



## **Professional Conduct Policy and Prohibition against Harassment**

The Rangers Soccer Club (the "club") is proud of its professional and congenial work and player environment, and will take all necessary steps to ensure this environment remains pleasant for all who represent the club in an official or unofficial capacity. This includes, but is not limited to independent contractors, contracted coaches, players, volunteers, parents or the officers of the club. All parties associated with or representing the Rangers Soccer Club must treat each other with courtesy, consideration and professionalism. The Rangers Soccer Club will not tolerate unlawful harassment of any person associated with the club by any representative of the club or his/her proxies for any reason. Harassment for any discriminatory reason, such as race, sex, national origin, disability, sexual orientation, age, or religion, is prohibited by state and federal laws, which may subject the Rangers Soccer Club and/or the individual harasser to liability for any such unlawful conduct. Accordingly, any derogatory, racial, ethnic, religious, age, sexual orientation, sexual or other inappropriate remarks, slurs, or jokes will not be tolerated. This policy applies not only to relationships between contractors and volunteers of the club, but also to relationships with our players, parents, suppliers and clients.

Sexual harassment includes unwelcome sexual advances, request for sexual favors, or any other visual, verbal, or physical conduct of a sexual nature when:

1. Submission to the conduct is made either implicitly or explicitly a condition of the individuals contract, player time or volunteerism activity;
2. Submission to or rejection of the conduct is used as the basis for an employment/contract decision affecting the harassed employee; or
3. The harassment has the purpose or effect of unreasonably interfering with the coaches, players, parents, contractors, and volunteers work performance or creating an environment that is intimidating, hostile or offensive to the coach, player, parents, contractor, or volunteer.

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Each parent, player, contractor, coach, and volunteer must exercise his or her good judgment to avoid engaging in conduct that may be perceived by others as harassment. Forms of harassment include, but are not limited to:

1. Verbal: repeated sexual innuendoes, racial or sexual epithets, derogatory slurs, off-color jokes, propositions, threats or suggestive or insulting sounds;
2. Visual/Non-verbal: derogatory posters, cartoons or drawings, suggestive objects or pictures; graphic commentaries; leering; or obscene gestures; sending or exchanging explicit emails;
3. Physical: unwanted physical contact including touching, interference with an individual's performance of duties and functions or assault;
4. Bullying: when an individual or a group of people with more power, repeatedly and intentionally cause hurt or harm to another person or group of people who feel helpless to respond. Bullying includes behavior both on or away from the field, in person, or on social media; and
5. Retaliatory: making or threatening reprisals as a result of a negative response to harassment.

Any parent, player, contractor, coach, or volunteer who believes that he/she is or may be subjected to objectionable conduct must report it immediately to the Rangers Soccer Club Board of Directors. Do not allow an inappropriate situation to continue by not reporting it, regardless of who is creating that situation. No person associated with or representing the club is exempt from this policy. In response to every complaint, the club will take prompt actions where necessary. Any person who brings such a complaint to the attention of the club in good faith will not be adversely affected as a result of reporting the harassment.

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Any person representing or associated with the club, including, but not limited to coaches, contractors, players, parents, volunteers, officers of the club, who engage in objectionable conduct are subject to disciplinary action, including, but not limited to immediate termination of any contracts, player/parents rights, and association with the club.

I hereby acknowledge receipt of this policy and agree to abide by its contents. I understand that failure to adhere to this policy can be grounds for immediate termination of contracts, player/parents rights, and association with the Rangers Soccer Club.

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Print Player Name

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Print Parent Name, Relationship

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Signature of Player

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Signature of Parent

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Date

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Date

Rev 2/18

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