



EASTERN NEW YORK YOUTH SOCCER ASSOCIATION

167 Nassau Blvd., Garden City South, NY 11530-5582

Phone: 516-766-0849 | Fax: 516-678-7411

www.ensoccer.com

The Game for All Kids!

The Eastern New York Youth Soccer Association (ENYYSA) enforces a strict Zero Tolerance Policy and an Anti-harassment Policy that aligns with [US Youth Soccer \(USYS\)](#) and the [U.S. Soccer Federation](#).

ENY YOUTH SOCCER ANTI-HARASSMENT POLICY

Application Before, During, and After Soccer Matches

The purpose of this Anti-Harassment Policy is to establish clear standards of behavior for all individuals participating in or attending youth soccer activities.

The policy is intended to provide a safe, respectful, and inclusive environment for **players, coaches, referees, parents, guardians, spectators, team officials, volunteers, and other participants**.

Harassment, intimidation, bullying, taunting, threats, abusive language, discrimination, and other inappropriate conduct are not acceptable in connection with youth soccer activities.

This policy applies to conduct occurring:

- **Before, during, and after soccer matches;**
- On the field, sidelines, team areas, and spectator areas;
- In areas immediately surrounding the playing field;
- In parking areas and other locations associated with a soccer activity;
- At practices, scrimmages, tournaments, and other team or club activities; and
- Through communications or other conduct connected to the soccer activity, where applicable.

The policy applies regardless of whether the conduct occurs in person, electronically, verbally, or through other forms of communication.

The fact that a match has ended does **not** automatically end the application of this policy.

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Definition of Harassment

For purposes of this policy, harassment is any unwelcome conduct that is directed toward or affects another participant and that may reasonably cause intimidation, humiliation, fear, distress, disruption, or an unsafe or hostile environment.

Harassment may be a single serious incident or a pattern of repeated conduct, depending upon the circumstances.

Harassment may include, but is not limited to:

- Verbal abuse, insults, or derogatory comments;
- Intimidation or threatening behavior;
- Bullying or taunting;
- Repeated unwanted confrontation;
- Aggressive or abusive communication;
- Racial, ethnic, religious, gender-based, or other discriminatory remarks or slurs;
- Personal attacks against referees, players, coaches, parents, or spectators;
- Persistent or aggressive sideline behavior;
- Following or pursuing another individual in an intimidating manner;
- Threatening physical harm or engaging in physical intimidation;
- Harassing an individual following a match;
- Conduct intended to embarrass, humiliate, intimidate, or demean another person; or
- Other conduct that creates an unsafe, hostile, or inappropriate environment.

Conduct During Matches

All participants and spectators are expected to allow players and referees to perform their respective roles without harassment, intimidation, or inappropriate interference.

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Prohibited conduct includes:

- Repeatedly confronting or arguing with referees;
- Harassing or intimidating referees over calls or decisions;
- Sarcastic, insulting, or derogatory comments directed toward officials;
- Abusive, threatening, or obscene language;
- Taunting or bullying players;
- Personal attacks against coaches, players, officials, or spectators;
- Aggressive sideline behavior;
- Threatening gestures or physical intimidation; and
- Any conduct that disrupts the match or creates a hostile or unsafe environment.

Harassment does not require physical contact. **Verbal harassment, intimidation, threats, bullying, and repeated inappropriate interactions may constitute harassment.**

Conduct After the Match

The final whistle does not provide an exemption from this policy.

Post-game conduct remains subject to the Anti-Harassment Policy when it is connected to the soccer activity or occurs in areas associated with the match.

Prohibited post-game conduct may include:

- Aggressively confronting a referee after the match;
- Following a referee, player, coach, parent, or spectator;
- Continuing to argue with or verbally abuse an official;
- Threatening or intimidating another participant;
- Making derogatory or abusive comments;
- Taunting or bullying another individual;
- Attempting to provoke a confrontation;
- Engaging in harassment in the immediate area surrounding the field;
- Continuing inappropriate conduct in parking areas or other locations associated with the match; or
- Using electronic communications to continue harassment related to the soccer activity.

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Moving the conduct from the field to the parking lot, sideline, or post-game period does not necessarily place the conduct outside the scope of this policy.

Interaction With Referees

Communication with referees must remain respectful and appropriate.

Coaches may engage in reasonable, constructive discussions concerning the Laws of the Game or match-related matters when permitted. Such communication must not become harassment, intimidation, threats, or abusive confrontation.

Disagreement with a referee's decision does not justify personal attacks, harassment, intimidation, or threatening behavior.

Following a referee or continuing a confrontation after the match may constitute a violation of this policy depending upon the circumstances.

Responsibility of Coaches, Teams, and Clubs

Coaches, team officials, and club representatives share responsibility for promoting appropriate behavior.

They are expected to:

- Model respectful behavior;
- Encourage players, parents, and spectators to follow this policy;
- Take reasonable steps to discourage inappropriate conduct;
- Report suspected harassment through the appropriate reporting process; and
- Cooperate with investigations into reported incidents.

No coach, parent, player, spectator, or team official should retaliate against an individual who makes a good-faith report of harassment.

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Reporting Harassment

Individuals who experience or witness suspected harassment are encouraged to report the incident promptly through the appropriate club, league, referee, or governing organization.

Reports should be factual and should include, when available:

- WHO: Names and roles of individuals involved;
- WHAT: Specific words, actions, or conduct;
- WHEN: Date and approximate time;
- WHERE: Field, sideline, parking area, or other location;
- WITNESSES: Individuals who observed the incident;
- CONTEXT: Whether the incident occurred before, during, or after the match; and
- EVIDENCE: Relevant reports, messages, photographs, video, or other documentation.

Reports should be made as soon as reasonably possible so that relevant information and evidence can be preserved.

Serious Incidents

Incidents involving threats, physical assault, serious intimidation, discriminatory harassment, or other significant misconduct should be reported promptly to the appropriate club, league, ENYYSA, referee authority, Safe Soccer organization, or law enforcement agency when appropriate.

Nothing in this policy prevents an individual from contacting law enforcement when they believe there is an immediate threat to safety or a violation of law.

Review and Determination

Each reported incident should be evaluated based on the specific facts and circumstances.

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Relevant considerations may include:

- The nature and severity of the conduct;
- Whether the conduct was repeated;
- Whether threats or intimidation were involved;
- Where and when the conduct occurred;
- Whether the conduct was connected to a soccer activity;
- The individuals involved;
- Available witness accounts and evidence; and
- Any applicable league, club, ENYYSA, Safe Soccer, or other governing policies.

A determination regarding whether a policy violation occurred should be made by the appropriate governing authority based on the available evidence and applicable rules.

No Retaliation

Retaliation against an individual for making a good-faith report, participating in an investigation, or raising a legitimate safety or harassment concern is prohibited.

Any alleged retaliation should be reported through the same reporting process.

Policy Statement

Youth soccer should provide an environment in which players can compete, coaches can coach, referees can officiate, and families can participate without fear of harassment or intimidation.

Harassment, bullying, intimidation, threats, taunting, abusive language, discriminatory conduct, and inappropriate confrontation are not acceptable before, during, or after a soccer match.

The responsibility for maintaining a respectful environment extends beyond the final whistle. Participants are expected to conduct themselves appropriately wherever their behavior is connected to a youth soccer activity.

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