



SAFC Sexual Misconduct Policy

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Author: Makenzie Seckora SAFC President
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Revised:

Scope:

Player safety is the SAFC's number one priority on and off the field. [Sexual misconduct](#) in any form will not be tolerated and will be taken seriously. This policy aims to protect all persons associated with our club from unwanted sexual advances and provide avenues to report incidents.

SAFC's responsibility to our players/members:

The SAFC board of directors will investigate all claims brought forward. Complaints may be submitted to any board member by either the victim or another club member/witness. A complaint may be filed at the SAFC club level and/or at the USAFL level. The board will take steps to support any persons/victims who may wish to pursue legal charges.

Procedure:

Provide the person/victim with the SAFC Harassment Policy, the USAFL Harassment Policy and discuss the level at which they wish to file their complaint.

- Process for a complaint filed at the SAFC Club Level:
 - A Disciplinary Committee of three impartial members will be formed. These members may include board members and/or current club members. The odd number is selected to ensure there is no need for a "tie breaker" in the event a vote is needed.
 - Launch an investigation which would encompass:
 - Meetings or teleconferences with the persons involved in the claim. All parties will be given the opportunity to bring forward any information regarding the alleged event.
 - Additional meetings or teleconferences with any witnesses or other individuals with firsthand knowledge of the alleged event.
 - Copies of any reports, emails, text messages, and summaries of conversations regarding details of the incident with dates and times will be kept as supporting documentation.
 - Disciplinary Committee will make a recommendation based upon the findings from the meetings and teleconferences.

- Potential Actions/Recommendations:
 - Verbal Warning
 - Mediation between parties involved
 - Temporary expulsion from the SAFC
 - Revoke player history from SAFC records
 - Permanent expulsion from the SAFC
 - Report findings to other USAFL club's executive leadership
 - Report findings to the USAFL
- If the victim wishes to file a complaint at the USAFL level:
 - Same as above and after the Disciplinary Committee has concluded their internal investigation, a report will be drafted for the USAFL. This report will include all relevant information regarding the alleged event. This report will be shared with the victim and with their permission will be shared at the USAFL level.
- If the victim wishes to pursue legal action, the SAFC will support them in any capacity we are able to.

This policy applies to every member of our club regardless of gender, sexual orientation, function, seniority, stats or other protected characteristics.

This policy may be subject to review and updated as needed in response to future instances which would invoke use of this policy.

References

US Legal Inc. 1996-2016. Sexual Misconduct Law and Legal Definition. Retrieved from the World Wide Web. <https://resources.workable.com/sexual-harassment-policy>

Workable. 2019. Sexual Harassment Policy. Retrieved from the World Wide Web. <https://resources.workable.com/sexual-harassment-policy>