

AMOROUS RELATIONSHIP GUIDELINES FOR WNFC PLAYERS AND COACHES

PURPOSE

These guidelines were established to: (1) provide a safe and healthy environment for players so that they may reach their full potential as players; and (2) to ensure that all Coaches in the WNFC adhere to ethical practices and do not develop inappropriate relationships with Players, regardless of the players age, or consent. Participation in the WNFC is at will and voluntary.

APPLICABILITY

These guidelines apply to all eligible players and coaches in the WNFC

IMPLEMENTATION

Implementation of these guidelines is the responsibility of the owners, coaches, presidents and operational leaders of the teams.

GUIDELINES

COACHES

These guidelines strongly prohibit Amorous Relationships between a Coach and a Player in the WNFC. Every coach has an ethical obligation to maintain a professional relationship with Players and to place the well-being of Players ahead of the Coach's personal interests.

RELATIONSHIPS INVOLVING SPOUSES OR DOMESTIC PARTNERS

If a Coach is married to (or in a civil union with), or is a domestic partner of, a Player, and has supervisory control or authority over the Player, such relationship must be disclosed to the commissioner of the WNFC. Such relationship is only permitted if a "prior relationship" has been established.

DEFINITIONS

Prior Relationship is defined as any sexual, romantic, or dating relationship, including marriage (or civil union relationships) or domestic partnerships started prior to the player becoming an active player on the same WNFC team.

Amorous Relationship is defined as any sexual, romantic, or dating relationship, including marriage (or civil union relationships) or domestic partnerships.

WNFC Coach is defined as any person serving as a head coach, assistant coach, coaching intern, or volunteer coach on a WNFC team

WNFC Player is defined as any woman who is an active member of a team registered with the WNFC.

Supervisory Control or Authority is defined as any individual having responsibility with the potential to affect the Player's participation in the WNFC and includes the provision of direct services and benefits to the Player, such as: training, health services, and control over the Player's team.

PROCEDURES

1. REPORTING A VIOLATION

Any person may allege a violation of this policy by contacting the WNFC Commissioner. Any coach with information suggesting a possible violation of the recommendation must promptly report it to the team owner, and the failure to do so may be considered a violation.

2. DISCIPLINARY ACTION

If an investigation determines that a Coach has violated these guidelines, that Coach shall be subject to disciplinary action, up to and including suspension from the league. The WNFC commissioner, other league officials, shall determine the disciplinary action to be imposed.

CONFIDENTIALITY

Complaints, reports and information relating to possible violations of these guidelines shall be handled as confidentially as possible without jeopardizing the enforcement of the recommendation, and the ability to conduct a fair investigation, or the safety of Players and other persons connected with the team. Information received in connection with a suspected violation of the guidelines shall be disseminated only on a "need to know" basis; that is, only when necessary to ensure compliance with the recommendation and/or to ensure the safety of Players or others who come in contact with the team.

3. RETALIATION

Any retaliation for reporting a violation of this recommendation or for participating in good faith in any investigation of a violation of this policy, is strictly prohibited. Any persons taking retaliatory action in violation of this policy shall themselves be subject to discipline, up to and including permanent suspension from the WNFC.

4. FALSE CLAIMS

Any persons knowingly providing false or misleading information in conjunction with an investigation shall themselves be subject to discipline, up to and including permanent suspension from the WNFC.