

Soccer NextGen, Inc. (SNG) does not permit or allow sexual abuse or molestation to occur in its workplace or at any activity sponsored by or related to it. To make this “zero—tolerance” policy clear to all employees, contractors, volunteers and members, we have adopted mandatory procedures that employees, volunteers, board members, individuals, Players/ athletes and victims must follow when they learn of or witness sexual abuse or molestation. Those reasonably suspected or believed to have committed sexual abuse or misconduct will be appropriately disciplined, up to and including termination of employment or membership. No employee, volunteer, coach, athlete, player, board member or other person, regardless of his or her title or position has the authority to commit or allow sexual abuse or misconduct. Sexual abuse includes sexual assault, exploitation, molestation or injury. It does not include sexual harassment, which is another form of behavior which is prohibited by (SNG).

Reporting Procedure

Immediately report suspected sexual abuse or misconduct to Norman Murray, Chief Executive Director of Soccer NextGen at info@soccernextgen.org or soccernextgen@gmail.com

It is not required to directly confront the person who is the source of the report, question or complaint before notifying any of the individuals listed. SNG will take every reasonable measure to ensure that those named in complaint of misconduct or are too closely associated with those involved in the complaint will not be part of the investigative team.

Investigation & Follow Up

SNG will take all allegations of sexual abuse or misconduct seriously and will promptly, thoroughly, and equitably investigate whether misconduct has taken place. SNG may utilize an outside third party to conduct an investigation of misconduct. Our organization will cooperate fully with any investigation conducted. To the fullest extent possible, but consistent with our

legal obligation to report suspected abuse to appropriate authorities, we will endeavor to keep the identities of the alleged victims and investigation subject confidential.

If the investigation substantiates the allegation, our policy provides for disciplinary penalties, including but not limited to termination of the actor's relationship with our organization.

Retaliation Prohibited

We prohibit any retaliation against anyone, including an employee, volunteer, board member, student or individual, who in good faith reports sexual abuse, alleges that it is being committed or participates in the investigation. Intentionally false or malicious accusations of sexual abuse are prohibited.

Anyone who improperly retaliates against someone who has made a good faith allegation of sexual abuse, or intentionally provides false information to that effect, will be subject to discipline, up to and including termination.

Bullying and Harassment

No Bullying or Harassment is tolerated. Systematically and chronically inflicting physical hurt or psychological distress on one or more player, coach, staff, or employees that is severe or pervasive enough to create an intimidating, hostile, or offensive environment; or unreasonably interfere with the individual's performance or participation.