



HAZING POLCY

The Watchung Hills Soccer Association supports only those activities that are constructive, educational, and that contribute to the intellectual and personal development of its athletes. As a result, the Association has a zero tolerance policy on hazing. Hazing is defined as any action taken or situation created that is harmful or potentially harmful to an athlete's physical, emotional, or psychological well-being, regardless of an athlete's willingness to participate.

Hazing is further defined as any activity that is expected of someone to join a group or team that humiliates, degrades, abuses or endangers them, regardless of intention or willingness to participate. Initiation activities fall into this category. The enforcement of this policy will prevail regardless of where or when the hazing it is conducted.

Examples of hazing include, but are not limited to:

- 1. Requiring, forcing or otherwise requiring the consumption of alcohol or illegal drugs;**
- 2. Tying, taping or otherwise physically restraining an athlete;**
- 3. Sexual simulations or sexual acts of any nature;**
- 4. Sleep deprivation, otherwise unnecessary schedule disruption or the withholding of water and/or food;**
- 5. Requiring social actions (e.g. grossly inappropriate or provocative clothing) or public displays (e.g. public nudity) that are illegal or meant to draw ridicule;**
- 6. Beating, paddling or other forms of physical assault; or**
- 7. Excessive training requirements focused on individuals on a team.**

Any individual or group of individuals found responsible for hazing will be subject to discipline, as determined by the Board of Directors. Disciplinary action may include individual disciplinary action (including suspension, probation, or removal from the team), team disciplinary action, or termination of the team. Depending on the circumstances, the Board of Directors also may consider remedial measure designed to correct the problem behavior, prevent another occurrence of the problem, and/or protect and provide support for the victim(s).



All individuals who experience or witness a violation of this hazing policy are strongly encouraged to report the incident to the team's coach and/or the Board of Directors. Athletes who feel that they have been subjected to or witnessed hazing should do one of the following things:

- 1. Talk to their parents;**
- 2. Notify their team coach;**
- 3. Notify any other coach, employee or volunteer; or**
- 4. Notify any member of the Board of Directors.**

All coaches, employees, and volunteers are required to report all incidents of hazing to the Board of Directors. Coaches may make initial disciplinary actions against any individual or individuals who have violated this policy. However, the final decision on discipline lies with the Board of Directors, which shall consider input from the team's coach and/or the Director of Coaching.

The Board of Directors also will impose appropriate consequences and remedial actions to an adult who commits or condones an act or acts of hazing. The disciplinary or remedial actions taken shall be at the complete discretion of the Board of Directors.

The Board of Directors prohibits any person from falsely accusing another as a means of retaliation or as a means of hazing. The consequence and appropriate remedial action for a person who engages in falsely accusing another shall be determined by the Board of Directors after consideration of the nature, severity, and circumstances.

The Board of Directors prohibits any Board member, coach, volunteer, or employee from engaging in reprisal, retaliation, or false accusation against a victim, witness, or one with reliable information, or any other person who has reliable information about an act of hazing or who reports an act of hazing. The consequence and appropriate remedial action for a person who engages in reprisal or retaliation shall be determined by the Board of Directors after consideration of the nature, severity, and circumstances. All suspected acts of reprisal or retaliation will be taken seriously and appropriate responses will be made in accordance with the totality of the circumstances.

Nothing contained in this Policy shall prohibit, discourage, or prevent any athlete, coach, volunteer, employee, or Board member from reporting any potential crime to law enforcement officials.

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