



Hawaii United Football Club Anti-Harassment/Abuse Policy

Introduction:

Hawaii United Football Club (HU) prohibits harassment/ abuse or misconduct of any kind at any time. HU provides procedures for employees, volunteers, parents, players or any other victims of harassment/abuse or misconduct to report such acts. Those reasonably suspected or believed to have committed harassment/abuse or misconduct will be appropriately disciplined, up to and including termination of employment, volunteer responsibilities or membership, as well as criminally prosecuted. No employee, volunteer, or other person, regardless of his or her title or position has the authority to commit or allow harassment/abuse or misconduct.

Definitions and Examples:

The following definitions or examples of harassment/abuse, misconduct or harassment, may apply to any and/or all of the following persons – employees, volunteers, players, parents and/or other third-parties.

Harassment/abuse or misconduct may include, but is not limited to:

- Child harassment/abuse – any sexual activity, involvement or attempt of sexual contact with a person who is a minor (under 18 years old).
 - Sexual activity with another who is legally incompetent or otherwise unable to give consent.
 - Physical assaults or violence, such as rape, sexual battery, abuse, molestation or any attempt to commit such acts.
 - Unwanted and intentional physical conduct that is sexual in nature, such as touching, pinching, patting, brushing, massaging someone's neck or shoulders and/or pulling against another's body or clothes.
 - Material such as pornographic or sexually explicit images, posters, calendars or objects.
 - Unwelcome and inappropriate sexual activities, advances, comments, innuendoes, bullying, jokes, gestures, electronic communications or messages (e.g. email, text, social media, voicemail), exploitation, exposure, leering, stalking or invasion of privacy.
 - A sexually hostile environment characterized as comments or conduct that unreasonably interferes with one's ability to participate in club activities or creates an intimidating, hostile or offensive environment.
 - Direct or implied threats that submission to sexual advances will be a condition of employment or affiliation with the organization.
- Adults within the organization should not reach out socially to individual athletes by email, phone, text message or social media.
- “One-on-one” training or other contact between athletes and coaches or staff in any place other than a highly visible location, ideally with other adults nearby.

Reporting and Communication Procedure:

Immediately report suspected harassment/abuse or misconduct by calling the HU Board of Directors by emailing mdoma767@gmail.com. It is not required to directly confront the person who is the source of the report, question or complaint before notifying the HU Board of Directors. HU will take every reasonable measure to ensure that those named in complaint of misconduct or are too closely associated with those involved in the complaint, will not be part of the investigative team. In addition to referring any complaint to the appropriate Law Enforcement agency, HU's Board of Directors will report the complaint to the USA Soccer Integrity Hotline within 24 hours.

Anti-retaliation and False Allegations:

HU prohibits retaliation made against any employee, volunteer, or other person who lodges a good faith complaint of harassment/abuse or misconduct or who participates in any related investigation. Making knowingly false or malicious accusations of harassment/abuse or misconduct can have serious consequences for those who are wrongly accused. HU prohibits making false or malicious sexual misconduct allegations, as well as deliberately providing false information during an investigation. Anyone who violates this rule is subject to disciplinary action, up to and including termination of employment, volunteer responsibilities or membership and criminal prosecution.

Investigation and Follow-up:

HU will take all allegations of harassment/abuse or misconduct seriously and will promptly, thoroughly and equitably investigate whether misconduct has taken place. The organization may utilize an outside third-party and will utilize law enforcement officials to conduct an investigation of misconduct. HU will cooperate fully with any investigation conducted by law enforcement or other regulatory/protective services agencies. HU will make every reasonable effort to keep the matters involved in the allegation as confidential as possible while still allowing for a prompt and thorough investigation.

Reporting to Law Enforcement or Appropriate Child or Adult Protective Services:

HU is committed to following the state and federal legal requirements for reporting allegations or incidents of harassment/abuse or misconduct to appropriate law enforcement and child or adult protective services organizations.

Employee and Volunteer Screening, Selection and Training:

As part of its harassments/abuse and misconduct prevention program, HU is committed to maintaining a screening program for prospective and existing employees, volunteers and others that may have interaction with those employed by, associating with or serviced by HU. The organization may utilize a variety of methods of screening and selection, including but not

limited to applications, personal interviews, criminal background checks and personal and professional references.

Supervision of Youth:

To provide a safe environment for minors, HU strives that a minimum of two adults supervise or be in attendance with minors during organization-related activities. The purpose is to avoid one-on-one interactions between adults and minors that are not easily observable by others.