



Policy on Monitoring and Enforcement

WYSA's Policy on Monitoring and Enforcement is set forth to establish procedures for monitoring and enforcing the WYSA Athlete and Participant Safety Program, as well as to establish an appropriate grievance process to address allegations of misconduct following the report or complaint of misconduct.

WYSA takes all reports of potential violations of the Athlete and Participant Safety Program seriously and is committed to confidentiality and investigation of allegations. The WYSA Risk Executive Director and/or WYSA Legal Counsel may conduct or manage investigations.

In order to monitor and enforce the WYSA Athlete and Participant Safety Program, WYSA reserves the right to, either directly or through a contracted third-party service provider, survey, audit, require certifications of compliance with, or otherwise review compliance with this policy by direct member organizations and/or those organizations that are indirectly affiliated with WYSA via membership or participation with any WYSA direct member organization. Any WYSA direct member organizations, and/or those organizations that are indirectly affiliated with WYSA via membership or participation with any WYSA direct member organization, that fail to maintain compliance with this policy will be subject to review by the WYSA Board of Directors.

The grievance process for potential policy violations will be materially free of bias and conflicts of interest. Additionally, the grievance process will include the opportunity for review by disinterested and unbiased fact finders, and a right to appeal pursuant to WYSA and/or U.S. Soccer Bylaws, Rules, and Policies.

Should the WYSA Executive Director and/or WYSA Legal Counsel deem that an alleged violation of any provision of the WYSA Athlete and Participant Safety Program is supported, the Covered Personnel who is alleged to have violated the WYSA Athlete and Participant Safety Program will receive written notification in the form of an adverse action letter. An adverse action letter may include a temporary or permanent disqualification, a suspension, a removal from future assignments, or other remedial action (e.g. probation) that impacts participation. Notwithstanding the foregoing, WYSA reserves the right to require additional training (e.g., SafeSport-certified training) on the part of any participant at any time.

The Covered Personnel has the right to an appeal hearing before the WYSA Executive Committee. The adverse action letter from the WYSA Executive Director will include instructions on how to appeal the decision. The Covered Personnel has ten (10) calendar days from the receipt of the adverse action letter to submit an appeal in writing to the WYSA State Office.

Once the adverse action letter is received by the Covered Personnel, that individual must submit a written notice of appeal to the WYSA State Office. The written notice of appeal must be received within ten (10) calendar days from the receipt of the adverse action letter. The individual forfeits all rights to appeal if a written request of appeal is not received by the WYSA State Office within the allotted time period.

The appeal hearing date will be established at the discretion of WYSA Executive Committee. The Covered Personnel may send materials to the WYSA State Office to be reviewed by the WYSA Executive Committee before his or her hearing date. All materials must be received 5 (five) business days before his or her hearing date. All WYSA Executive Committee members present at the meeting may vote. A vote will be taken by the Executive Committee in

a private session and the decision will be relayed in written form to the individual no later than 10 business days from the date of the meeting.

The WYSA Executive Committee shall have the authority to determine if the individual should be permitted to participate further in WYSA sanctioned activities and competitions, despite the individual's receipt of an adverse action letter. The Executive Committee determines the terms of reinstatements and disqualifications, where applicable.

As stated in the Background Screening Policy of the WYSA Athlete and Participant Safety Program, U.S. Soccer Policy 601-10 does not provide for the appeal of risk management policy disqualifications to the USSF Appeals Committee, for those disqualifications pertaining to the Background Screening Policy.

The decision of the WYSA Executive Committee shall be final and binding on all parties. Pursuant to U.S. Soccer Bylaw 704, the individual has the right to appeal a final decision rendered by WYSA's process for violations of the WYSA Athlete and Participant Safety Policy, excluding those decisions rendered pertaining to the Background Screening Policy of the WYSA Athlete and Participant Safety Program.

Approved 07/16/19
WYSA Board of Directors