



Davis Legacy Soccer Club Coach Gift Acceptance Policy

Coaches are paid a fair wage to provide coaching services to the teams they have been assigned to coach. Providing gifts, monetary and non-monetary, can lead to significant conflicts of interests, including but not limited to conflicts surrounding player selections for teams and playing time during league games or tournaments, among others. It is the intent of the Davis Legacy Soccer Club (DLSC) in enacting this policy to prevent any conflict of interest, actual or perceived, from materializing due to coaches accepting gifts from club members.

Policy

1. Coaches are not allowed to accept any gift, monetary or non-monetary, from any individual member within the club under any circumstances. Payment for services related to private trainings does not constitute a gift under this policy.
2. Coaches may only accept one (1) gift from their team if it meets the requirements of Section 4 below.
3. Davis Legacy members are not allowed to offer individual gifts to coaches within the club.
4. Davis Legacy teams may provide one (1) gift to their coach during the season if all of the following conditions are met:
 - a. The gift is from the entire team, even if people on the team did not contribute to the cost of the gift; and
 - b. The gift does not exceed \$100 in value.

Handling of Reported Violations of Coach Gift Acceptance Policy

- The Club President shall address all reported concerns/violations and shall immediately notify the Board of Directors within ten business days, of reported concerns/violations.
- All reported concerns/violations will be promptly investigated by the Club President and appropriate corrective action will be recommended to the Board of Directors, if warranted by the investigation. In addition, action taken must include a conclusion and/or follow-up with the complainant for complete closure of the concern.
- Anyone reporting a concern must act in good faith and have reasonable grounds for believing the information disclosed indicates an improper conformance to the policy. The act of making allegations that prove to be unsubstantiated, and that prove to have been made maliciously, recklessly, or with the foreknowledge that the allegations are false, will be viewed as a serious disciplinary offense and may result in discipline, up to and including dismissal from DLSC.
- All reports of concerns/violations, and investigations pertaining thereto, shall be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation. Disclosure of reports of concerns to individuals not involved in the investigation will be viewed as a serious disciplinary offense and may result in discipline, up to and including dismissal from DLSC. Such conduct may also give rise to other actions, including civil lawsuits.