

FATHERS AND FOOTBALL

McKinney, TX | fathersandfootball.org

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501(c)(3) public charity

1-on-1 Interaction Policy

Effective Date of Form: August 24, 2026

Fathers and Football (“FAF”) prohibits unsupervised one-on-one interactions between a Covered Adult and a minor participant except under the specific, limited circumstances described in this policy. This policy exists to protect children from potential harm and to protect Covered Adults from false accusations. It operationalizes the Two-Deep Leadership principle established in the FAF [Abuse Prevention Policy](#).

This policy applies to all coaches, assistant coaches, volunteers, board members, employees, contractors, and any other adult who interacts with minors through FAF programs (“Covered Adults,” as defined in the FAF [Abuse Prevention Policy](#)) during all FAF-sponsored and FAF-affiliated activities, including practices, games, tournaments, clinics, combines, travel, and community events across all divisions.

This policy should be read together with:

- FAF [Abuse Prevention Policy](#) (the governing child-safety policy)
- FAF [Background Checks Policy](#)
- FAF [Code of Conduct](#)

1. General Rule

No Covered Adult may be alone with a single minor in a non-observable setting at any time.

“Observable” means a location where the interaction can be seen by other adults, such as an open field,

When in doubt, the answer is: don't be alone with the child.

2. In-Person Interactions

Practices and Games

- (a) At least two unrelated Covered Adults must be present at every practice, game, clinic, combine, camp, or other FAF event where minors are present. If the second Covered Adult has not arrived, the activity does not start.
- (b) If a second Covered Adult must leave during a practice or game (e.g., family emergency), the remaining Covered Adult must ensure that at least one other adult (a parent, facility staff member, or another Covered Adult) is present and visible before continuing the activity. If no other adult is available, the activity ends.
- (c) Individual instruction (e.g., working on a player's route running or flag technique) is permitted only in an open, observable setting with other adults present in the general area. Closed-door, private individual sessions are not permitted.

End-of-Practice / End-of-Game Pickup

- (d) Coaches are not responsible for providing childcare after practice or games, but they should not leave a minor unattended.
- (e) If a minor has not been picked up and only one Covered Adult remains:
- Stay in a public, observable area (the field, the parking lot, a facility lobby with others present). Do not move to a private area such as a car.
 - Contact the minor's parent or guardian immediately.
 - If the parent is reached (verbally or by text) and asks the Covered Adult to bring the child home, the Covered Adult may do so, if willing and able, following the requirements of Section 3 (Transportation) below. This resolves the situation -- no further escalation is needed.
 - If the parent cannot be reached, contact the minor's emergency contact listed in their registration, with the same option to take the child home if willing and able. Keep trying both, and keep waiting with the child -- most delays resolve once a parent or emergency contact is reached, and FAF would rather wait than escalate prematurely.

- If a reasonable amount of time has passed (roughly 30 minutes) without reaching anyone, loop in
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FAF board leadership -- not to call the police, but so another adult in the organization is aware and

can help think through options (other known contacts, another parent on the team who might know the family's situation, etc.).

- **Do not contact the police based on elapsed time alone.** Contact the police only if the child's immediate safety is actually at risk, or if, after genuinely exhausting every contact and option (parent, emergency contact, board leadership, other reasonable means of reaching the family), the child still cannot be picked up or taken home and there is no other responsible way to resolve it. Getting law enforcement or CPS involved has real, lasting consequences for a family -- treat it as a last resort, not a default, for anything short of a genuine safety concern.
- This escalation procedure addresses late-pickup logistics. If at any point the Covered Adult suspects the child has been abandoned or is being neglected -- not simply that a parent is running late -- the mandatory reporting obligations under Texas Family Code Chapter 261 and the FAF **Abuse Prevention Policy** (Section 6) apply immediately, regardless of how much time has passed.
- Document the incident (date, time, who was called, when and how the player was resolved -- picked up, driven home, or otherwise) and report it to FAF board leadership.

Restrooms and Changing Areas

(f) Covered Adults should not enter a restroom or changing area while a minor is using it, unless there is a safety concern that requires it.

(g) If a Covered Adult must enter a restroom or changing area where a minor is present (e.g., to assist an injured player), another Covered Adult or the minor's parent should accompany them. If that is not possible, the door should remain open.

(h) Covered Adults should use a separate restroom from minors when one is available.

3. Transportation

Parents sometimes ask a coach to pick up or drop off their child, and players sometimes ride with a coach to a team event. This is a routine and permitted part of FAF activities, not an emergency exception -- but it is also the highest-risk 1-on-1 scenario this policy exists to manage, so it must always follow the rules below.

(a) **No Covered Adult may transport a minor who is not their own child in a private vehicle without the express permission of the minor's parent or guardian (or, if neither can be reached, the minor's emergency contact listed in their registration).** Permission may be given verbally (in person or by phone) or by text. For a one-time trip, permission must be specific to that trip; if given

practice, or to every team event), a parent may give standing permission for the season, but the Covered Adult must notify FAF board leadership of the arrangement so it is on record.

(b) Whenever another person is available, have at least one additional person in the vehicle (another adult or another minor). A Covered Adult should avoid being alone in a vehicle with a single minor who is not their own child when another person can reasonably be included.

(c) When no additional person is available and the parent has requested or approved the trip, the Covered Adult may transport the minor alone, provided that:

- The Covered Adult texts or calls the parent or guardian when the trip begins and again when the minor arrives at the destination, in real time.
- The Covered Adult transports the minor directly to the stated destination with no unplanned stops.
- For a one-off trip, the Covered Adult documents it (date, time, destination). For a standing/recurring arrangement under (a), trips do not need to be logged individually once FAF board leadership has the arrangement on record.

(d) Carpooling between families is a private arrangement between parents and is outside the scope of this policy. However, any Covered Adult who routinely transports other people's children should follow the guidelines above.

(e) During tournament travel:

- Team transportation should be organized through parents, not through individual Covered Adults transporting other families' children alone.
- If FAF arranges group transportation (e.g., a chartered bus), at least two Covered Adults must be present on the vehicle.
- A coach driving an individual player to or from a team event (practice, game, tournament) follows the same rules as (a)-(c) above.

4. Electronic Communication

All electronic communication between a Covered Adult and a minor participant must comply with the following rules. These rules also appear in the FAF **Abuse Prevention Policy** (Section 5); this section provides additional operational detail.

Required: Parent/Guardian Inclusion

(a) A parent or guardian of the minor must be copied on, included in, or have full access to every electronic communication. There are no exceptions. This applies to:

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- Text messages (SMS/iMessage)
- Email
- Social media direct messages
- Messaging apps (WhatsApp, GroupMe, Telegram, etc.)
- Team management platforms (TeamSnap, Heja, etc.)
- Any other electronic communication platform

Preferred Method: Group Communication

(b) Team-wide group chats or group emails are the preferred method of communicating with players. Individual messages to a single player should be avoided when a group message would accomplish the same purpose.

(c) At least one parent or guardian of every minor on the team must be a member of any team group chat.

Social Media

(d) Covered Adults may not follow, friend, connect with, or otherwise establish a private social media connection with a minor FAF participant, unless the Covered Adult is the minor's parent or guardian.

(e) Covered Adults may interact with team or organizational social media accounts (e.g., the Frisco Elite team page) but should not seek out or interact with individual minors' personal social media profiles.

Content and Timing

(f) Electronic communication with players should be limited to football-related topics: practice schedules, game times, cancellations, location changes, team announcements, and similar logistics.

(g) Communication should occur during reasonable hours, between 8:00 a.m. and 9:00 p.m. Emergency communications (e.g., a last-minute game cancellation) may occur outside these hours when necessary.

(h) No photos or videos of individual minors should be sent through private messages. Media of players should be shared through official team or organizational channels with parental awareness.

5. Meetings and Conversations

(a) If a Covered Adult needs to have a private conversation with a minor (e.g., to discuss a disciplinary matter, a player's attitude, or a sensitive topic), the conversation must take place in a location that is

(b) A parent or guardian should be notified before a Covered Adult has a substantive conversation with their child about behavior, discipline, or any sensitive topic. When possible, the parent should be present.

(c) No Covered Adult may ask a minor to keep a conversation, interaction, gift, or any other matter secret from their parents. If a child discloses abuse or another sensitive matter, the Covered Adult should follow the reporting procedures in the FAF [Abuse Prevention Policy](#), not promise confidentiality.

6. Injury and Medical Situations

(a) When a player is injured during a FAF activity, the coach or nearest Covered Adult should provide or arrange first aid in an observable setting with other adults present.

(b) If a player needs to be removed from the field or playing area for medical attention, a second Covered Adult or the player's parent should accompany them. If no second adult is immediately available, remain in a location visible to other adults and summon help.

(c) No Covered Adult may administer medication (including over-the-counter medication such as ibuprofen or antihistamines) to a minor without express prior written authorization from the minor's parent or guardian specifying the medication, dosage, and circumstances.

(d) If a player needs to be transported to a medical facility and the parent is not present:

- Call 911 for serious injuries.
- Contact the parent or guardian immediately.
- If transporting the player to an urgent care or hospital, a second Covered Adult or parent should be present in the vehicle whenever possible. If no second adult is available and the injury requires prompt attention that does not rise to a 911 call, the Covered Adult may transport the minor alone, following the notification and documentation requirements of Section 3(c) and consistent with the emergency exception in Section 8(e).

7. Overnight and Travel Situations

(a) During overnight tournament trips, no Covered Adult may share a sleeping room, tent, or sleeping area with a minor who is not their own child.

(b) Room assignments for minors should be made by parents, not by Covered Adults.

(c) Covered Adults should not enter a minor's hotel room without another adult present and the door open.
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(d) Bed checks or room checks, if conducted, must be done by two Covered Adults together, with a brief knock-and-verbal-check from the doorway. Do not enter the room.

(e) All team activities during overnight trips (meals, team meetings, film sessions, recreation) must comply with Two-Deep Leadership.

8. Exceptions and Gray Areas

Life does not follow clean rules. There will be situations that fall outside the specific scenarios described above. When that happens:

(a) Default to the most protective option available.

(b) If you must be alone with a minor for a brief period (e.g., the other coach stepped away for two minutes), move to the most observable, public location available and minimize the duration.

(c) Document the situation afterward and report it to FAF board leadership if it lasted more than a few minutes or involved anything unusual.

(d) When in doubt, contact the minor's parent or guardian in real time. A phone call explaining the situation protects both the child and the Covered Adult.

(e) No provision of this policy prevents a Covered Adult from taking immediate action to protect the safety of a child in an emergency, even if doing so requires being briefly alone with the child.

9. Violations

Violations of this policy will be addressed under the enforcement provisions of the FAF **Code of Conduct** and the response procedures in the FAF **Abuse Prevention Policy**. A violation of this policy that also constitutes suspected child abuse or neglect triggers mandatory reporting under Texas Family Code Chapter 261.

A Covered Adult who violates this policy may face:

- Written warning for a first, minor, unintentional violation (e.g., briefly being alone with a player at pickup due to circumstances beyond their control).
- Suspension for repeated violations or a violation involving poor judgment.

- Permanent removal and potential law enforcement referral for any violation involving suspected
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abuse, grooming behavior, or deliberate disregard of this policy.

Acknowledgment

By signing below or acknowledging electronically during coach/volunteer registration, I confirm that I have read, understand, and agree to comply with the Fathers and Football 1-on-1 Interaction Policy. I understand that this policy exists to protect children and to protect me, and that violations may result in suspension, removal, and referral to law enforcement.

Full name (printed):	_____
Signature:	_____
Role:	_____
Email address:	_____
Date signed:	_____

Questions about this policy may be directed to info@fathersandfootball.org.