Coach, Manager, or a parent of the player
- BSC will not tolerate the use of controlled substance (illegal drugs), tobacco products or drinking alcoholic beverages
- Any use or possession is strictly prohibited
- BSC will not tolerate any player engaged in any illegal activities

## **6 Athlete Best Practice Guidelines**

### **6.1 Athlete Safety**

In order to provide a positive experience and a safe environment for athletes, all non-athlete adult members of the Bavarian Soccer Club should maintain professionalism and avoid any appearance of impropriety in their relationships with athletes. Coaches, in particular, should recognize the influence, power and position of trust they have with athletes and should use these only in an athlete's best interest. The following provides specific mandatory policies and best practice guidelines that are strongly recommended. These guidelines were developed through consultation with the Milwaukee County District Attorney's Office, other sports governing bodies as well as discussion among our Bavarian Soccer Club Coaching Staff.

The following Best Practice Guidelines are strongly recommended for all BSC members

- Parents are encouraged to appropriately support their children's soccer experience
- All soccer practices should be open to observation by parents
- Open and Observable Environment: An open and observable environment should be maintained for all interactions between adults and athletes. Private, or one-on-one situations, should be avoided unless they are open and observable
- Common sense should be used to move a meeting to an open and observable location if the meeting inadvertently begins in private
- Coaches should not invite or have an athlete(s) to their home without the permission of the athlete's parents (or legal guardian)
- During team travel, when doing room checks, attending team meetings and/or other activities, two-deep leadership (one coach and at least one other adult) or open and observable environments should be maintained
- Athletes should not ride in a coach's vehicle without another adult present who is the same gender as the athlete, unless prior parental permission is obtained
- Communications between non-athlete adult members and athletes should not include any topic or language that is sexual or inappropriate in nature
- Coaches and non-athlete adults should avoid horseplay and roughhousing with athletes
- Coaches should not initiate contact with or accept supervisory responsibility for athletes outside club programs and activities

### ***Athlete Safety Best Practice Guidelines (continued)***

- Relationships of a peer-to-peer nature with any athletes should be avoided. For example, coaches should avoid sharing their own personal problems with athletes.
- Non-athlete adult members should respect the privacy of athletes in situations such as changing clothes, showering, etc. Non-athlete adult members should protect their own privacy in similar situations
- During overnight team travel, athletes are paired with other athletes shall be of the same gender and of a similar age. Where athletes are 13U and older, chaperones and/or team managers would ideally stay in nearby rooms. When athletes are 12U and younger chaperones and/or team managers may stay with athletes. Chaperones/team managers staying in a room with athletes should be the same gender as the athlete and written consent should be given by athlete's parents (or legal guardian).
- When a coach touches an athlete as part of instruction, the coach should do so in direct view of others and inform the athlete of what he/she is doing prior to the initial contact. Touching athletes should be minimized outside the boundaries of what is considered normal instruction. Appropriate interaction would include high fives, fist bumps, side-to-side hugs and handshakes.
- To maintain a more formal coach-athlete relationship, coaches shall not "friend" current students on social media sites that include, but are not limited to, Facebook, Twitter, Instagram, MySpace, YouTube, LinkedIn, Flickr, Foursquare and blogs of all types. (except when that coach is a relative or legal guardian of the athlete).

## ***Athlete Safety Best Practice Guidelines (continued)***

- Coaches should not engage in sexual intimacies with a former athlete for at least two years after the cessation or termination of professional services. Because sexual intimacies with a former athlete are frequently harmful to the athlete, and because such intimacies undermine public confidence in the coaching profession and thereby deter the public's use of needed services, coaches should not engage in sexual intimacies with former athletes even after a two-year interval except in the most unusual circumstances. The coach who engages in such activity after the two years following cessation or termination of the coach-athlete relationship bears the burden of demonstrating that there has been no exploitation, in light of all relevant factors, including:
  - i. The amount of time that has passed since the coach-athlete relationship terminated;
  - ii. The circumstances of termination
  - iii. The athlete's personal history;
  - iv. The athlete's current mental status;
  - v. The likelihood of adverse impact on the athlete and others; And
  - vi. Any statements or actions made by the coach during the course of the athlete coach relationship suggesting or inviting the possibility of a post-termination sexual or romantic relationship with the athlete or coach
  - vii. Both the athlete and the coach must be 18 years of age or older

To report an incident or concern:

contact President Peggy Boris at [heckman05@hotmail.com](mailto:heckman05@hotmail.com)

## 6.2 Hazing and Bullying

### Statement of Intent

The Bavarian Soccer Club is committed to providing a caring and safe environment for all of our children so they can play soccer in a relaxed and secure atmosphere. Bullying or hazing of any kind is unacceptable at our club. If bullying or hazing does occur, all children should be able to openly communicate the situation and know that any and all incidents will be dealt with promptly and effectively. Anyone who knows or has reason to suspect that bullying or hazing is happening is expected to notify the club immediately.

### Wisconsin Hazing Law

948.51 Hazing.

(1) In this section "forced activity" means any activity which is a condition of initiation or admission into or affiliation with an organization, regardless of an athlete's willingness to participate in the activity.

(2) No person may intentionally or recklessly engage in acts which endanger the physical health or safety of an athlete for the purpose of initiation or admission into or affiliation with any organization operating in connection with a school, college or university. Under those circumstances, prohibited acts may include any brutality of a physical nature, such as whipping, beating, branding, forced consumption of any food, liquor, drug or other substance, forced confinement or any other forced activity which endangers the physical health or safety of the athlete

(3) Whoever violate sub (2) is guilty of

(a) A Class A misdemeanor if the act results in or is likely to result in bodily harm to another

(b) A Class E felony if the act results in great bodily harm or death to another.

## **Definition of Hazing**

Hazing is any humiliating or dangerous activity expected of a student athlete to belong to a group, regardless of their willingness to participate.

Some practices associated with sports team hazing carry the potential for serious bodily harm or even death. These practices may include but are not limited to: tattooing, piercing, head-shaving, branding, sleep deprivation, physical punishment (paddling and "red-bellying"), "kidnapping," consuming unreasonable/unacceptable foods or beverages, being deprived of personal hygiene and/or inappropriate sexual behavior.

Coerced sexual activity, in addition to being classified as sexual assault and/or rape, is another form of hazing. Such activity puts victims at risk for injuries, sexually transmitted diseases, and pregnancy.

Alcohol abuse is another significant factor in hazing incidents that feature forced consumption of large amounts of alcohol.

## **What to do if you suspect hazing is occurring?**

Report the information to your respective Bavarian Soccer Club Director

## **Definition of Bullying**

Bullying includes aggressive or hostile behavior that is intentional and involves an imbalance of power between the bully and the bullied. It is typically repeated over time. Bullying takes many forms, including, but not limited to, physical or verbal assaults, nonverbal or emotional threats or intimidation, social exclusion and isolation, extortion, and any other threat of injury or exclusion.

Bullying is a form of victimization and is not necessarily a result of or part of an ongoing conflict. A person is bullied when he or she is exposed, repeatedly and over time, to negative actions on the part of one or more other persons, and he or she has difficulty defending himself or herself. Bullying can also be characterized by teasing, put-downs, name-calling, cruel rumors, false accusations, and hazing.

**Bullying can be and does include but is not limited to:**

- Verbal bullying including derogatory comments, lies, false rumors, teasing, ridicule and bad names
- Emotionally being unfriendly, sending hurtful text messages, tormenting.
- Having their possessions taken and thrown about
- Bullying through social exclusion or isolation, being ignored and/or left out
- Physical pushing, kicking, hitting, punching or any use of violence
- Being attacked because of their religion, race or color, gender or sexuality including but not limited to taunts, graffiti, gestures, etc
- Sexually unwanted physical contact or sexually abusive comments
- Misuse of associated technology such as unwanted camera and video usage and social networking exposure
- Use of a computer or telecommunications to send embarrassing, slanderous, threatening, or intimidating messages

**Why is it Important to Respond to Bullying?**

Bullying hurts. No one deserves to be a victim of bullying and everybody has the right to be treated with respect. Individuals who are bullying need to learn different ways of behaving and the club has a responsibility to respond promptly and effectively to issues of bullying.

**What can you do if you think your child is being bullied?**

Report the information to your respective Bavarian Soccer Club Director

**Procedures:**

- Immediately report the bullying incidents/behavior to a BSC staff member
- The club will take every concern seriously, investigate, and report back
- In serious cases, parents may be asked to attend a meeting
- If necessary and appropriate, police will be consulted
- If bullying is found, it will be stopped quickly
- An attempt will be made to help the bully (bullies) change their behavior
- The bully (bullies) will be asked to apologize
- A record will be kept of the incident(s), investigation and any action(s) taken
- If mediation fails and the bullying continues the club will initiate disciplinary proceedings as outlined in Bavarian Soccer Club Disciplinary Action

## **6.3 Mobile Phone Use**

Wisconsin State Law (175.22) requires that BSC adopt rules regarding the use of cell phone cameras in locker rooms. In order to safeguard privacy expectations Bavarian Soccer Club goes farther and prohibits the use of any visual recording device including cell phones, video cameras, cameras (and other cameras) in locker rooms, in BSC bathrooms or in hotel rooms or bathrooms associated with team travel where individuals assume a level of privacy (a) by any player, excepting only for the use of cell phones for telephonic, email and/or text messages (never for video or pictures) with (where possible) prior approval from the player's coach, in the event of an emergency (and never for social purposes), or (b) by any coach [and/or parent], for telephonic, email and text messages (never for video or pictures) for business, scheduling and/or emergency (an never for social) purposes.

## **6.4 BSC Disciplinary Action**

The Bavarian Soccer Club reserves the right to ask any player to leave the club based on infraction of Player Code of Conduct. However, disciplinary action or corrective action may be suggested whenever the respective Director of Coaching, and Board of Directors believe player performance or conduct is less than satisfactory and can be improved through adequate counseling. Corrective or disciplinary action is completely at the discretion of the respective Director, and Board of Directors. Even if corrective or disciplinary action is implemented, it may be terminated at any step, at the discretion of the respective Director of Coaching, and Board of Directors. The player may be suspended or discharged whichever the respective Director of Coaching and Board of Directors choose at any time as a result of violations to the Code of Conduct. Bavarian Soccer Club members represent the club on and off the complex. Violations of the club's Code of Conduct that take place off the complex but while players are registered members of the Club are subject to review and could result in disciplinary action.

## 7 Questions and Concerns

At times, questions and issues will come up that cannot be answered or dealt with at the team level. Most of these questions and issues result from a lack of proper communications. In the event that an issue arises, that in a parent or team's opinion cannot be solved by the team manager or coach, they should follow these guidelines. First, all questions or issues dealing with coaching issues, should be addressed to the team coach and no one else (including the manager). All questions or issues dealing with the administration of the team should be addressed to the manager. In the event that a questions or issue should arise, please use the following chart to direct to the right person.

### Questions and Concerns Flowchart – Top to Bottom

