

Tri-County Women's Soccer League (TCWSL)



Conflict Resolution

Tri-County Women's Soccer League strives to be a safe space, where all players are treated equally regardless of gender identity, race, national origin, age, disability, etc. If any player feels they are treated unfairly or targeted by another player, coach, referee, or spectator, they should feel safe bringing the matter to the attention of the TCWSL Board of Directors.

- All reports are kept confidential and investigated as thoroughly as possible.
 - Contact information for all board members is available on our website. Players may also fill out a reporting form (option to remain anonymous), also available on our website. TcwsL.com
- **Involve the Board as early as possible (real-time is best) & capture as much detail as possible for reporting purposes (direct quotes, jersey numbers, names, etc.).**
- Mediation Resource Available. Discussion is confidential and excludes TCWSL involvement (or only on a need-to-know basis).

A. Recognize Behavior

1. All players should be aware of their own behaviors and proactively address them before they escalate into a more serious situation.
2. Conflicts can range/escalate from banter, excessive physical contact/aggressive play, blatant fouls, or physical threats and/or altercations and anything in-between.
3. As a representative of TCWSL, all players are expected to uphold our league standards for safety and fairness.

B. Conflict Mitigation/Resolution

4. Captains can talk to the referee & captain before the game (or at halftime if needed) to address any team history, requesting to call a tighter game, etc. Anything to ensure the safety of all players.
 - a. If a player feels an opposing player is fouling them or being overly physical but it is going uncalled, etc., they may politely & privately approach the referee and state such and request they monitor said player more closely.
5. Relocate yourself (or captains move the player) to a different location or position on the field to avoid conflict with a player.
6. Remove yourself (or captain remove the player) from the game for a few minutes to cool off.
7. Captains should have a conversation with the offending player to help alleviate the tension. Captains can also meet with each other to talk and come to a resolution.
8. If the conflict is becoming widespread between multiple players on both teams, stop the game and captains should meet with the referee.

9. Call the Board President, VP, or Games Commissioner (and keep calling) if we need to get involved and speak with someone. It's best for us to try and help in real-time rather than react after the fact.
10. If the referee does not appear to be taking the matter seriously despite discussions and meetings with them, call the Games Commissioner immediately (if you haven't already). If they do not respond, call the President and/or Vice President so we can speak with the referee. We will clearly notify them of the issue reported to us and that he will be hearing from our referee assignor (who they report to), so his inability to take women's soccer or his job seriously can be addressed.

Get comfortable with getting uncomfortable. Some actions may seem dramatic, but most likely so is the incident that led up to it for a Sunday' women's soccer league.

