

FATHERS AND FOOTBALL

McKinney, TX | fathersandfootball.org

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501(c)(3) public charity

Abuse Prevention Policy

Effective Date of Form: August 24, 2026

Fathers and Football (“FAF”) has a zero-tolerance policy for the abuse, neglect, or exploitation of minors. Every child who participates in FAF programs has the right to a safe environment, and every adult in the FAF community shares the responsibility of protecting that right. This policy establishes the standards, procedures, and obligations that govern child safety across all FAF activities.

This policy applies to all FAF coaches, assistant coaches, volunteers, board members, and any other adult who interacts with minors through FAF programs, including regular-season play, Frisco Elite divisions (7U through 14U, boys’ and girls’), NFL FLAG league play, Texas Flag Football Association-sanctioned tournaments (including Zorts-run events), clinics, combines, camps, travel, and community events.

This policy should be read together with the following related FAF documents:

- [FAF 1-on-1 Interaction Policy](#) (operational rules for adult-minor interactions)
- [FAF Background Checks Policy](#) (screening requirements for coaches and volunteers)
- [FAF Code of Conduct](#) (behavioral expectations for all participants)
- [FAF Participant Waiver, Assumption of Risk, and Release of Liability](#)

1. Definitions

For purposes of this policy:

exploitative, or inappropriate toward a minor.

Minor means any person under the age of 18.

Covered Adult means any coach, assistant coach, volunteer, board member, employee, contractor, or other adult who participates in or supports FAF activities in any capacity that involves interaction with minors. Parents and spectators are not Covered Adults unless they serve in a coaching or volunteer role.

Two-Deep Leadership means at least two unrelated Covered Adults must be present whenever minors are being supervised during any FAF activity. No single Covered Adult may be alone with a single minor in a non-observable setting.

Observable setting means a location where interactions are visible to other adults, such as an open field, a public area, or a space with windows, open doors, or direct line of sight from other Covered Adults or parents.

2. Prohibited Conduct

The following conduct is strictly prohibited for all Covered Adults and will result in immediate suspension from all FAF activities pending investigation, and may result in permanent removal and referral to law enforcement:

Physical and Sexual Abuse

- (a) Any sexual contact, sexual activity, or sexually suggestive behavior with a minor, regardless of perceived consent.
- (b) Showing sexually explicit material to a minor in any form, including electronic.
- (c) Any physical discipline of a minor (hitting, slapping, grabbing, shaking, or any use of physical force as punishment).
- (d) Any physical contact that is not reasonably related to instruction, safety, or first aid (e.g., a coach may demonstrate a flag-pulling technique; a coach may not give back rubs, tickle, or wrestle with players).

Emotional Abuse

- (e) Persistent yelling at, demeaning, belittling, threatening, or humiliating a minor.
- (f) Using a position of authority to intimidate, isolate, or manipulate a minor.

(g) Withholding participation (playing time, practice drills) as punishment for behavior unrelated to the activity.

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Boundary Violations

- (h) Being alone with a single minor in a non-observable setting (see Section 3 and the **FAF 1-on-1 Interaction Policy**).
- (i) Providing alcohol, tobacco, vaping products, drugs, or any controlled substance to a minor.
- (j) Providing gifts, money, or special privileges to individual minors outside of team-wide recognition, without the knowledge and consent of the minor's parent or guardian.
- (k) Engaging in private, unmonitored electronic communication with a minor (see Section 5 and the **FAF 1-on-1 Interaction Policy**).
- (l) Sharing a hotel room, tent, sleeping area, or changing area with a minor who is not the Covered Adult's own child.
- (m) Any romantic or dating relationship with a minor participant, regardless of age of consent.

3. Two-Deep Leadership

Two-Deep Leadership is mandatory for all FAF activities. This means:

- (a) At least two unrelated Covered Adults must be present at every practice, game, clinic, or event where minors are present. "Unrelated" means the two adults are not members of the same household.
- (b) If a second Covered Adult is not available, the activity must not proceed. There is no exception.
- (c) At the end of practices or games, if only one Covered Adult remains with a single player awaiting pickup, the Covered Adult must remain in an observable, public area (e.g., the field, the parking lot in view of others) and must contact the player's parent or guardian. See the **FAF 1-on-1 Interaction Policy** for specific procedures.
- (d) During tournaments requiring overnight travel, Two-Deep Leadership applies at all times, including in hotel common areas, during meals, and during any team activity. No Covered Adult may share a sleeping room, tent, or sleeping area with a minor who is not their own child.
- (e) Restroom and changing areas: Covered Adults should not enter restrooms or changing areas while minors are using them unless another Covered Adult is present or it is necessary for the safety of a

4. Screening Requirements

All Covered Adults must complete background screening before working with minors through FAF. Screening is conducted through National Sports ID (NSID) and NFL FLAG's background check process. No Covered Adult may begin coaching, volunteering, or otherwise working with FAF players until screening is complete and cleared. See the [FAF Background Checks Policy](#) for full requirements, including disqualifying offenses and renewal frequency.

5. Electronic Communication with Minors

All electronic communication between a Covered Adult and a minor participant must follow these rules:

- (a) A parent or guardian of the minor must be copied on, included in, or have full access to every electronic communication (text message, email, social media message, group chat, or any other platform). No private, one-on-one electronic communication between a Covered Adult and a minor is permitted.
- (b) Team-wide group communications (group texts, group chats, team apps) are permitted and encouraged as the primary method of communication. A parent or guardian of each minor on the team must be included in or have access to the group.
- (c) No Covered Adult may follow, friend, connect with, or otherwise establish a private social media relationship with a minor FAF participant, unless the Covered Adult is the minor's own parent or guardian.
- (d) Electronic communication should be limited to football-related logistics (practice times, game schedules, cancellations, team announcements) and should not include personal, social, or non-football content directed at individual minors.
- (e) Communication should occur during reasonable hours, generally between 8:00 a.m. and 9:00 p.m.

See the [FAF 1-on-1 Interaction Policy](#) for additional operational rules.

6. Mandatory Reporting

Texas Law

Under Texas Family Code Chapter 261, any person who has cause to believe that a child's physical or mental health or welfare has been adversely affected by abuse or neglect is required by law to report it

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immediately. This obligation is not limited to teachers or medical professionals; it applies to every person in Texas, including coaches, volunteers, parents, and bystanders.

A person who knowingly fails to report suspected child abuse or neglect commits a Class A misdemeanor under Texas law (Texas Family Code Section 261.109).

How to Report

If you witness or suspect child abuse, neglect, or any violation of this policy:

Step 1: Ensure the child's immediate safety. If a child is in immediate danger, call 911.

Step 2: Report to authorities. File a report with:

- Texas Department of Family and Protective Services (DFPS) Abuse Hotline: **1-800-252-5400** (available 24/7). Online reports may also be filed at **txabusehotline.org**.
- Local law enforcement for wherever the incident occurred -- **call 911 for any emergency or immediate danger**. For a non-emergency report, contact the non-emergency line of the police department covering that specific location (FAF programs and events take place across multiple jurisdictions -- including McKinney, Frisco, Allen, and tournament venues elsewhere in Texas -- so no single department's number applies to every incident).

Step 3: Report to FAF. Notify FAF's designated child safety contact, Justin Floyd (Co-Founder & President), immediately by emailing **info@fathersandfootball.org**.

Important Reporting Principles

(a) You are not responsible for investigating or proving the abuse. If you have a reasonable suspicion, report it. The authorities will investigate.

(b) Do not interview the child. Do not ask leading questions. If the child discloses something to you voluntarily, listen, take it seriously, and report it. Write down what the child said, as close to their exact words as possible, as soon as you can.

(c) Do not confront the accused person.

(d) Do not notify the accused person that a report has been made.

(e) Reports may be made anonymously, but providing your contact information helps investigators follow up.

(f) FAF will not retaliate against any person who makes a good-faith report of suspected abuse, neglect, or policy violation. Retaliation against a reporter is itself grounds for permanent removal from FAF programs.

7. Response to Reports

When FAF receives a report of suspected abuse, neglect, or a violation of this policy:

- (a) The accused Covered Adult will be immediately suspended from all FAF activities pending investigation. Suspension is a precautionary measure and does not constitute a finding of wrongdoing.
- (b) FAF will cooperate fully with any investigation by law enforcement or DFPS. FAF will not conduct its own investigation that could interfere with a law enforcement investigation.
- (c) FAF board leadership will determine whether the Covered Adult may return to FAF activities only after the external investigation is concluded and only if the investigation does not substantiate the report. Even if a report is not substantiated by authorities, FAF reserves the right to permanently remove any Covered Adult whose conduct, in the judgment of the FAF board, is inconsistent with this policy.
- (d) If the accused person is a member of the FAF board, that board member is automatically recused from all deliberations and decisions related to the report. The remaining board members will handle the matter. If the accusation involves the FAF president, the vice president (or next-ranking officer) will lead the response.
- (e) FAF will maintain confidentiality to the extent possible, sharing information only with those who have a legitimate need to know (e.g., law enforcement, DFPS, FAF board members making the disciplinary decision). FAF will not publicly identify the reporting party.

8. Training

FAF does not currently require formal abuse-prevention, concussion-awareness, or first aid/CPR certification training beyond the screening already performed through National Sports ID (NSID) and NFL FLAG's background check process. Coaches and volunteers are not required to complete SafeSport or equivalent training as a condition of participation.

All Covered Adults are required to:

- (a) Read and acknowledge this Abuse Prevention Policy and the [FAF 1-on-1 Interaction Policy](#) before beginning any FAF activity.

(b) Complete any training designated by FAF board leadership, if FAF elects to require training in the future.

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(c) Affirm annually that they have reviewed and understand this policy.

9. Policy Review and Updates

This policy will be reviewed annually by the FAF board. The board is responsible for communicating any updates to all Covered Adults and posting the current version at fathersandfootball.org.

Acknowledgment

By signing below or acknowledging electronically during registration, I confirm that I have read, understand, and agree to comply with the Fathers and Football Abuse Prevention Policy. I understand that violation of this policy may result in immediate suspension, permanent removal from FAF programs, 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.