



ZERO TOLERANCE POLICY

Doc. No.	BCSA-POL-002
Rev.	0
Originator:	D. Hawkins
Checker	I. Toellner
Approver:	C. Craig
Status:	Published
Effective:	December 2023

Big Country Soccer Association is a strong supporter of making sport safe and enjoyable for all participants. Big Country Soccer Association promotes Zero Tolerance of all forms of abuse: verbal, physical, emotional, and sexual, by or directed towards any member, player, team personnel, parent/ guardian, spectator or any associated volunteer of Big Country Soccer Association and its members.

This Zero Tolerance Policy attempts to respect diverse individual and cultural viewpoints while protecting individuals from real or perceived abuse. This policy applies to all Big Country Soccer Association sanctioned events or promotions including practices, games, fundraisers, meetings, use of social media, etc. of Big Country Soccer Association and its members.

Each member of Big Country Soccer Association will investigate and act upon all complaints or reports of inappropriate behavior. In the absence of a member having a process for investigating such incidents, Big Country Soccer Association will initiate an investigation through the Discipline Committee as noted in the Big Country Soccer Association Discipline Committee Requirements (*Ref: BCSA-GOV-006*).

Process

If offensive behavior is displayed at events that Big Country Soccer Association members are participating in, then:

1. Officials/ team personnel are obligated stop the game/ practice when participants display offensive behavior.
2. In the case of a game, officials, with the assistance of the team personnel and others, will identify violators and take appropriate actions. A Behavior Incident Report (*Ref: BCSA-FORM-006*) shall be completed by a member of the team personnel. The Match Official will also make notes on the team game sheet, as applicable (if an official game).
3. Any team personnel or registered player, or their guardian, who witnesses offensive behavior can report the incident in writing to Big Country Soccer Association President and/ or Vice-President, who shall initiate an investigation through the Discipline Committee.
4. All Behavior Incident Reports completed by team personnel or others shall be submitted to Big Country Soccer Association President and/ or Vice-President.

When offensive behavior is observed or witnessed on-line, on social media or outside of Big Country Soccer Association events, witnesses should report the incident in writing to Big Country Soccer Association President and/ or Vice-President who shall complete the Behavior Incident Report and initiate an investigation through the Discipline Committee

If the matter is potentially criminal in nature, the parties involved shall call 911 if there is an immediate threat, or telephone the local police if there is no imminent physical danger. Such actions should then be reported to Big Country Soccer Association so that a Behavior Incident Report can be completed and filed.



ZERO TOLERANCE POLICY

Doc. No.	BCSA-POL-002
Rev.	0
Originator:	D. Hawkins
Checker	I. Toellner
Approver:	C. Craig
Status:	Published
Effective:	December 2023

The Discipline Committee will meet and review the incident in accordance with Big Country Soccer Association Discipline Committee Requirements (*Ref: BCSA-GOV-006*) and take appropriate action.

This Zero Tolerance Policy shall always be posted on the Big Country Soccer Association website and communicated to its members, parents, and players at the beginning of every season. Ignorance of the Zero Tolerance Policy shall not be considered a valid defense against a complaint.

Reference

Big Country Soccer Association Policy (*Ref: BCSA-POL-001*)

Big Country Soccer Association Disciplinary Committee Requirements (*Ref: BCSA-GOV-006*)

Big Country Soccer Association B.A.H.D Behavior Incident Report (*Ref: BCSA-FORM-006*)