



Lindale Soccer Association

Volunteer and Risk Management Policy

Purpose

The purpose of this policy is to establish standards for the recruitment, screening, supervision, and management of volunteers serving Lindale Soccer Association ("LSA"). This policy is intended to promote a safe environment for participants while protecting the Association, its volunteers, and its members through effective risk management practices.

Guiding Principles

LSA recognizes that volunteers are the foundation of the Association. The purpose of this policy is to recruit, support, protect, and retain qualified volunteers while providing a safe, positive, and inclusive environment for all participants. Volunteers are expected to uphold the Association's mission and values, and the Association is committed to providing them with the training, resources, and support necessary to succeed.

Volunteer Categories

- Board of Directors
- Coaches
- Assistant Coaches
- Team Managers
- Referees
- Buddies (TOPSoccer)
- Committee Members
- Event Volunteers
- Concession Workers
- Field Maintenance Workers
- Other volunteers designated by the Board

Volunteer service is a privilege, not a right. The Board of Directors retains sole discretion to appoint, approve, suspend, remove, or reassign volunteers whenever it determines such action to be in the best interest of the Association or its participants.

Risk Management Principles

LSA is committed to maintaining a safe environment for all participants through proactive risk management.

The Association shall make reasonable efforts to:

- Protect the health, safety, and welfare of participants.
- Screen volunteers serving in positions of trust.
- Reduce preventable risks to participants, volunteers, and spectators.
- Maintain compliance with North Texas Soccer, US Youth Soccer, SafeSport, and applicable state and federal requirements.
- Educate volunteers regarding safety policies and Association procedures.



Volunteer Screening

Any individual serving in a position requiring Risk Management approval under North Texas Soccer or US Youth Soccer shall successfully complete all required screening before participating in Association activities.

Required screening may include:

- Criminal background check.
- SafeSport training, when required.
- Completion of required volunteer registration.
- Any additional training or certifications required by LSA, North Texas Soccer, or US Youth Soccer.

No individual may begin volunteer duties requiring Risk Management approval until all required approvals have been completed. Successful completion of all required Risk Management screening shall result in the issuance of a North Texas Soccer Risk Management Clearance (RMC) card, which serves as verification of the volunteer's eligibility to serve in an approved position.

Positions Requiring Risk Management Approval

Unless otherwise exempted by North Texas Soccer or US Youth Soccer requirements, Risk Management approval shall be required for adults serving in positions that include direct interaction with youth participants or responsibility for Association operations.

These positions may include:

- Coaches
- Assistant Coaches
- Team Managers
- Trainers
- Referees
- Board of Directors
- Committee Members
- Employees
- Contractors
- Other volunteers designated by the Board of Directors

The Board of Directors may require Risk Management approval for additional volunteer positions whenever deemed appropriate.

Annual Volunteer Eligibility

All volunteers serving in positions requiring Risk Management approval must maintain current eligibility throughout their period of service. Expired background checks, SafeSport training, or other required certifications shall automatically suspend a volunteer's eligibility until all requirements have been renewed and approved. Volunteers shall immediately notify the Association if they become ineligible to serve or are notified that their Risk Management status has changed.



Volunteer Training

LSA may require volunteers serving in designated positions to attend orientation sessions, coaches' meetings, safety briefings, or other training deemed necessary by the Board of Directors. Failure to complete required training may result in suspension of volunteer eligibility until such requirements have been satisfied.

Volunteer Expectations

All volunteers shall:

- Support LSA's mission.
- Demonstrate good sportsmanship.
- Follow Association policies.
- Complete required training.
- Maintain appropriate conduct.
- Protect confidential information.
- Report safety concerns.
- Respect officials and participants.
- Act in the best interests of the Association.

Volunteer Rights

Every volunteer has the right to:

- Be treated with respect.
- Receive appropriate training.
- Work in a safe environment.
- Receive clear expectations.
- Be heard before disciplinary action when practical.
- Be supported by the Association while acting within approved duties.
- Raise concerns without fear of retaliation.

Volunteer Identification

Volunteers who have successfully completed all required Risk Management requirements, including a current criminal background check and SafeSport training (when applicable), shall be issued an official North Texas Soccer Risk Management Clearance (RMC) card.

During all LSA-sanctioned games, tournaments, and other activities requiring Risk Management approval, volunteers shall wear their current RMC card on an Association-issued or approved lanyard where it is clearly visible.

The RMC card serves as visual confirmation that the volunteer has met the required screening and eligibility standards established by North Texas Soccer, US Youth Soccer, and LSA.

Volunteers who are required to possess an RMC card and fail to display it upon request may be asked to provide proof of eligibility or may be prohibited from participating until their eligibility can be verified.



Supervision of Participants

Whenever practical:

- Activities involving youth participants should occur in open and observable environments.
- Volunteers should avoid one-on-one situations with unrelated minor participants except when reasonably necessary for participant safety.
- Parents or guardians are encouraged to remain present during practices and Association activities whenever possible.

Removal or Suspension of Volunteers

The Board of Directors may immediately suspend or remove any volunteer when:

- Required Risk Management approval expires or is revoked.
- Required SafeSport training expires or is revoked.
- The volunteer becomes ineligible under North Texas Soccer or US Youth Soccer policies.
- The volunteer violates Association policies.
- The volunteer's continued participation is determined to present an unreasonable risk to participants or the Association.

Nothing in this policy creates a contractual right to volunteer service.

Incident Reporting – Participants and Volunteers

Volunteers shall promptly report any incident involving:

- Participant injury requiring emergency medical attention.
- Suspected abuse or misconduct.
- Criminal activity.
- Unsafe playing conditions.
- Violations of SafeSport policies.
- Significant violations of Association policies.

Reports shall be made to the Board President, Board Member on Duty, or other designated Association official as soon as reasonably possible. Alleged violations of this policy, or any other policy, may be addressed in accordance with the LSA Appeals and Disciplinary Policy when appropriate.

Incident Reporting – Board Officials

Reports required to be submitted to North Texas Soccer, including Referee Abuse Prevention (RAP) reports, referee misconduct reports, coach or spectator misconduct reports, and Board Member grievances, shall be submitted through the official North Texas Soccer online reporting system or any successor system designated by North Texas Soccer. SafeSport violations should be reported directly to SafeSport.

The Board President, Vice President of Appeals, Referee Assignor, or other authorized Association representative shall be responsible for submitting reports when required by North Texas Soccer policies.



Confidentiality

Volunteers shall comply with the LSA Confidentiality and Non-Disclosure Policy regarding confidential Association information.

Conflict of Interest

Volunteers serving shall comply with the LSA Conflict of Interest Policy.

Compliance

LSA shall comply with applicable Risk Management requirements established by:

- Applicable federal, state, and local laws
- US Soccer
- US Youth Soccer
- North Texas Soccer Association
- SafeSport

Where multiple requirements apply, the most restrictive requirement shall govern.

Policy Review

This policy shall be reviewed annually by the Executive Officers and amended as necessary.