



2023-2024

Coach's Handbook



Sporting Nebraska FC  
14706 Giles Rd  
Omaha, NE 68138  
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[www.SportingNebraskaFC.com](http://www.SportingNebraskaFC.com)

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## Coach Handbook

### Section I- Sporting Nebraska FC's Philosophy

#### Sporting Nebraska FC's Vision

Sporting Nebraska FC is committed to be the best soccer club in America at helping our teams and players maximize their development toward their full potential.

#### Sporting Nebraska FC's Mission Statement

*"Cultivating a passion for the game while developing character in coaches, players and parents."* Sporting Nebraska FC is a non-profit full-service youth soccer club that makes team and individual player development its central focus. We offer challenging programs at all levels that demonstrate a strong commitment to the development of the whole player including the technical, tactical, physical and psychological areas of our players' development within the team environment.

#### Sporting Nebraska FC's Core Values

##### Coaching with Character

- Teach players age-appropriate soccer and life skills
- Demonstrate and teach Tactical, Technical, Psychological and Physical soccer skills.
- Address and reinforce character-developing life skills (hard work, honesty, etc.); teach leadership.
- Maintain good communication with players and parents.
- Manage your team(s) and team managers effectively. Over-communicate if necessary.
- Encourage strict adherence to club values and conduct policies for coaches, players and parents.
- Truth and transparency- never assume or leave any doubt.
- Model ideal behavior.
- Dress, act, and communicate like a professional coach.
- Use proper conduct with players, parents, opponents, and officials.
- Be organized.
- Have a practice plan catered around goals and objectives.
- Keep players busy and avoid idle time.



- Praise in public.
- “Catch” players being good - help connect appropriate behavior with desired outcomes.
- Praise the players often while offering productive reinforcement to the ratio of 3:1.
- Communicate expectations, be consistent and stick to tolerance levels.
- Address misbehavior promptly; give age-appropriate consequences when necessary.
- Encourage the spirit of the game.

You are privileged to have the opportunity to have a positive, lasting impact on the lives of many children. Always be looking to improve your coaching ability and enhance the overall experience for everyone involved. If we focus and commit ourselves to the character development of players and parents while applying our skills and knowledge, success will follow. Have fun and never do anything that would diminish the spirit of the game.

### **Parenting with Character**

#### MODEL appropriate behavior

- Cheer for your team and not against the opponent.
- Never yell at an official or question a call on the field.

#### Leave the coaching to the coaches and SUPPORT them in their efforts

- Support your player with positive reinforcement, but leave the coaching and soccer education to the coach.

#### Praise and compliment your child; avoid criticism

- Support your player with positive reinforcement and encouragement.
- Allow adequate time and space for the player to decompress after the games.
- Place the responsibility of getting ready and being prepared for practice or games on the player.
- Have your player show up on time with the proper equipment and attire.
- Communicate any school conflicts with coaches and managers well ahead of time.

#### Voice concerns appropriately

- Wait at least 24 hours after a practice or competition to address any concerns with a coach. Calmly state your concerns, listen to the coach’s response, and maintain an open mind. Respect the coach’s authority as the team’s decision-maker.
- Emphasize effort and enjoyment over winning.
- Praise the player immediately after a contest, regardless of the result.
- Encourage players to always give 100% and show respect.



- Be engaged in your club by donating time, talent, or treasure- parent volunteers help keep a club running!
- Be a team player by taking interest in the parents and other players on your team.
- Encourage your player to be an advocate for themselves by having them address concerns directly with the coach. Assure them that you are there to support their problem-solving, but stay neutral and avoid making any negative comments about the coach.

### **Playing with Character**

#### Listen to your coaches

- Stop what you are doing; make eye contact and listen to your coach when they are speaking.
- Make an effort to concentrate on what is being said and learn from your coaches. Follow the coach's instructions.
- Listen to your coach the entire time they are providing instruction.
- Accept coaching as it makes you better.
- Follow your coach's instructions without hesitation or talking back.
- Do what your coach asks immediately and with energy. Ask for clarification if you don't understand.

#### Get along with your teammates

- Make positive comments toward your teammates and avoid negative comments.
- Ignore irritating behaviors and encourage participation.

#### Have high energy

- Do everything to the best of your ability and challenge yourself
- Always hustle and stay on task, avoiding horseplay with teammates.

#### Respect your opponents and referees

- Play within the laws of the game and don't trash talk an opponent or referee
- Ignore unsportsmanlike behavior from opponents and do not respond to it.
- Win with class and lose with dignity.
- Act appropriately regardless of the final score of the game.
- Don't brag or boast when winning and don't make excuses when losing.
- Respect your club, facilities and coaches.
- Treat your coaches, families and facilities with respect and always clean-up after yourself.

#### Be prepared for practice and games



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- Being prepared is your responsibility, pack your equipment and jerseys well ahead of time
- Show up on time ready to play to the best of your ability.
- Learn from every opportunity and challenge you face.

### **Sporting Nebraska FC's Culture- ONE Club and ONE Family**

Each individual player is a member of the CLUB and will benefit from all club resources. We do not operate as a group of loosely connected teams following separate agendas. Player movement within Sporting Nebraska FC is an important aspect for individual development as well as club culture. We strive to promote and provide a family environment within the club.

## **Section II- General Club Information**

Sporting Nebraska FC is a 501(c)(3) non-profit organization.

### **Sporting Nebraska FC Board of Directors**

The Sporting Nebraska FC Board of Directors (BoD) is the governing body of the Club. The Board oversees and provides strategic guidance and financial oversight for the Executive Director who implements and executes soccer and business operations through the Directors of Coaching and coaching staff.

President: [Sven Jasinski](#)

Vice President: Mike Alvano

Treasurer: Brad Costanzo

Board Member: Troy Meyerson

Board Member: Candice Mullendore

Ombudsman: TBD

### **Sporting Nebraska FC Staff (as of 04/06/2023)**

Executive Director: [Sven Jasinski](#)

Registrar: [Renee Wanderscheid](#)

Director of Communications: [Keri Leece](#)

Director of Operations: Karl Ostrand

Director of Tournaments: Karl Ostrand



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Boys' Director of Coaching: Karl Ostrand

Girls' Director of Coaching: [Alex Mason](#)

Director of Youth: [Christina Lewis](#)

Director of Goalkeeping: Kevin Lebahn

The Sporting Nebraska FC Directors report directly to the Executive Director.

Please visit [www.sportingnebraskafc.com](http://www.sportingnebraskafc.com) for a full list of Sporting Nebraska FC employees and bios on the coaching staff.

### **The Sporting Nebraska FC Office**

The physical address of the Sporting Nebraska FC office is:

14706 Giles Rd.  
Omaha, NE 68138

[info@SportingNebraskaFC.com](mailto:info@SportingNebraskaFC.com)

Office: 402-896-4420

Fax: 402-896-1430

YDP/Weather Hotline: 402-401-6082

Website: [www.sportingnebraskafc.com](http://www.sportingnebraskafc.com)

For any registration, payment or business-related questions, please contact the Sporting Nebraska FC office. For any soccer specific related questions, please contact the respective team coach or Director of Coaching with Sporting Nebraska FC.

### **Sporting Nebraska FC Ombudsman**

The Sporting Nebraska FC (SNFC) Ombudsman is responsible for neutral and impartial dispute resolution, providing confidential and informal assistance to individuals associated with the Club including parents, players, coaches, staff, employees, and volunteers.

The Ombudsman's role is to protect against abuse, bias and other improper treatment or unfairness. Serving as a designated neutral, the ombudsman is not an advocate for any individual or for the Club as a whole but, rather, for fairness. He or she acts as a source of





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information and referral, aids in answering individual's questions, and assists in the resolution of concerns and disputes. In considering any given instance, the rights of all parties that might be involved are taken into account.

The Ombudsman is a resource to resolve conflict between any parties associated with the Club: coach- parent, board-coach, parent-board, and coach-coach only after the proper channels and chains of communication have been tried: (see player/parent concern process below)

1. Player to coach to DOC to ED to Board.
2. Player to coach to DOC to ED to Board
3. Coach to DOC to ED to Board (includes coach to coach conflicts)
4. DOC to ED to Board
5. ED to Board
6. Board to Board

### **Reporting**

The Ombudsman is independent of existing administrative structures and reports directly to the President of the Club. If the matter at issue concerns the President specifically, then the Ombudsman shall report to the Vice President.

While maintaining confidentiality of communications, the Ombudsman prepares an annual report to the SNFC Board which may be disseminated to any individual associated with the Club upon request. Based on anonymous aggregate data, this report discusses trends in the reporting of grievances and concerns, identifies patterns or problem areas in SNFC policies and practices, and may recommend revisions and improvements.

The Ombudsman does not accept legal notice on behalf of SNFC.

In order to maintain an unbiased and objective perspective the Ombudsman will not have any clear emotional or relative tie with any board, staff, or club member. The Ombudsman will not have a child that plays, or could potentially play, in the Club nor a spouse/ significant other, sibling, etc. who serves as a coach or board member in SNFC.



### **Club-wide Communication**

Sporting Nebraska FC uses several form of communication to relay necessary information and announcements to its membership:

- Weekly communication (email/ Playmetrics) from team coach and/or Director of Coaching.
- Sporting Nebraska FC Newsletter emailed quarterly and posted on [www.sportingnebraskafc.com](http://www.sportingnebraskafc.com).
- Club-wide email blasts will be sent when information needs to reach the audience in an expedited manner.
- Social media (Facebook, Twitter and Instagram).

### **Player/Parent Communication Concern Process**

Sporting Nebraska FC protocol and process for presenting and addressing player/parent concerns is as follows:

**\*\*Please respect the 24 hour rule - wait at least 24 hours before initiating contact following a game or weekend event.\*\***

#### **Select Soccer Related Concerns:**

1. Contact your player's coach and request a meeting to discuss your concern. If this fails to resolve the issue, see below.
2. Contact your program's Director of Coaching and request a meeting to discuss your concern. If this fails to resolve the issue, see below.
3. Contact the Executive Director and request a meeting to discuss your concern. If this fails to resolve the issue, see below.
4. Complete the Complaint form (available at [www.sportingnebraskafc.com](http://www.sportingnebraskafc.com)) and submit electronically to the Ombudsman. You will then be contacted to discuss your concerns privately and directly.

#### **Administrative Concerns:**

1. Contact the administrator and request a meeting to discuss your concern. If this fails to resolve the issue, see below.
2. Contact the Executive Director and request a meeting to discuss your concern. If this fails to resolve the issue, see below



3. Complete the Compliant form below and submit it electronically to the Ombudsman. You will be contacted to discuss your concerns privately and directly.

#### **Recreational or Youth Soccer Concerns**

1. Contact your player's coach and request a meeting to discuss your concern. If this fails to resolve the issue, see below.
2. Contact Christina Lewis, the Director of Youth, and request a meeting to discuss your concern. If this fails to resolve the issue, see below.
3. Contact the Executive Director and request a meeting to discuss your concern. If this fails to resolve the issue, see below.
4. Complete the Compliant form and submit electronically to the Ombudsman. You will then be contacted to discuss your concerns privately and directly.

## **SECTION III- Roles of Players, Parents, and Coaches**

#### **Role of the Player (Academy and Select)**

- EACH SPORTING NEBRASKA FC PLAYER WILL BE ACCOUNTABLE FOR HIS/HER ACTIONS.
- All players will be required to attend all practice sessions, to arrive on time, and be properly attired.
- All players will be required to arrive 45 minutes prior to game kick-off for team warm-up. Team warm-ups should begin approximately 30 minutes before kick-off.
- All players will be required to notify their respective coach if they will miss or be late for a training session or game.
- All players will be required to be prepared for all training sessions and games.
- Proper uniform for training and games:
  - Training – Gray Adidas training shirt, black shorts, black socks.
  - Game – White (home) or Navy (away) SNFC Adidas uniform (both uniforms should be with players at all games) or alternate light blue jersey.
  - SNFC Adidas black warm-up jacket and pants (optional).
  - Proper shoes and shin guards. Socks should completely cover the shin guards.
- Sporting Nebraska FC uniforms cannot be altered or changed.
- The Sporting Nebraska FC uniform package is the approved gear for all Sporting Nebraska FC players.
- Bring an inflated soccer ball of the correct size and a water bottle. A bag is



recommended to keep all possessions organized and safe.

- Maintain and uphold the standards set forth by the Sporting Nebraska FC Playing with Character document.
- Respect the coach, DOCs, Team Manager, all other Sporting Nebraska FC players and staff, the game day opposing team, and referees.
- Do not use tobacco, alcohol or drugs.
- Do not use profanity.
- Do not act in a way that will negatively impact you, your family or Sporting Nebraska FC.
- All players are to act in a manner that minimizes unnecessary yellow and red cards during games (Examples: dissent, undisciplined behavior).
- Players are to be on their best behavior while representing Sporting Nebraska FC during training sessions, games and tournaments.
- Players will be disciplined for poor conduct while representing Sporting Nebraska FC at any event.

#### **Role of the Parent**

- The role of the parent is very simple; be a parent, not a coach or referee.
- Support your son/daughter in a positive manner.
- Help make sure your child is on time.
- Do not use alcohol or tobacco during training sessions or games.
- Do not use foul or abusive language.
- Do not coach or interfere from the sideline during games or training.
- Stay off the fields while the team trains or plays.
- Do not interfere with the center referee or assistant referees, the opposing team's players/parents or staff, or any field marshal.
- Parents sit on the opposite sideline/half from the team during games unless directed otherwise by the coach, team manager, referee or field marshal.
- No taunting of opposing team's players, parents, coaches or spectators.
- Be responsible for your child at all Sporting Nebraska FC games and functions, including tournaments.
- Please be prompt with a coach's or team manager's requests.
- For soccer training or coaching issues, contact your teams' head coach first, then the program director, and then the DoC to resolve any problems. Do not contact the team manager.



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- Immediately after training or a game is not the time to discuss issues or concerns. Allow a 24-hour window before any communication is made between parent and coach to allow emotions to settle.

Please note that Sporting Nebraska FC will be very firm with our parent's policy, specifically regarding how and when communication occurs to address soccer issues. If a parent is in violation, suspensions may be implemented by Sporting Nebraska FC.

At Sporting Nebraska FC, the player is the future of the club. This future depends a great deal on the growth of every Sporting Nebraska FC player, both on the field and at home. We encourage all parents to enjoy this time with their player, during their development at Sporting Nebraska FC.

#### **Role of the Coach**

- Coach must never put the well-being of a player at risk.
- Coach has a responsibility to all players.
- Coach must be aware of bad language at all times.
- Coach must respect all officials.
- Coach must respect all opposing coaches and players.
- Coach must set a good moral and ethical standard for all at all times.
- Coach must not show poor behavior or bad sportsmanship at any time.
- Coach will not allow dangerous play by his or her players.

## **SECTION IV- Sporting Nebraska FC's Player Development**

### **Model**

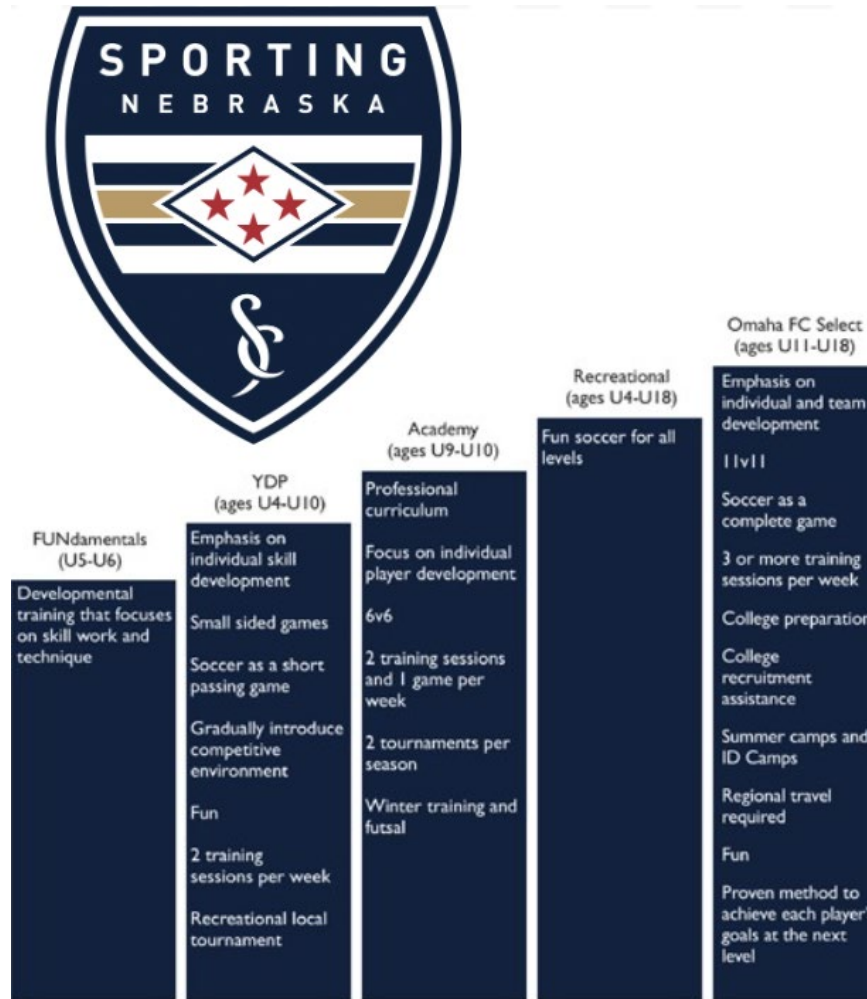
The SNFC Player Development Model is the execution of the Sporting Nebraska FC philosophy.

The model consists of three levels/programs: Youth Program, Youth Academy and Recreation and/or Select. The goal of the model is to ensure that each stage is connected, thus giving ample opportunity to develop and progress within each level and smoothly transition throughout the system.

The individual practical application of this model manifests itself in each player in three specific areas:



- Technical mastery of the ball.
- Tactical awareness (attacking and defending fundamental principles).
- Proper training habits.



## Sporting Nebraska FC Programs

### Youth Program

The Youth soccer program is for players that are “soccer age” under 4 through under 10. Youth is for players new to soccer and those who are looking for a more structured learning environment. This offers quality skills-based training which is age appropriate and FUN. Youth fosters basic soccer skills development through our Club Training and game play.



#### **Under 4**

An Under 4 program that includes 6 age appropriate sessions for just \$80

#### **Under 5 & Under 6**

- Option 1: The FUNdamentals soccer program. Players meet once a week to work on individual skill development and play small sided games for just \$80. A t-shirt is provided.
- Option 2: Team-based Youth league. Players play twice a week for 6 weeks for just \$90.

Players participate in the Club Training program for the first 3 weeks. A uniform is required.

#### **Under 7 & Under 8 Youth**

- Under 7 players play twice a week for 7 weeks for just \$120. Players participate in the Club Training program for the first 3 weeks. A uniform is required.
- Under 8 players play a league game once a week (for 7 weeks). They participate in Club Training for the first 3 weeks and the team enjoys a reserved practice space for team practice once a week on Sporting Nebraska FC soccer fields. The fee is \$135. A uniform is required.

#### **Under 9 & Under 10 Youth**

Under 9 & Under 10 players play once a week for 7 weeks. The fee is \$150. Players play 7v7.

- Teams participate in Club Training sessions run by Club Staff each week
- Individual coaches are also able to schedule team practices.
- Games are facilitated by a volunteer parent coach.
- A uniform is required.
- U10 games are officiated by a referee.

#### **Youth Pre-Academy (U8)**

For Pre-Academy, a pool of approximately 20-30 players will be invited from the recreational program and Open House events to participate in a modified version of our Academy. These players will train just like our Academy groups with an Academy staff coach. Not everyone chooses to do Pre-Academy, and that is okay. That is why the staff continues to evaluate players at the U8 & U9 age groups. Players that they feel are ready will be offered spots in the program.

- U8 will play a combination of Youth in house and location sanctioned leagues and tournaments – a total of 8-12 games in the fall and again in the spring.
- Year-round program.



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- Yearly fee is \$610.
- Uniforms will be purchased at Soccer Internationale.
- Team fees (not included in registration) will cover costs of tournaments, additional indoor sessions, and more. These prices vary with each team and will be managed by the Team Manager. Fees will be paid to the team account.

### **Youth Academy (ages U9-U10)**

The ultimate purpose of the Sporting Nebraska FC Academy Program is to utilize a long-term, player-centered developmental structure, which is based on a coaching curriculum. The program will help enhance and increase the growth and development of each player. The yearly fee is \$1050.00 which covers indoor/outdoor field usage, coach salary, league registrations, USYS registration fee and administrative costs. It does not include other team related expenses such as tournaments, coach travel expenses, team social events, uniforms and possibly other related training expenses.

The Academy program is designed to promote fun, efficient, and educational training sessions that will motivate and challenge each player, while developing within his or her own ability level. The Sporting Nebraska FC program objectives are to:

- Develop the basic fundamentals of the game (passing, receiving, 1v1 skills, ball mastery).
- Promote creative and thoughtful players.
- Coaches in the Academy program are instructed to focus and teach the fundamentals of the game. This will include Physical development, Psychological self-worth and Social development.

### **Recreation (ages 11 - 19)**

The recreation program is based on fun and learning through playing the game. Coaches are volunteers. Sporting Nebraska FC provides a curriculum for coaches to follow as well as coaching education clinics. The curriculum is based on US Soccer guidelines and aided by age-appropriate child psychology.

### **Format/Costs**





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Division	Description	Cost (season)	Format
U11 - 12 (parent/volunteer coach)	9v9	\$160.00	Games with NYSL, training 1-2x week
U13 - 19 (parent/ volunteer coach)	11v11	\$175.00	Games with NYSL, training 1-2x week

\*Teams may play in a more competitive league with additional cost. \*

## Select

Overall, the Sporting Nebraska FC Select program focuses on individual player development including but not limited to:

- individual skills.
- Understanding of individual and group tactics.
- Learning how to win through a greater emphasis on tactical understanding, importance of possession, competitiveness or results oriented training exercises, functional training, problem solving activities, sportsmanship, respect and development of physical components (endurance, agility, speed, flexibility and strength).

Within the Select program, teams are separated by skill level and expectations, with Girls Academy (GA), ECNL, or NPL teams at the top of the pyramid, followed by Elite, Gold, and Navy. The Elite and below teams' primary focus is on individual player development, understanding of individual and group tactics, learning how to win through a greater emphasis on tactical understanding, important of possession, competitiveness or results oriented training exercises, functional training, problem solving activities, sportsmanship, respect and the development of the physical component of the game.

For improved synergy between levels, the Sporting Nebraska FC philosophy is expected. This continuity allows for better opportunities to progress to higher levels.

The GA, ECNL, and NPL teams continue to focus on individual player development understanding of individual and group tactics, learning how to win through a greater emphasis on tactical understanding, important of possession, competitiveness or results oriented training exercises, functional training, problem solving activities, sportsmanship, respect and the development of the physical component of the game. These teams compete in results-orientated leagues, therefore success is expected. However, playing soccer the Sporting



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Nebraska FC way is equally important as winning at this level of competition. These teams contain the premier soccer athletes that are at the pinnacle of the Sporting Nebraska FC development model.

#### **Fee Structure (2022-2023)**

Boys:

U11-U12 Boys (9v9):

Elite - \$1,650

Gold & Navy - \$1,460

U13-U14 Boys (11v11):

ECNL - \$1,995

NPL - \$1,700

Gold - \$1,460

U15-U19 Boys (11v11):

ECNL - \$1,995

NPL - \$1,625

Gold - \$1,375

Girls:

U11-U12 Girls (9v9):

Elite- \$1,650

Gold & Navy- \$1,460

U13 Girls (11v11):

GA- \$TBD

Elite- \$1,650

Gold- \$1,460

U14-U18/19 Girls (11v11):

GA- \$TBD

Elite- \$1,550

Gold- \$ 1,375

The fees cover league fee, indoor/outdoor field usage, USYS/US Club registration, coach salary, and administrative costs. It does not cover team tournament expenses, coach travel, game and training uniforms, additional field usage, or additional team activities.

## **SECTION V- Sporting Nebraska FC Club Training Concepts and Policies**

### **Club Commitment**

Sporting Nebraska FC commits to each and every player in our Club.

- The player contract per NSSA rules is from July 1, 2023 and ends June 30, 2024.
- The continued participation of a player is contingent upon the player and family abiding by the rules, agreements and policies outlined in this handbook, the NSSA, all USYS and/or US Club leagues and the USSF.
- The Sporting Nebraska FC Directors of Coaching, in coordination with staff coaches, will make a recommendation to any player they feel would benefit from moving between teams as and when competition rules permit.



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- The Sporting Nebraska FC coaches have the primary responsibility for player development, instruction and education for players/parents and to manage the overall growth of our players within our safe soccer environment.
- Sporting Nebraska FC will implement a ten-month Training Curriculum for field players and goalkeepers. Specific technical, tactical, physical and mental themes will be taught during the Sporting Nebraska FC soccer season.
- Training will be age-appropriate to the competitive level, but the ideas and methodology will be consistent throughout the seasonal year. Specific training needs that arise relative to each team's competitive performance are also addressed on an ongoing basis.
- Learning to play and make decisions on the field is vital to the development of soccer players. In soccer, those decisions will include many successes and many failures. Players learn from both successes and failures. Sporting Nebraska FC players will develop due to technical training, tactical training in match-like training sessions, appropriate and competitive levels of play, and the direct support of the Sporting Nebraska FC coaches and DOCs.

#### **Training and Game Policies (Academy and Select)**

- All team training sessions are mandatory.
- Additional training sessions are available to Sporting Nebraska FC players. (See additional sessions policy).
- Players must arrive 10 minutes prior to the scheduled training time. The coach should be notified in advance of practice if a player is expecting to arrive late or if a player has to leave training early. If a player is unable to attend a training session, the coach should be notified a day in advance.

#### **Missing Training and Game Policies**

- Sporting Nebraska FC players are required to attend their respective team's training sessions and games.
- Failure to attend a training session at the select level, irrespective of reason, could result in limited or no playing time at games.
- Failure to train on a consistent basis, irrespective of reason, could result in limited or no playing time during games. Consistent failure to train, unless excused absences (see below) is considered a disciplinary issue and will be handled accordingly.
- Excused absences for missed sessions/games will include:
  - Family emergencies.
  - Player illness or other medical issues.



- Mandatory school functions.

#### **Make up training policies and penalty**

- Sporting Nebraska FC players are required to make up any unexcused absence from a team training session; failure to do so may result in the following penalties:
  - Limited or no playing time
  - Suspension from games (multiple excused absences)
  - Removal from the team (consistent unexcused absences) with Executive Director approval.
- The player must make the sessions if possible within the same week, or prior to the next event to avoid any reduction in playing time. If this is not possible, the missed training should be made up at the next possible opportunity with coach approval.
- It is the player's responsibility to contact the coach to schedule a make-up session. Please see additional training sessions policies for proper procedures.

#### **Additional training sessions policies (Academy and Select)**

At Sporting Nebraska FC, we have developed an unprecedented training schedule to help in this process. It allows for players to attend additional practices within the club without sacrificing their primary team's events. Opportunities to train with different genders, age groups, players, and teams are a great developmental opportunity that Sporting Nebraska FC players and coaches should embrace. Players are encouraged and welcome to training in additional Sporting Nebraska FC sessions. Additional training sessions should only be used as supplementary training and not take the place of the primary team's scheduled events. These extra sessions are not mandatory. They are free of charge.

When attending a training session with another team, players need to understand their level of participation, especially during tactical training, may be limited at times.

Please follow the procedure to take advantage of additional opportunities:

1. All coaches AND managers within each age group should be copied on all weekly training schedules and updates from each respective team.
2. Players must let their primary team coach know of their desire to attend extra sessions 24 hours prior to help facilitate communication between coaches.
3. Coaches need to inform the coach responsible for the extra session 24 hours prior to training with a list containing the specific number of attending players. Initially we have to limit the number of players to 5 attending additional sessions so as not to lose the integrity of accommodating the coach's session.



4. If a player can't attend but has reserved a spot, he/she must inform the coach directly.
5. Players should not attend sessions with teams more than one level or age group up, (i.e., Navy to Elite) unless it is coach-initiated and DOC approved. Navy to Gold or Gold to Elite should be the primary steps. Elite to Elite is possible, moving up age groups (U14 Elite to U15 Elite may be the most common). Jumping two levels would be tough for any player.

#### **Player travel policy**

- All Sporting Nebraska FC players will be responsible to pay for their respective travel expenses and other travel associated costs in a timely manner whether to the team manager or the Club.
- Failure to pay may lead to non-participation in Sporting Nebraska FC events.
- It is mandatory that all players on a team will pay for the tournament entry fee, regardless of participation of the player. The only exception to this policy may be payments made for optional team functions during winter, e.g. indoor leagues.
- All Sporting Nebraska FC players shall adhere to the Sporting Nebraska FC's Playing with Character guidelines when attending all events as a Sporting Nebraska FC player.
- All players shall adhere to any specific instructions set for by their Sporting Nebraska FC coach and/ or DOC for each specific event.
- Curfews and hotel policy will apply to tournament and league travel.
- Players may be sent home if travel rules are not adhered to.

#### **Player Travel Conduct Guidelines**

The intention of these guidelines is to ensure that Sporting Nebraska FC players, parents and coaches can enjoy tournaments/showcase and/or away league games in a secure and safe manner. Sporting Nebraska FC players also have a responsibility to act as ambassadors for the club when traveling. These guidelines are intended to provide a clear communication to all players and parents as to acceptable behavior while representing Sporting Nebraska FC.

- It is strongly encouraged that all players, parents, and coaches stay at the same hotel for the duration of the tournament.
- Players should follow the dress code outlined by the team coach or DOC.
- All players shall have a defined curfew established by the coach.



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- All players are expected to punctually attend all team meetings and/or team events at tournaments.
- All players shall act in a polite, professional, and courteous manner while at a hotel, restaurant or any place where the team or player travels.
- Any player found stealing, vandalizing or involved in any illegal or inappropriate activity will be asked to leave immediately and may be suspended by or removed from the Club.
- Any player found using or in possession of alcohol, drugs or any other illegal substance will be asked to leave immediately and may be suspended by or removed from the Club.
- Players are strongly discouraged from fraternizing with members of the opposite sex while representing the Club.
- Any player, coach or parent who observes conduct inconsistent with the above guidelines has the obligation and responsibility to report the act to the coach and or DOC.

### **Guest Playing Policy**

Guest playing opportunities are a great way for players to experience different levels of play, age groups and social interaction.

### **Coaches—Communication Flow**

#### **Select Tournament/Showcase Within Sporting Nebraska FC**

If a coach needs a guest player, the following must occur in sequence:

1. Primary Coach should contact DoC to request your general need a month prior to the event.
2. The DOC will then suggest several possibilities and contact that specific team coach. Do not reach out directly to another coach about possible players. The DOC will handle the initial communication request.
3. Once possible player(s) have been identified, the DOC will then discuss the guest playing opportunity with the player/family. **AT NO TIME WILL THE REQUESTING COACH CONTACT DIRECTLY OR INDIRECTLY THE PLAYER AND/OR FAMILY MEMBER PRIOR TO THE DIRECTOR OF COACHING AND TEAM COACH!**

After the completion of the above and acceptance of player AND parent, the requesting coach may begin to finalize the opportunity with the player/parent AND his/her respective team coach.



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The Club does not allow for Sporting Nebraska FC players to guest play in any event (USYS, US Club or any other sanctioned or unsanctioned events/leagues/friendlies) with any other club. Exceptions may be made for those players playing at a ECNL Club or another possible college showcase event.

NOTE— Any guest playing opportunities outside of Sporting Nebraska FC must be approved by the Executive Director.

### **Select Tournament/Showcase outside Nebraska FC Policy**

Sporting Nebraska FC will permit guest player(s) from outside the Club to participate with Sporting Nebraska FC teams ONLY IF all internal avenues have been exhausted in a timely manner. Final permission will be granted by the Executive Director.

### **Sporting Nebraska FC Secondary Player In-Club Policy**

1. Contact DoC to request a secondary player.
2. Once possible player(s) have been identified, the DOC will then discuss the secondary playing opportunity with the player/family. AT NO TIME WILL THE REQUESTING COACH CONTACT DIRECTLY OR INDIRECTLY THE PLAYER AND/OR FAMILY MEMBER PRIOR TO THE DIRECTOR OF COACHING AND TEAM COACH!
3. After the completion of the above and acceptance of player AND parent, the requesting coach may begin to finalize the opportunity with the player/parent AND his/her respective team coach. In addition to the club cost of the secondary pass, a player rostered as a secondary is responsible for game/event related costs for the secondary team based on participation (e.g. if a player participates as a secondary player in an event, he/she is expected to pay the equal share of the tournament registration, coach travel expenses, etc.). Coaches and managers must outline these financial commitments to the family well in advance.
4. Upon acceptance and payment of fee (\$35.00), the secondary pass will be issued.

### **Out of Club (Sporting Nebraska FC Players Secondary to Another Organization)**

Sporting Nebraska FC players may ONLY be listed as a Secondary to a CYSL team, U12 or below. Players must contact their primary coach with the initial request who will then contact the DOC.



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The DOC will have the final approval. Players U13 or older will be handled on a case by case basis.

### **Out of Club (players secondary to Sporting Nebraska FC)**

Sporting Nebraska FC accepts players from other clubs with the permission from the player's respective team coach and/or Director of Coaching.

Appropriate registration and secondary form must be completed and submitted with correct fee. \$50.00 for Academy/Select. YDP/ Recreation is full registration fee, however it may vary depending on level of participation. A pass will then be provided.

### **Roster Movement Policy**

#### **Select**

All player movement will be directed and finalized by the Directors of Coaching and/or Executive Director.

#### **Youth & Recreational**

Parent request in accordance with registration policies.

#### **Academy & Select**

- Academy Director, Coach and/or Director of Coaching will determine changes during the year.
- Please remember registration is binding to the club and not the team.
- Funds in the team account will move to the new team account on a per player basis, if movement occurs during the year.
- Communication and player evaluations are critical before and during player movement.
- Be diligent to fellow coaches, the player, and family directly involved during the player's transition to a new team.

### **Concussion Policy**

Sporting Nebraska FC strongly supports the soccer governing bodies in removing heading risks. We believe the following steps will support long-term safety. Sporting Nebraska FC will





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continue to monitor and evaluate any new information, and adjust this policy as required to ensure the safety of our players.

Effective since April 1, 2015, Sporting Nebraska FC has implemented an indefinite ban on repetitive heading practices for all U12 and younger teams. All coaches at the Youth, Academy, Recreation and Select levels of play will be responsible for ensuring the successful implementation of this ban. Please note that heading the ball is part of the game of soccer, and heading the ball is not being 'banned' completely at these age groups, just any form of repetitive 'heading' practice exercises, e.g. players in pairs or in lines serving (hands or feet) the ball to each other repetitively, over and over again to perform headers. Examples of scenarios where you could still see heading in training sessions, from players at the U12 and younger groups include, but are not limited to: any small sided or full sided game, crossing and finishing sessions, set piece exercises. Intentional heading of the ball is discouraged by most leagues in competitive play.

It is important for coaches only to allow the correct weight of the ball for the age of the player; caution must be taken when players of mixed age groups play or train together. We must also use caution when allowing players to play up where the size of the soccer ball changes.

### **Concussion Baseline Testing**

Sporting Nebraska FC does not mandate Baseline Concussion Testing for any of our players. We do fully support the baseline testing of athletes and encourage parents to have a baseline test taken periodically through a certified provider.

We do encourage parents to seek professional medical advice when dealing with any potential head injury. A Suspected Concussion & Release form is to be filled out by a medical professional and returned to the player's coach or DOC upon assessment. Contact your player's primary physician or the Caze Concussion Institute at 402-512-4090 to schedule an assessment.

### **Concussion Injury Prevention**

Sporting Nebraska FC believes the best way we can manage concussion injuries is to educate our coaches, players and parents on the CDC's 'Best Practices' and provide basic guidelines that minimize the risk of damage when a head injury occurs.

CDC information for Coaches = [http://www.cdc.gov/concussion/pdf/coaches\\_Engl.pdf](http://www.cdc.gov/concussion/pdf/coaches_Engl.pdf)

CDC information for Parents = [http://www.cdc.gov/concussion/pdf/parents\\_Eng.pdf](http://www.cdc.gov/concussion/pdf/parents_Eng.pdf)

CDC information for Players = [http://www.cdc.gov/concussion/pdf/athletes\\_Eng.pdf](http://www.cdc.gov/concussion/pdf/athletes_Eng.pdf)



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## Got a Concussion? Know the Signs and Symptoms



The following signs and symptoms can show up immediately or may not appear for days to weeks following the injury. If you think your child or teen has a concussion, contact their health care professional.

### Signs Observed

<p>Appears dazed, stunned or moves clumsily</p>	<p>Answers questions slowly, forgets instructions</p>	<p>Can't recall events prior to or after a hit or fall</p>	<p>Loses consciousness (even briefly)</p>	<p>Changes to Mood, behavior or personality</p>
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### Symptoms Reported

<p>Headache or "pressure" in head</p>	<p>Nausea or vomiting</p>	<p>Balance problems, dizziness, or blurry vision</p>	<p>Sensitivity to light or noise</p>	<p>Feeling sluggish, hazy, foggy, or groggy</p>
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**Take your child to the emergency room if they are experiencing increased drowsiness, repeated vomiting, worsening headache, slurred speech, increased confusion, or convulsions/seizures.**

Based on CDC Guidelines 2022

### Sporting Nebraska FC Concussion Protocol ( In Conjunction with Omaha Physical Therapy Institute and Caze Concussion Institute)

Omaha Physical Therapy Institute (OPTI) is a preferred partner of Sporting Nebraska FC.

1. Once an athlete is assessed and diagnosed with a possible concussion from a medical practitioner (physician or licensed athletic trainer), fill out the "Suspected Concussion & Release Authorization Form" and make a copy (or take a picture of it if at the fields and send it to Katie Cordery's cell or email 402.350.1341 or Katie@omahapti.com) and give



the athlete's guardian the original copy so they can have a physician fill in the bottom portion.

2. Recommend that the athlete follow up with a licensed medical doctor who specializes in concussion management. Also, provide some education to the guardian regarding the monitoring of symptoms as well as what symptoms may require immediate medical attention.
3. If the athlete is of high school age, recommend that the athlete or guardian inform the athletic trainer at their high school of their condition, so they have it documented for their participation in high school sports.
4. Instruct the athlete/athlete's guardian to have a physician fill out the appropriate section on the "Suspected Concussion & Release Authorization Form." This document needs to be given to the Club Director (Sven Jasinski) who will communicate with the appropriate administrator/ coach in the Sporting Nebraska FC that the athlete has been cleared to return to play.

### **Sporting Nebraska FC Return-to-Play Following a Diagnosed Concussion**

The physical therapists at OPTI are experienced in performing a return to play rehabilitation protocol following concussion. An athlete that has sustained a concussion will be treated using an individualized treatment plan based on self-reported signs and symptoms, cognitive function, and balance ability.

#### **RETURN TO PLAY PROGRESSION**

- A return to play progression will be started once the athlete is asymptomatic for a 24-hour period.
- Return to play guidelines require the athlete to be symptom free for at least 7 days before returning to full participation.
- The following phases will be included in the Return to Play rehab protocol post-concussion:
  - No activity
  - Light aerobic exercise
  - Sport-specific exercise
  - Non-contact training drills
  - Full-contact practice
  - Return to play

### **Social Media and Electronic Communication Policy**

Online, social media and other electronic communication tools such as text messaging have become a prevalent and effective means of personal and professional communication and



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have fundamentally changed the way many people and organizations interact. This policy sets forth our expectations with respect to the use of online and social media, as well as other forms of electronic communications, by all Sporting Nebraska FC coaches, players, parents, staff, volunteers and administrators.

The term “social media” as used in this policy encompasses a wide array of online media and communications and their scope is constantly evolving. For purposes of this Policy, the terms “online media” and “social media” are to refer to internal and external websites, blogs, online social networks including, but not limited to the following (e.g., Facebook, Twitter, Instagram, LinkedIn), Wikis, video and photo sharing sites (e.g., YouTube, Zoom, TikTok, Flickr), and other forms of personal online publishing and discourse. This Policy also applies to text messaging, email, and individual telephonic communications.

Social media forums are typically public. Even when using social media for purely personal purposes, a person's public expressions might affect their professional identity and the organizational interests of Sporting Nebraska FC and its members.

Both on and off the field, safety and youth protection is a key focus. SNFC is committed to be an advocate for youth and to keep children and their privacy safe, both online and off, and safety is always at the forefront of any considerations where social media usage is concerned.

Sporting Nebraska FC fully respects the interest our employees, volunteers and coaches may have in participating in online and social media on a personal basis. What our employees, volunteers and coaches do outside of work on their own time is generally their own business. However, activities of Sporting Nebraska FC employees, volunteers and coaches that affect the organization’s reputation, the employee’s, volunteer’s or coach’s job performance, the safety of our players, or other SNFC personnel, are within the scope of this policy.

With the above in mind, all SNFC staff, contractors, volunteers, administrators, and coaches must be familiar with and adhere to this Policy and must share this Policy with parents and players as necessary.

### **Internet and Communication Policies for Coaches**

All social media communications must be public, and all communications on or through them must be public. Being “public” means no private channels. For example, private Facebook groups, direct messaging or private invitations to personal Facebook pages, invite-only YouTube channels, or direct messaging to individual players on Twitter, and the like shall not be permitted between coaches and players. This enables administrators



to monitor all communication and help ensure there is no inappropriate communication between coaches (including assistants and volunteer coaches) and players. This also serves to protect coaches.

Abide by a “two-deep” policy for all communications and activities. This means at least two Sporting Nebraska FC- affiliated adults, or one Sporting Nebraska FC-affiliated adult and a parent, must be included or at least “copied” on all messages to players.

There should be no private messages and no one-on-one direct contact through Facebook messages, Twitter, direct messaging, Skype, Zoom, chats, instant messaging (including but not limited to Google Messenger, AIM, and the like) or other similar messaging features provided through social media sites. This two-deep policy also applies to all activities, outings, excursions, or other meetings between an adult and a player.

A coach may respond to a direct inquiry via text message or email from a player regarding logistics of practice times, cancellations, schedules, etc. but our coaches should strive to include another adult on messages whenever possible.

Coaches and team representatives should only use text messages and email on issues that are soccer related and all communications should include a parent or guardian copied on the message where possible.

Coaches and team representatives should avoid cell phone conversations with players to the greatest extent possible, and cell phone communications should only be used when absolutely necessary and should only be soccer related.

Staff members, coaches, contractors, volunteers, etc. may not be “friends” on Facebook with any player.

If you post content on any social media site (e.g., Facebook, blog, discussion board or comment) and it has something to do with work for Sporting Nebraska FC or subjects associated with the organization or any of its members, you should include a disclaimer in substantially the following form: “The postings on this site are my own, personal views and do not represent the views or positions of the Company, its customers, or personnel.”

You should only provide your soccer contact information for soccer related business and the two-deep policy should be applied to all communications.

Respect privacy and confidentiality obligations when posting photos or videos. Before you



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post online video or photos that include images of players, it is your responsibility to obtain consent from their parent or guardian. If you fail to do so and they subsequently object, it is your responsibility to promptly take down or otherwise edit the posting in order to protect their privacy. SNFC will fully support those who wish to maintain their privacy in this regard.

Content online that is unsportsmanlike, derogatory, demeaning or threatening toward any other individual or entity (examples: derogatory comments regarding another club; taunting comments aimed at a player, coach or team from another club and derogatory comments against race and/or gender) is unacceptable. No posts should depict or encourage inappropriate, violent or illegal activities (examples; hazing, sexual harassment or assault, gambling, discrimination, fighting, vandalism, academic dishonesty, underage drinking, illegal drug use).

Information that is sensitive or personal in nature or is proprietary to Sporting Nebraska FC which is not public information (team schedules, travel itineraries, injuries, players' academic information) shall not be posted online in any form.

Ethnic slurs, obscenities, or insults towards the Club, Sporting Nebraska FC coaches, teams within the club, or players within the club will not be tolerated. Do not engage in any conversation or conduct online that would be considered inappropriate on the field. As members / ambassadors of Sporting Nebraska FC, and your individual team, the Sporting Nebraska FC community holds the highest level of decorum and refuses to engage in any social media battles with other clubs, opposing coaches and their teams.

Cyber-bullying in any form is NOT acceptable. This includes not only other clubs, their coaches and players, but also with other Sporting Nebraska FC members and may result in the suspension of a coach or player/family or removal from the club.

### **Social Media Guidelines for Sporting Nebraska FC Players**

Playing for Sporting Nebraska FC comes with responsibilities. Our players are held in high regard within our community. It is important to educate our players on the responsibility they have to portray their team, our club and themselves in a positive manner at all times within all forms of social media.

Educate your players on proper behavior concerning participation in online communities. Examples of inappropriate behavior may include the following:

- Content online that is unsportsmanlike, derogatory, demeaning or threatening toward any other individual or entity (examples: derogatory comments regarding another club; taunting comments aimed at a player, coach or team)



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from another club and derogatory comments against race and/or gender) is unacceptable. No posts should depict or encourage inappropriate, violent or illegal activities (examples; hazing, sexual harassment or assault, gambling, discrimination, fighting, vandalism, academic dishonesty, underage drinking, illegal drug use).

- Information that is sensitive or personal in nature or is proprietary to SNFC which is not public information (team schedules, travel itineraries, injuries, players' academic information) shall not be posted online in any form.
- Ethnic slurs, obscenities, or insults towards the Club, teams within the club or players within the club will not be tolerated. Do not engage in any conversation or conduct online that would be considered inappropriate on the field. As members / ambassadors of Sporting Nebraska FC, and your individual team, the Sporting Nebraska FC Community holds the highest level of decorum and refuses to engage in any social media battles with other clubs, opposing coaches and their teams.
- Cyber-bullying in any form is NOT acceptable. This includes not only other clubs, their coaches and players, but also with other Sporting Nebraska FC members and may result in the suspension of a player/family or removal from the club.

### **Reporting, Investigation, and Resolution of Suspicious Internet and Electronic Communications.**

All suspicious internet and electronic communications should be reported to the Executive Director, Sven Jasinski. The Executive Director will investigate all claims of inappropriate activity with an assigned member of the Sporting Nebraska FC staff.

Reports of inappropriate activity may also be reported to law enforcement authorities and human services departments as appropriate.

Pending the investigation of reported suspicious activity, the executive director may prohibit contact between a staff member, a coach, contractor or volunteer and all members of the club as deemed appropriate.

Upon conclusion of the investigation, the Executive Director, acting on the advice of the legal committee shall make a determination regarding future participation of the individuals involved in club activities. In the event of suspension or termination of a staff member, contractor, coach or volunteer the Executive Director shall provide a means of appeal of the decision as required by the Nebraska State Soccer Association.



### **Guidelines for Sporting Nebraska FC Personnel**

All Sporting Nebraska FC personnel must comply with this policy. In the event Sporting Nebraska FC perceives any online communication activities by an employee, coach, or volunteer as compromising the integrity of the organization or the safety of our members in any respect, Sporting Nebraska FC may request such communications to cease. In addition, violations of this policy will result in corrective action including disciplinary action or dismissal when appropriate.

NOTE: **The Social Media and Electronic Communication Policy** is additionally intended to address the use of social media consistent with the Sporting Nebraska FC Code of Conduct.

### **Employee Conduct Policy**

At Sporting Nebraska FC, we believe that our success as a club is dependent on our employees. As such, we expect our employees to always act professionally, courteously, and responsibly. Inappropriate behavior will not be tolerated, including lack of professionalism, inappropriate conduct, and unproductiveness. Any inappropriate conduct is subject to disciplinary action and, depending on its frequency and severity, can result in termination.

Employees should always use common sense and their good judgment when dealing with work matters. While it is not possible to list all circumstances where conduct would be considered inappropriate, the employee should keep in mind what the club would want and measure their behavior against that.

If employees have any questions about what conduct is expected in any particular situation, they are encouraged to discuss their concerns with the Executive Director before any such situation arises, to help ensure that any improper conduct is minimized.

The following is NOT an exhaustive list of inappropriate conduct that is unacceptable to Sporting Nebraska FC. All of the following will lead to negative workplace consequences for the employee. In some cases, the employee may be immediately suspended or even terminated:

- Bringing any unauthorized weapon to the workplace (including leaving it in a car that is parked on company property), unless state or federal law explicitly grants the authority to bring such weapon. Sporting Nebraska FC takes workplace safety very seriously, and any employee who brings a dangerous weapon to work will be immediately suspended and required to leave the work-site.





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- Physically assaulting a co-worker, volunteer or member. The employee initiating the assault will be immediately suspended and required to leave the worksite. Depending on the specific circumstances, Sporting Nebraska FC may also contact law enforcement.
- Making threats against a co-worker or volunteer or member.
- Making inappropriate sexual and/or romantic remarks/overtures to a coworker, volunteer, or member.
- Making ANY sexual or romantic overtures to a worker or member, when you have a position of authority over him or her.
- Showing up at work under the influence of alcohol, any drug, including prescription, over-the-counter, illegal, and legal.
- Employees may not give, solicit, or accept gifts or gratuities from anyone doing business with Sporting Nebraska FC. If a gift is inadvertently sent by a customer or supplier, it must be returned to the person or firm from which it came, with a polite note explaining our company's policy. Any gifts other than token gifts, either accepted or given, must be approved by the Executive Director. ALL gifts, whether or not solicited, must be immediately reported to the Executive Director.
- Using Nebraska Football Club funds or materials for any illegal or unauthorized purpose.

## **Non-Fraternization Policy**

Sporting Nebraska FC desires to avoid misunderstandings, actual or potential conflicts of interest, complaints of favoritism, possible claims of sexual harassment, and the employee morale and dissension problems that can potentially result from romantic relationships involving managerial (coaching) and/or supervisory employees in the club or certain other employees or members in the club.

Accordingly, managers (coaches) and supervisors are strongly discouraged from fraternizing or becoming romantically involved with one another or with any other employee of Sporting Nebraska FC. Additionally, all employees, both managerial and non-managerial, are discouraged from fraternizing or becoming romantically involved with other employees, members, volunteers or clients when, in the sole opinion of the Sporting Nebraska FC, their personal relationships may create a conflict of interest, cause disruption, create a negative or unprofessional work environment, or present concerns regarding supervision, safety, security, or morale.

Any employee involved with a supervisor or fellow employee, volunteer or client must immediately and fully disclose in writing the relevant circumstances to the Executive Director so that a determination can be made as to whether the relationship presents an actual, perceived or potential conflict of interest.



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If an actual, perceived or potential conflict exists, Sporting Nebraska FC may take whatever action it deems appropriate according to the circumstances, up to and including transfer or discharge. Failure to disclose material facts may lead to disciplinary action, up to and including termination. It is not the Sporting Nebraska FC's intention to dictate choices made in your personal life with this policy. Employees must understand, however, that courts are holding companies to higher standards to ensure a fair, conflict-free workplace. As companies shoulder these greater burdens, more regulations and policies become necessary.

All employees should also remember that Sporting Nebraska FC maintains a strict policy against unlawful harassment of any kind, including sexual harassment. Sporting Nebraska FC will vigorously enforce this policy consistent with all applicable federal, state, and local laws. As with all Sporting Nebraska FC policies, ideas or suggestions for improvement are encouraged and should be directed to the Executive Director.

## **Coach's Travel Policy** *(Updated: July 17th, 2023)*

### **Travel Reimbursement**

This travel policy has been developed to enable each coach to make a substantial contribution to the success of their team and the club as a whole. It is designed to establish and communicate equitable standards and ensure consistent and fair treatment of all coaches who travel on team or club business.

It is, of course, impossible to anticipate every situation that may be encountered while traveling on team and/or club business. Thus, we expect each coach to exercise good judgment in incurring travel expenses and not spend more for goods or services than they would normally spend when traveling for themselves.

The coach will be solely responsible for determining his/her mode of transportation for Club related travel within this policy.

- There is no reimbursement for transportation within 75 miles (one way, 150 miles round trip) of Omaha including Lincoln, NE.
- For sites between 76 and 150 miles (300 miles round trip) -This includes travel to York, NE or Grand Island, NE, Kearney, NE or South Sioux City, NE or similar sites: Reimbursable Mileage ONLY will be returned for the use of a personal vehicle. The current IRS Mileage Reimbursement Rates will be used, and reimbursement will be



determined by the total miles from Omaha Sports Complex to the destination field and back (round trip). From Lincoln, reimbursement will be determined by the total miles from State Capital to the destination field and back (round trip).

**OR**

The cost of a midsize Rental Car (Cost to include liability insurance, the optional loss/damage waiver, and all taxes, plus gas)

- For travel outside 150 miles, a rental vehicle is the only option, NO EXCEPTIONS for Coaches older than 25 yrs of age. *For Coaches younger than 25 yrs of age, follow bullet point (A) below:*

**A-** Mileage reimbursement rate per the IRS Mileage Reimbursement Rate

**B-** Mileage Calculation determination is from the OSC to the Destination Field and back to the Omaha Sports Complex (round trip) and from Lincoln, mileage is determined from the State Capital to the destination field and back (round trip).

If traveling by air, the team will be responsible for reimbursing the coach:

- The least expensive 30-day advance airfare available, including baggage fees, rental car at destination, and estimated fuel for trip.
- Airport Parking Fees – Omaha Eppley Airport ONLY, and the team only pays for use of the South or North Lots when parking a vehicle short or long term. The daily stipend is not to exceed \$5.00 per day.
- The Club/Team will pay for all lodging needed to have the coach at each game for the tournament.

The rental agency provided insurance **MUST** be purchased to avoid any personal insurance liability. The added insurance will be reimbursed by the team or equally split between teams responsible for the coach's travel expenses.

Coaches should actively plan ahead and book airline travel with as much advance notice as practical and possible. Trips planned more than one or two weeks in advance will significantly reduce air travel expenses. The following condition(s) should apply:

- Arrival at destination in reasonable time to help ensure coaches safety



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- and to conduct team business.
- The connection times are reasonable.
  - The connection is on the same airline, a commuter tie-in, or another reasonably convenient airline.
  - Arrival home in a reasonable time or at a reasonable hour.
  - Extra costs for extended travel time must be considered (i.e. extra nights in hotels, etc.)
  - Consideration of additional airline fees such as baggage charges (depending upon the carrier).

It will then be the coach's responsibility to select the option that gives him/her the best option for the most reasonable fare. The lowest cost fare and class status should be used, given the scheduling requirements of the trip. Good business judgment should be used when weighing the cost of the lowest airfare (often involving one stop in-route) versus a savings of reasonable time with more direct routing.

A coach may elect to use his/her own frequent flier miles for a team or club trip. Under these circumstances the coach should be reimbursed at the lowest 30-day advance fare available at the time of the booking.

A coach will be paid \$50.00 (\$7.00 for breakfast, \$12.00 for lunch, \$26.00 for dinner and \$5.00 for incidentals) per day per-diem for the days he/she is required to be with the team. For one-day trips within 150 miles of Omaha, the coach is only eligible for meals accrued during the time traveled depending on departure and arrival times (see meal time frames below). These days will be set ahead of time but may be adjusted to allow for a coach to arrive or leave a day early or after to allow for a more cost-effective travel plan. If the hotel the coach is staying at provides a complimentary breakfast, \$7.00 will be deducted from that day's per diem. Game start times may interfere with the complimentary hotel breakfast times, so please plan accordingly. If a Team Dinner is scheduled, the coach has the option to dine with the team for a meal reimbursement. However, if the coach chooses to dine elsewhere on their own, the team will not be responsible for any reimbursement.



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## Meal Eligibility Timeframes

**Trip-** First and last day of a multi-day trip

**Breakfast-** Yes, if departure is before 6:30 am

**Lunch-** Yes, if departure is prior to 11:00 am or return is after 2:00 pm

**Dinner-** Yes, if departure is prior to 5:00 pm and return is after 7:00 pm

## Coaches with two teams traveling to one location via rental car, personal car or carpooling

In cases where one coach is taking two teams with no coaching conflicts to one location, travel expenses will be split equally between both teams.

If a coach is taking two teams to one location with coaching conflicts, an additional coach/assistant coach can attend. Expenses for the second coach will be reimbursed by the team to which he/she is assigned for that event. (One team/one coach) If the start day of each team is different, reimbursements will reflect this difference. For example, if one team begins on a Friday requiring Thursday travel and hotel stay while the other team begins on Saturday, the team with the earlier start time will reimburse for one-night hotel stay and corresponding meals. Travel will be shared normally.

If a coach is taking three teams to one location with coaching conflicts, the one team/one coach policy remains in effect. However, if only two coaches travel, costs will be split equally among all three teams.

For those cases where a coach has a team in an event while his or her son or daughter is also playing in the same event on a different SNFC team, the coach's first priority is to his/her SNFC team. Coach will stay in the same hotel as his/her team.

We encourage our coaches to carpool to events where multiple SNFC teams are competing in. ***However, one coach cannot receive reimbursement for mileage if he/she carools with another coach in their rental or personal vehicle.***

## Travel Standards for Staff and Volunteer Coaches

**\*\*In regard to members – Games, practices, training, SNFC events, etc.\*\***

A coach shall not accept a ride from a family for any travel purposes including to and



from games, tournaments/showcases, practices, team events, etc. Coaches must provide their own means of transportation and should make arrangements for the team to pay or reimburse travel expenses according to club policies. In the same regard, a coach may not provide a ride to a player without the expressed written consent of the parent and prior approval of the Executive Director.

It is the belief of the club that the above can create a conflict of interest and perception that if a coach is being transported by a family on the team, or providing rides to a player of the team, a coach may show favoritism towards these players during a game. Perception is reality and Sporting Nebraska FC cannot allow this potential conflict to develop.

### **Private Training Policy**

Sporting Nebraska FC Coaches will be allowed to continue to conduct “private” and “semi-private” (“privates”) sessions with players with no profit sharing with the Club, provided, however, that the sessions involve no more than 5 players per session. Any grouping of more than 5 players would qualify as a “clinic” and would be subject to the rules and understanding regarding clinics set forth below.

No club coach shall be permitted to offer privates to a player who plays for a team for which that coach is the head coach, unless: (a) no fee is accepted by the coach; and (b) the sessions are open to all players on the team equally. Rationale for this policy is private training player(s) from a coach’s own roster creates a conflict of interest and a perception that if a coach is being paid for private training sessions from a player on his/her roster that he/she will show favoritism towards these players during a game. Perception is reality and Sporting Nebraska FC cannot allow this potential conflict of interest to develop. A coach is prohibited from advertising or soliciting private training sessions and must only be approached by the player/family.

The Coach shall not be permitted to charge any more than the following hourly rates for private sessions:

1 Player	\$40.00/player
2 Players	\$20.00/player
3-5 Players	\$15.00/player

All private training sessions will be scheduled around and will not conflict in any way with Sporting Nebraska FC programs such as TPD and other camps/clinics.



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### **Sporting Nebraska FC – Clinic Policy**

Groups of more than 5 players receiving private instruction will be considered “clinics”. Operating a clinic requires prior written approval from the Director of Coaching 90 days before the first day of the clinic. In addition, all clinics will be offered by and through SNFC and not the individual coach. All net profits of the clinic will be divided as follows: 25% to the Club and 75% to the staff responsible for putting on the clinic. For each clinic offered, there will be an organizing staff assigned the responsibility for organizing, staffing and managing the clinic. The organizing staff may be entitled to a larger percentage of the 75% of net profits than the staff who are engaged to work at the clinic. The relative distribution of the 75% net profit amount among the staff will be left to the staff to determine in advance of the clinic being offered. Responsibilities for taxes, marketing, insurance and facilities will be determined at the time of application.

Any program presently in place that is being operated by a staff member will be outside the scope of this understanding until a time determined by the Director of Coaching. At the expiration of any existing and active program, the program will fall under the terms of this policy once it is commenced again. Currently there are not any programs operating independently of Sporting Nebraska FC.

Total Player Development (TPD) is under the Sporting Nebraska FC umbrella but is administered by Mike Dean. No staff shall be permitted to charge a team any fee for training or other professional services that is not first approved in writing by the Club. Any such fee for service arrangement requires the express approval of the Director of Coaching.

### **Other Camps (College camps, ID camps or other 3rd party camps)**

It is permissible for Sporting Nebraska FC coaches to work camps hosted by college or universities. This does include 3rd party camps, for example Goalkeeper Plus camps. However, the Club asks that coaches working these types of camps schedule around our club hosted camps and promote the club camp/clinic accordingly.

## **Sporting Nebraska FC Injury Reporting Policy**

### **U8-U10 Academy & U11-U18 Select**

In the unfortunate situation that involves a season-ending injury or illness, Sporting Nebraska FC will consider a fee reimbursement for the family involved. This does not include team fees



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assessed by the team, which should be handled directly with the Coach and Team Manager. Refunds will only apply to season-ending injuries or illnesses. The following considerations will be reviewed in determining a refund amount:

- The injury must be reported to the team coach AND DOC within 7 days of the initial incident.
- Forty percent of any fee, seasonal or annual covers fixed club overhead and is not considered reimbursable.
- Remaining sixty percent of player fees cover variable and ongoing expenses and are considered to be the refundable portion of player fees.
- Determine if the player's fee is seasonal or annual (payment term).
- If registration fee was an annual fee, total fee will be divided by 2 for under 15 players and above families or by 3 for under 14 and below players, in order to determine the per-season fee charged.
- This amount will be divided by the typical 8 week season and any refund amount will be prorated based on when the player's injury occurred during that time frame.

In order to qualify for a refund, the club will require a physician's note stating that the player will be out for the remainder of the season. The physician's note should accompany the request for a refund.

Players and families who have received financial assistance from the club are not eligible for refunds.

The club will not provide a refund based upon any philosophical, personality, or curriculum issues concerns and no other situations aside from those mentioned above will qualify for a refund.