

The Futsal Project Operations, Safety, and Governance Handbook

Mission Statement

The Futsal Project is dedicated to providing a safe, respectful, and competitive environment that promotes player development, teamwork, and sportsmanship.

Section 1: Inclement Weather Policy

Purpose

The primary goal of all The Futsal Project programs is to take all reasonable precautions to ensure the safety of all participants.

Weather Safety Guidelines

In the event that any participant (including players, coaches, volunteers, or staff) hears thunder or sees lightning, all activities must immediately stop.

All participants must leave the playing area and seek safe shelter for a minimum of 30 minutes after the last thunder or lightning is observed.

If additional thunder or lightning occurs during the waiting period, the 30-minute countdown will restart.

Program Cancellations

If unsafe weather or poor field conditions require cancellation, a league-wide email will be sent with clear instructions.

Notification Schedule:

Weekdays: No later than 3:00 PM

Weekends: No later than 7:30 AM

If no email is received, all activities will proceed as scheduled.

Section 2: Player Injury and Medical Safety Policy

Purpose

The Futsal Project prioritizes player health and well-being in all activities.

Injury Response

In the event of a player injury:

Coaches or staff will immediately assess the situation.

Parents or legal guardians will be notified as soon as possible.

Parents or guardians are expected to arrange prompt pickup when required.

Participation Restrictions

If a parent or guardian is unavailable, the injured player will:

Be removed from active participation.

Remain supervised by staff.

Receive reasonable medical care to the best of the program's ability.

The player may not return to play without proper clearance.

Section 3: Player Conduct and Anti-Discrimination Policy

Purpose

The Futsal Project is committed to maintaining a respectful and inclusive environment.

Expected Behavior

All participants are expected to demonstrate:

Respect toward teammates, opponents, officials, and staff

Fair play

Positive sportsmanship

Prohibited Conduct

The following behaviors are strictly prohibited:

Hate speech

Harassment

Threatening behavior

Discrimination based on race, gender, religion, ethnicity, ability, or background

Disciplinary Action

Any player who engages in severe misconduct, including hate speech, will:

Be immediately removed from the activity

Have parents or guardians notified

Be subject to suspension or removal from the program

Further disciplinary action may be applied based on severity.

Section 4: Grievance and Dispute Resolution Policy

Purpose

This policy provides a fair and structured process for resolving disputes and complaints.

Key Terms

Complaint: A formal report of misconduct or unfair treatment

Complainant: The person submitting the complaint

Respondent: The person named in the complaint

Review Meeting: Any in-person or virtual meeting held regarding a complaint

Oversight Committee

The Futsal Project maintains a Grievance Review Committee responsible for handling disputes.

Meetings and Decisions

A majority of members must be present

Meetings may be held in person or virtually

Decisions are made by majority vote

Some reviews may be handled by a single member when appropriate

Conflict of Interest

Committee members with personal involvement must disclose conflicts and may be recused.

Filing a Complaint

Complaints must be submitted in writing through official league channels

Complaints must include relevant details and evidence

Respondents will be notified and given time to respond

Anonymous complaints are generally not accepted unless safety is at risk

Confidentiality

All grievance-related information will be treated as confidential when possible, subject to legal and policy requirements.

Mediation

The league encourages early resolution through respectful communication and mediation when appropriate.

Temporary Restrictions

The Committee may impose temporary participation limits if safety or integrity is at risk.

Investigation Process

The Committee may:

Collect statements

Conduct interviews

Hold hearings

Review evidence

Failure to cooperate may result in further action.

Outcomes and Discipline

Possible actions include:

Warnings

Activity restrictions

Suspensions

Program removal

Written Findings

When necessary, the Committee may issue written summaries of decisions and actions.

Continuing Authority

The league may monitor resolved cases to ensure compliance and prevent retaliation.

Section 5: Acknowledgment and Compliance

All players, parents, coaches, and staff are expected to review and follow this handbook.

Failure to comply with these policies may result in disciplinary action.

Participation in The Futsal Project indicates agreement with all policies contained in this handbook.

Contact Information

Official communication channels will be provided by league administration.

For questions regarding policies, please contact league leadership.