



Athlete Safety Guide

A comprehensive guide for Athletes, Coaches, Officials, Employees & Parents to recognize, reduce and respond to abuse in USA Roller Sports.

Table of Contents

Introduction	02
Jurisdiction	03
Definitions	04
Prohibited Conduct	06
Education & Training	17
Background Checks	19
Reporting	22
Event Sanctions & Auditing	27
Enforcement	28
Resources & Forms	29
Appendix:	US Center for SafeSport Minor Athlete Abuse Prevention Policies

Note A: This guide is updated annually for the start of each USA Roller Sports (USARS) season on September 1. As such, details within the guide may fall out of sync with the US Center for SafeSport (the Center) or United States Olympic & Paralympic Committee calendar (USOPC) of policy postings. Because of this, information provided via the organization websites listed in the resources section of this guide will always serve as the overall arching authority. As they will provide the most current and accurate policies to follow when implementing process and establishing, maintaining and enforcing athlete safety standards.

Note B: It is important to recognize that USA Roller Sports spent significant time researching other National Governing Body (NGB) athlete safety policies. This research resulted in identifying best practices across multiple sport, while combing requirements from the Center, the USOPC and previously established USA Roller Sports specific guidelines. As such, USA Roller Sports recognizes the use of such policies from other NGBs and language within this guide and acknowledges the efforts of the entire NGB community in coming together to establish sound and common athlete safety standards.

Introduction

Over the history of time, USA Roller Sports has proven that it has always had the ability to evolve and adapt to meet the demands of both the sport itself and society.

In March of 2017, the US Center for SafeSport was officially established and soon after became federally authorized under the Protecting Young Victims of Sexual Abuse and Safe Sport Authorization Act of 2017. Under this law, the Center develops resources and policies to safeguard athletes from bullying, harassment, hazing, physical abuse, emotional abuse, sexual abuse, and sexual misconduct. The law entrusts the Center as the exclusive authority to respond to reports of allegations of sexual abuse and sexual misconduct within the United States Olympic & Paralympic Committee and their recognized National Governing Bodies (NGBs).

USA Roller Sports, serves as one of the National Governing Bodies of the USOPC, and thus is an verified partner of both the USOPC and the Center in delivering on the promise to keep not only our athletes safe, but also our entire community of roller sports, from coaches to officials to employees and parents.

This comprehensive guide was designed to be a one stop resource for the community of USA Roller Sports to utilize as one navigates the world of skating on and off the "Floor of Play".

And thus, that is where it begins. Because, when one joins an organization like USA Roller Sports, they envision the "Floor of Play" as just that...the ability to compete, to have fun and in some cases simply skate or sit back and coach someone to success. However, this concept can take a dramatically different turn when sport crosses into the high-risk environment of abuse. Because sport, is no different than other areas of society, in that abuse can and does exist at any turn.

Knowing how to not only identify and report such activity is critical. But like any great athlete, the objective is to always elevate one's performance, and in the world of athlete safety elevating one's performance begins with the following key elements: Training, Background Checks, Procedures and Policy.

It is recommended that you print this guide out or download it to your phone/tablet and keep it close by. As the guide is here to help you find the answers you are looking for.

Should you not be able to locate such answers then please do not hesitate in contacting the USA Roller Sports National Office for assistance.

Jurisdiction

Once a report has been made, be it to USA Roller Sports or the US Center for SafeSport, the next step after review lies in determining jurisdictional control.

This decision falls exclusively to the Center to undertake, with the result being one of 2 selections, and understanding where the jurisdiction lies is critical to understanding the overall process.

1. Exclusive Jurisdiction

- a. The Center has the exclusive jurisdiction to investigate and resolve allegations that a participant engaged in one or more of the following:
 - i. Sexual Misconduct, including without limitation to child sexual abuse and any misconduct that is reasonably related to an underlying allegation of Sexual Misconduct;
 - ii. Criminal Charges or Dispositions involving Child abuse or Sexual Misconduct;
 - iii. Misconduct Related to Reporting, where the underlying allegation involves Child Abuse or Sexual Misconduct;
 - iv. Aiding and Abetting, when it relates to the Center's process;
 - v. Misconduct Related to the Center's process;
 - vi. Other Inappropriate Conduct, as defined in the Code.

2. Discretionary Jurisdiction

- a. USARS holds jurisdiction and the Center has discretionary jurisdiction to investigate and resolve allegations that a participant engaged in one or more of the following:
 - i. Non-sexual Child Abuse;
 - ii. Emotional and physical misconduct, including stalking, bullying behaviors, hazing and harassment;
 - iii. Criminal Charges or Dispositions not involving Child Abuse or Sexual Misconduct;
 - iv. USARS policies or other similar proactive policy violations.

For areas related to acts of protest over incidents that occur in competition, or directly involve areas of grievance that have no relevance to abuse in any way, USA Roller Sports reviews these matters via the organization's Compliance Committee. For additional information related to this area, please reference Article XII of the USA Roller Sports bylaws, which details the process and structure as related to non-abuse incidents.

Definitions

Athlete: Any member who competes/practices/trains on quad, inline or other endorsed skates/wheels while participating in USARS sanctioned events and programs.

Child, Children, Minor, and Youth: An individual who is, or is believed by the Respondent to be, under the age of 18. The terms child, children, minor, and youth are used interchangeably throughout this policy.

Child Abuse: The term "child abuse" has the meaning set forth in Section 203 of the Victims of Child Abuse Act of 1990 (34 U.S.C. § 20341) or any applicable state law.

Claimant: The person who is alleged to have experienced conduct that constitutes a Code violation.

Coach/Trainer: Any adult who has or shares the responsibility for instructing, teaching, schooling, training, or advising an athlete. The terms Coach and Trainer are used interchangeably. Trainer may also reference a medical athletic trainer.

Code: Is in reference to the US Center for SafeSport Code. The code serves as the overarching authority for all NGB's in the USOPC movement and is the primary policy when applying the standards of athlete safety.

Event: The term "Event" shall have the meaning set forth in the Victims of Child Abuse Act of 1990 (34 U.S.C. § 20341). As of the effective date of these policies and procedures, "event" includes travel, lodging, practice, competition, and health or medical treatment.

Frequent Contact: Anyone in contact with participant members that goes beyond simple passing interaction. Example: A non-participant member such as a parent watching their minor athlete participate would not be considered frequent contact. Whereas a coach or volunteer who assists the club or team in a more than passing way would be considered to be an individual who is in frequent contact. Interaction situations include, but are not limited to: Practices, Competitions, Traveling, Camps, Clinics, Seminars, Team/Club Meetings and other areas as defined by USA Roller Sports.

Interaction with Athletes: Contact in association with any USARS licensed, sanctioned, endorsed, or sponsored activity or federally defined Event, e.g. travel, lodging, practice, competition, and health or medical treatment.

Investigator: Any individual designated by the Center to complete the process of investigation. Investigations should never be taken on by a participant member of any type or designation. For incidents, such as grievances related to protests and the floor of play, ethics or non-sexual violations under the governance of USA Roller Sports, the USARS Executive Director or their designee, will serve as the investigator.

MAAPP: Minor Athlete Abuse Prevention Policy as defined by the Center.

Participant/Member: Any individual who: (a) currently is, or was at the time of a possible SafeSport violation, within the governance or disciplinary jurisdiction of USARS or who is seeking to be within the governance or disciplinary jurisdiction of USARS (e.g., through application for membership, license holder, employee), (b) is an Athlete or USARS Designee, or (c) a participant or attendee of a USARS licensed or sanctioned event, including team staff, medical or paramedical personnel, administrator, official, meet director, or other athlete support personnel, employee, or volunteer. The term USARS Participant, Member and Participant are used interchangeably throughout this guide. (d) USARS Designee includes or may include any individual representing the following terms; athletes, coaches, officials, employees, staff, board of directors, committee members, advisors, regional reps, club officers, medical staff, trainers, therapists, counselors. USARS reserves the right to require vendors, vendor representatives and associates of any type to establish participant membership status prior to approval of affiliation.

Note: Any individual who is a participant member of another NGB or previously was a member of another NGB falls within this category and is subject to mandatory reporting should an incident be discovered for which they may be listed as the Respondent.

Power Imbalance: A Power Imbalance may exist where, based on the totality of the circumstances, one person has supervisory, evaluative, or other authority over another. Whether there is a Power Imbalance depends on several factors, including but not limited to: the nature and extent of the supervisory, evaluative or other authority over the person; the actual relationship between the parties; the parties' respective roles; the nature and duration of the relationship; the age of the parties involved; whether there is an aggressor; whether there is a significant disparity in age, size, strength, or mental capacity. Once a Coach-Athlete relationship is established, a Power Imbalance is presumed to exist throughout the Coach-Athlete relationship (regardless of age) and is presumed to continue for Minor Athletes after the Coach-Athlete relationship terminates until the Athlete reaches 20 years of age. A Power Imbalance may exist, but is not presumed, where an Intimate Relationship existed before the sport relationship (e.g., a relationship between two spouses or life partners that preceded the sport relationship).

Respondent: A member participant who is alleged to have violated policy.

Third-Party Reporter: Reports brought by individuals other than the Claimant are referred to as "third-party reports" and those bringing them are "third-party reporters."

Prohibited Conduct

Prohibited Conduct includes:

1. Criminal Charges or Dispositions

- a. It is a violation of the Code for a Participant to be or have been subject to any disposition or resolution of a criminal proceeding, other than an adjudication of not guilty, including, but not limited to: an adjudication of guilt or admission to a criminal violation, a plea to the charge or a lesser included offense, a plea of no contest, any plea analogous to an Alford or Kennedy plea, the disposition of the proceeding through a diversionary program, deferred adjudication, deferred prosecution, disposition of supervision, conditional dismissal, juvenile delinquency adjudication, or similar arrangement.
- b. Criminal Charge, including Warrant for Arrest
- c. It is a violation of the Code for a Participant to have any pending criminal charge(s) or warrant(s) for arrest.
- d. When assessing whether conduct constitutes a Criminal Charge or Disposition, the Center may assess and rely upon the original charges, amended charges, or those to which a plea was entered.

2. Sex Offender Registry

- a. A Participant who is currently on any state, federal, territorial, or tribal sex offender registry is ineligible to participate.
- b. In addition, any participant who is discovered to have been previously listed on a sex offender registry is subject for ineligible participation.

3. Child Abuse

- a. It is a violation of the Code for a Participant to engage in Child Abuse.

4. Sexual Misconduct

- a. It is a violation of the Code for a Participant to engage in Sexual Misconduct. Sexual Misconduct offenses include, but are not limited to:
 - i. Sexual or Gender-related Harassment
 1. Sexual harassment is any unwelcome sexual advance, request for sexual favors, or other unwanted conduct of a sexual nature, whether verbal, non-verbal, graphic, physical, or otherwise, when the conditions outlined are present.
 2. Sexual harassment includes harassment related to gender, sexual orientation, gender identity, or gender expression, which may include acts of aggression,

intimidation, or hostility, whether verbal or non-verbal, graphic, physical, or otherwise, even if the acts do not involve conduct of a sexual nature, when the conditions outlined are present.

3. Submission to such conduct is made, either explicitly or implicitly, a term or condition of any person's employment, standing in sport, or participation in Events, sports programs and/or activities; or when submission to or rejection of such conduct is used as the basis for sporting decisions affecting the individual (often referred to as "quid pro quo" harassment); or
 4. Such conduct creates a hostile environment. A "hostile environment" exists when the conduct is sufficiently severe, persistent, and/or pervasive such that it interferes with, limits, or deprives any individual of the opportunity to participate in any program or activity. Conduct must be deemed severe, persistent, or pervasive from both a subjective and an objective perspective. Whether a hostile environment exists depends on the totality of known circumstances, including, but not limited to:
 - a. The frequency, nature, and severity of the conduct;
 - b. Whether the conduct was physically threatening;
 - c. The effect of the conduct on the Claimant's mental or emotional state;
 - d. Whether the conduct was directed at more than one person;
 - e. Whether the conduct arose in the context of other discriminatory conduct; Whether the conduct unreasonably interfered with any person's educational or work performance and/or sport programs or activities; and
 - f. Whether the conduct implicates concerns related to protected speech.
 5. A hostile environment can be created by persistent or pervasive conduct or by a single or isolated incident that is sufficiently severe. The more severe the conduct, the less need there is to show a repetitive series of incidents to prove a hostile environment, particularly if the conduct is physical. A single incident of sexual contact without Consent, for example, may be sufficiently severe to constitute a hostile environment. In contrast, the perceived offensiveness of a single verbal or written expression, standing alone, is typically not sufficient to constitute a hostile environment.
- ii. Non-consensual Sexual Contact (or attempts to commit the same)
1. It is a violation of the Code for a Participant to engage in Sexual Contact without Consent.

2. Sexual Contact is any intentional touching of a sexual nature, however slight, with any object or body part (as described below), by a person upon another person.
3. Sexual Contact includes but is not limited to: (a) kissing, (b) intentional touching of the breasts, buttocks, groin or genitals, whether clothed or unclothed, or intentionally touching of another with any of these body parts; and (c) making another touch themselves, the Participant, or someone else with or on any of these body parts.

iii. Non-consensual Sexual Intercourse (or attempts to commit the same)

1. It is a violation of the Code for a Participant to engage in Sexual Intercourse without Consent.
2. Sexual intercourse is any penetration, however slight, with any object or body part (as described below), by a person upon another person.
3. Sexual Intercourse includes (a) vaginal penetration by a penis, object, tongue, or finger; (b) anal penetration by a penis, object, tongue, or finger; and (c) any contact, no matter how slight, between the mouth of one person and the genitalia of another person.

iv. Sexual Exploitation

1. It is a violation of the Code for a Participant to engage in Sexual Exploitation.
2. Sexual Exploitation occurs when a Participant purposely or knowingly:
 - a. Allows third parties to observe private sexual activity from a hidden location (e.g., closet) or through electronic means (e.g., Skype or live-streaming of images) without Consent of all parties involved in the sexual activity.
 - b. Records or photographs private sexual activity and/or a person's intimate parts (including genitalia, groin, breasts or buttocks) without Consent of all parties in the recording or photo.
 - c. Engages in voyeurism (e.g., watching private sexual activity or viewing another person's intimate parts when that person would have a reasonable expectation of privacy), without Consent of all parties being viewed.
 - d. Disseminates, shows or posts images of private sexual activity and/or a person's intimate parts (including genitalia, groin, breasts or buttocks) without prior Consent of the person depicted in the images.

- e. Intentionally exposes another person to a sexually transmitted infection or virus without that person's knowledge.
 - f. Engages in prostituting or trafficking another person.
- v. Bullying or hazing, or other inappropriate conduct of a sexual nature.
- 1. It is a violation of the Code for a Participant to engage in bullying, hazing, and other inappropriate conduct of a sexual nature, as further defined in the corresponding sections below.

5. Emotional and Physical Misconduct, including Stalking, Bullying, Hazing, and Harassment

- a. It is a Code violation for a Participant to engage in emotional and/or physical misconduct, when that misconduct occurs within a context that is reasonably related to sport, which includes, without limitation:
 - i. Emotional Misconduct
 - 1. Emotional Misconduct includes (a) Verbal Acts, (b) Physical Acts, (c) Acts that Deny Attention or Support, (d) Criminal Conduct, and/or (e) Stalking. Emotional Misconduct is determined by the objective behaviors, not whether harm is intended or results from the behavior.
 - 2. Verbal Acts: Repeatedly and excessively verbally assaulting or attacking someone personally in a manner that serves no productive training or motivational purpose.
 - 3. Physical Acts: Repeated and/or severe physically aggressive behaviors, including but not limited to, throwing sport equipment, water bottles or chairs at or in the presence of others, punching walls, windows or other objects.
 - 4. Acts that Deny Attention or Support: Ignoring or isolating a person for extended periods of time, including routinely or arbitrarily excluding a Participant from practice.
 - 5. Criminal Conduct: Emotional Misconduct includes any act or conduct described as emotional abuse or misconduct under federal or state law (e.g. child abuse, child neglect).
 - 6. Stalking: Stalking occurs when a person purposefully engages in a course of conduct directed at a specific person, and knows or should know, that the course of conduct would cause a reasonable person to (i) fear for their safety, (ii) the safety of a third person, or (iii) to experience substantial emotional distress. "Course of conduct" means at least two or more acts, in which a person directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about another person, or interferes with another

person's property. "Substantial emotional distress" means significant mental suffering or anguish. Stalking also includes "cyber-stalking," wherein a person stalks another using electronic media, such as the internet, social networks, blogs, cell phones, texts, or other similar devices or forms of contact.

7. Exclusion: Emotional Misconduct does not include professionally accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline or improved Athlete performance. Emotional Misconduct also does not include conduct reasonably accepted as part of sport and/or conduct reasonably accepted as part of Participant's participation.

ii. Physical Misconduct

1. Physical Misconduct is any intentional contact or noncontact behavior that causes, or reasonably threatens to cause, physical harm to another person.
2. Examples of physical misconduct may include, without limitation:
3. Contact violations: Punching, beating, biting, striking, strangling or slapping another; intentionally hitting another with objects, such as sporting equipment; encouraging or knowingly permitting an Athlete to return to play prematurely following a serious injury (e.g., a concussion) and without the clearance of a medical professional.
4. Non-contact violations: Isolating a person in a confined space, such as locking an Athlete in a small space; forcing an Athlete to assume a painful stance or position for no athletic purpose (e.g., requiring an athlete to kneel on a harmful surface); withholding, recommending against, or denying adequate hydration, nutrition, medical attention or sleep; providing alcohol to a person under the legal drinking age; providing illegal drugs or non-prescribed medications to another.
5. Criminal Conduct: Physical Misconduct includes any act or conduct described as physical abuse or misconduct under federal or state law (e.g. child abuse, child neglect, assault).
6. Exclusion: Physical Misconduct does not include professionally accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline, or improved Athlete performance. For example, hitting, punching and kicking are well regulated forms of contact in combat sports, but have no place in swimming. Physical Misconduct also does not include conduct reasonably accepted as part of sport and/or conduct reasonably accepted as part of Participant's participation.

iii. Bullying Behavior

1. Repeated and/or severe behavior(s) that are (a) aggressive (b) directed at a Minor, and (c) intended or likely to hurt, control, or diminish the Minor emotionally, physically or sexually. Bullying-like behaviors directed at adults are addressed under other forms of misconduct, such as Hazing and/or Harassment.
2. Examples of bullying behavior may include, without limitation, repeated and/or severe:
3. Physical Hitting, pushing, punching, beating, biting, striking, kicking, strangling, slapping, spitting at, or throwing objects (such as sporting equipment) at another person.
4. Verbal: Ridiculing, taunting, name-calling or intimidating or threatening to cause someone harm.
5. Social, including cyberbullying: Use of rumors or false statements about someone to diminish that person's reputation; using electronic communications, social media or other technology to harass, frighten, intimidate or humiliate someone; socially excluding someone and asking others to do the same.
6. Sexual: Ridiculing or taunting based on gender or sexual orientation (real or perceived), gender traits or behavior, or teasing someone about their looks or behavior as it relates to sexual attractiveness.
7. Criminal Conduct: Bullying Behavior includes any conduct described as bullying under federal or state law.
8. Exclusion: Conduct may not rise to the level of Bullying Behavior if it is merely rude (inadvertently saying or doing something hurtful), mean (purposefully saying or doing something hurtful, but not as part of a pattern of behavior), or arising from conflict or struggle between persons who perceive they have incompatible views and/or positions. Bullying does not include professionally accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline, or improved Athlete performance.

iv. Hazing

1. Any conduct that subjects another person, whether physically, mentally, emotionally or psychologically, to anything that may endanger, abuse, humiliate, degrade or intimidate the person as a condition of joining or being socially accepted by a group, team, or organization. Purported Consent by the person subjected to Hazing is not a defense, regardless of the person's perceived willingness to cooperate or participate. Examples of Hazing include:

2. Contact acts: Tying, taping or otherwise physically restraining another person; beating, paddling or other forms of physical assault.
3. Non-contact acts: Requiring or forcing the consumption of alcohol, illegal drugs or other substances, including participation in binge drinking and drinking games; personal servitude; requiring social actions (e.g., wearing inappropriate or provocative clothing) or public displays (e.g., public nudity) that are illegal or meant to draw ridicule; excessive training requirements demanded of only particular individuals on a team that serve no reasonable or productive training purpose; sleep deprivation; otherwise unnecessary schedule disruptions; withholding of water and/or food; restrictions on personal hygiene.
4. Sexualized acts: Actual or simulated conduct of a sexual nature.
5. Criminal acts: Any act or conduct that constitutes hazing under applicable federal or state law.
6. Exclusion: Conduct may not rise to the level of Hazing if it is merely rude (inadvertently saying or doing something hurtful), mean (purposefully saying or doing something hurtful, but not as part of a pattern of behavior), or arising from conflict or struggle between persons who perceive they have incompatible views and/or positions. Hazing does not include professionally accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline, or improved Athlete performance.

v. Harassment

1. Repeated and/or severe conduct that (a) causes fear, humiliation or annoyance, (b) offends or degrades, (c) creates a hostile environment (as defined above), or (d) reflects discriminatory bias in an attempt to establish dominance, superiority or power over an individual or group based on age, race, ethnicity, culture, religion, national origin, or mental or physical disability; or (e) any act or conduct described as harassment under federal or state law. Whether conduct is harassing depends on the totality of the circumstances, including the nature, frequency, intensity, location, context, and duration of the behavior.
2. Conduct may not rise to the level of Harassment if it is merely rude (inadvertently saying or doing something hurtful), mean (purposefully saying or doing something hurtful, but not as part of a pattern of behavior), or arising from conflict or struggle between persons who perceive they have incompatible views and/or positions. Harassment does not include professionally accepted coaching methods of skill enhancement, physical

conditioning, team building, appropriate discipline, or improved athletic performance.

6. Aiding and Abetting

- a. Aiding and Abetting occurs when one aids, assists, facilitates, promotes, or encourages the commission of Prohibited Conduct by a Participant, including but not limited to, knowingly:
 - i. Allowing any person who has been identified as suspended or otherwise ineligible by the Center to be in any way associated with or employed by an organization affiliated with or holding itself out as affiliated with an NGB, LAO, HPMO, the USOPC, or the Olympic & Paralympic Movement;
 - ii. Allowing any person who has been identified as suspended or otherwise ineligible by the Center to coach or instruct Participants;
 - iii. Allowing any person who has been identified as ineligible by the Center to have ownership interest in a facility, an organization, or its related entities, if that facility/organization/related entity is affiliated with or holds itself out as affiliated with an NGB, LAO, HPMO, the USOPC, or the Olympic & Paralympic Movement;
 - iv. Providing any coaching-related advice or service to an Athlete who has been identified as suspended or otherwise ineligible by the Center;
 - v. Allowing any person to violate the terms of their suspension or any other sanctions imposed by the Center.
 - vi. In addition, a Participant also violates the Code if someone acts on behalf of the Participant to engage in Aiding or Abetting, or if the guardian, family member, or Advisor of a Participant, including Minor Participants, engages in Aiding or Abetting.

7. Misconduct Related to Reporting

- a. Failure to Report
 - i. An adult Participant who fails to report actual or suspected Sexual Misconduct or Child Abuse to the Center and, when appropriate, to law enforcement may be subject to disciplinary action under the Center's resolution procedures and may also be subject to federal or state penalties.
 - ii. The obligation to report is broader than reporting a pending charge or criminal arrest of a Participant; it requires reporting to the Center any conduct which, if true, would constitute Sexual Misconduct and/or Child Abuse. The obligation to report to the Center is an ongoing one and is not satisfied simply by making an initial report. The obligation includes reporting, on a timely basis, all information of which an Adult Participant becomes aware, including the names of witnesses, third-party reporters, and Claimants.

iii. The obligation to report includes personally identifying information of a potential Claimant to the extent known at the time of the report, as well as a duty to reasonably supplement the report as to identifying information learned at a later time. Participants should not investigate or attempt to evaluate the credibility or validity of allegations involving Sexual Misconduct and/or Child Abuse. Participants making a good faith report are not required to prove the reports are true before reporting.

b. Intentionally Filing a False Allegation

- i. In addition to constituting misconduct, filing a knowingly false allegation that a Participant engaged in Prohibited Conduct may violate state criminal law and civil defamation laws. Any person making a knowingly false allegation in a matter over which the Center exercises jurisdiction shall be subject to disciplinary action by the Center.
- ii. An allegation is false if the events reported did not occur, and the person making the report knows the events did not occur.
- iii. A false allegation is different from an unsubstantiated allegation; an unsubstantiated allegation means there is insufficient supporting evidence to determine whether an allegation is true or false. Absent demonstrable misconduct, an unsubstantiated allegation alone is not grounds for a Code violation.

8. Misconduct Related to the Center's, USOPC or USARS Process

a. The behaviors identified below constitute Prohibited Conduct and may give rise to a sanction. In addition, a Participant also violates the Code if someone acts on behalf of the Participant and engages in any of the following Prohibited Conduct, including a Participant's Advisor, or the guardian, or family member of a Minor Participant. In such a case, the Participant and/or, if the party acting on behalf of the Participant is also a Participant, that person, may be sanctioned.

i. Abuse of Process

1. A Participant, or someone acting on behalf of a Participant, violates this Code by directly or indirectly abusing or interfering with the Center's process by: (a) falsifying, distorting, or misrepresenting information, the resolution process, or an outcome; (b) destroying or concealing information; (c) attempting to discourage an individual's proper participation in or use of, the Center's processes; (d) harassing or intimidating (verbally or physically) any person involved in the Center's processes before, during, and/or following proceedings (including up to, through, and after any review by an arbitrator); (e) publicly disclosing a Claimant's identifying information; (f) failing to comply with a temporary measure or other sanction; (g) distributing or otherwise publicizing materials created or produced during an investigation

or Arbitration as a part of these policies or procedures, except as required by law or as expressly permitted by the Center; or (h) influencing or attempting to influence another person to commit abuse of process.

ii. Retaliation

1. Retaliation against anyone for engaging in the Center's processes is prohibited. A Participant, someone acting on behalf of a Participant, an NGB, LAO, HPMO, the USOPC or any organization subject to the Code shall not take an adverse action against any person for making a good faith report of a possible Code violation to the Center or other relevant organization as identified herein or for participating in any process under the Code.
2. Retaliation includes threatening, intimidating, harassing, coercing or any other conduct that would discourage a reasonable person from engaging or participating in the Center's processes when the action is reasonably related to the report or engagement with the Center. Retaliation may be present even where there is a finding that no violation occurred.
3. Retaliation does not include good-faith actions lawfully pursued in response to a report of a Code violation.

9. Other Inappropriate Conduct

a. Intimate Relationship

- i. An Adult Participant violates this Code by engaging in an intimate or romantic relationship where a Power Imbalance exists.
- ii. An Intimate or Romantic relationship is a close personal relationship—other than a familial relationship—that exists independently and outside of the sport relationship. Whether a relationship is intimate is based on the totality of the circumstances, including: regular contact and/or interactions outside of or unrelated to the sport relationship (electronically or in person), the parties' emotional connectedness, the exchange of gifts, ongoing physical and/or intimate contact and/or sexual activity, identity as a couple, the sharing of sensitive personal information, and/or intimate knowledge about each other's lives outside the sport relationship.

b. Exposing a Minor to Sexual Content / Imagery

- i. An Adult Participant violates this Code by intentionally exposing a Minor to content or imagery of a sexual nature, including but not limited to, pornography, sexual comment(s), sexual gestures, and/or sexual situation(s).
- ii. This provision does not exclude the possibility that similar behavior between Adults could constitute Sexual Harassment, as defined in the Code.

- c. Intentional Exposure of Private Areas
 - i. An Adult Participant violates this Code by intentionally exposing breasts, buttocks, groin, or genitals, or induces another to do so, to an Adult where there is a Power Imbalance, or to a Minor.
- d. Inappropriate Physical Contact
 - i. An Adult Participant violates this Code by engaging in inappropriate physical contact with a Participant where there is a Power Imbalance. Such inappropriate contact includes, but is not limited to, intentionally: a. touching, slapping, or otherwise contacting the buttocks or genitals of a Participant; b. excessively touching or hugging a Participant; c. kissing a Participant.
- e. Willful Tolerance
 - i. A Participant violates this Code by willfully tolerating any form of Prohibited Misconduct, when there is a Power Imbalance between that Participant and the individual(s) who are being subjected to the Prohibited Conduct.

10. Violation of Minor Athlete Abuse Prevention Policies / Proactive Policies

- a. It is a violation of the Code for a Participant to violate any provision of the Minor Athlete Abuse Prevention Policies or other proactive policies adopted by the NGBs, LAOs, HPMOs, and/or the USOPC. Proactive policies set standards for professional boundaries, minimize the appearance of impropriety, and have the effect of preventing boundary violations and prohibiting grooming tactics. Tailored to a specific sport, context, legal structure or constituency, such policies may address overnight travel rules (e.g., preventing unrelated Adult Participants and Minors from sharing rooms under specified circumstances), massages and rubdowns, social media and electronic communications, photography, locker rooms, one-on-one meetings and gifting.

Education & Training

If there is one area that is the most essential to identifying, preventing and ending abuse, it is the area of Education and Training.

1. The following individuals within USA Roller Sports are required to complete SafeSport Training:
 - a. All Athletes 18 years of age or older
 - b. Coaches
 - c. Officials (Meet Directors, Stewards, Tabulators, Judges, or other Support Staff)
 - d. Board of Director Members
 - e. Members of any National or Regional committee or sub-committee
 - f. Regional Representatives
 - g. Club Officers
 - h. Employees or Independent Contractors
 - i. Advisors
 - j. Any other participant member adult 18 years of age or older, who is in frequent contact with minor participant members, not listed above.
 - k. USARS reserves the right to require vendors, vendor representatives and associates of any type to establish participant membership status prior to approval of affiliation.
 - l. Individuals affiliated with the media who are authorized or credentialed by the USARS to access a USARS program or event of any kind/type that may have unsupervised one-on-one interactions with participant members.

If a participant member, who falls in one of the categories listed above fails to properly complete their SafeSport training with USA Roller Sports, then that individual is subject to sanctions listed within the enforcement section of this guide.

The training, which is conducted online through the Center is broke into several sections:

1. The Primary Course, which contains 3 sections (Required One Time)
 - a. Mandatory Report
 - b. Emotional & Physical Misconduct
 - c. Sexual Misconduct Awareness Education

2. Refresher Courses (Required Yearly, one year after the completion of the Primary Course)
 - a. Recognizing & Reporting Misconduct
 - b. Preventing Misconduct
 - c. Other Modules Produced by the Center.

In addition, there are multiple resources available at the US Center for SafeSport's website under their training section link: <https://uscenterforsafesport.org/training-and-education/training-and-education-services/>

Additional Items include:

1. Online Parent Toolkit
2. Outreach Initiatives
3. Resource Partners

Background Checks

Background Checks are conducted via third party through the National Center for Safety Initiatives (NCSI). NCSI is officially endorsed by the United States Olympic & Paralympic Committee. USA Roller Sports will recognize background checks completed only through the NCSI system.

In addition, if an individual is involved with another NGB Sport, and they have completed a background check previously, this check will be accepted by USA Roller Sports as long as the check is current, conducted by NCSI, and validated directly from the NGB's Membership Department to USA Roller Sports.

1. The following individuals within USA Roller Sports are required to complete Criminal Background Checks:
 - a. Athletes 18 years of age or older if;
 - i. A current member of any USARS Team USA (World Team)
 - ii. Competing on USOPC property or any other venue/property that requires such a check
 - b. Coaches
 - c. Officials (Meet Directors, Stewards, Tabulators, Judges, or other Support Staff)
 - d. Board of Director Members
 - e. Members of any National or Regional committee or sub-committee
 - f. Regional Representatives
 - g. Club Officers
 - h. Employees or Independent Contractors
 - i. Advisors
 - j. Any participant member adult 18 years of age or older, who is in frequent contact with minor participant members.
 - k. USARS reserves the right to require vendors, vendor representatives and associates of any type to establish participant membership status prior to approval of affiliation.
 - l. Individuals affiliated with the media who are authorized or credentialed by the USARS to access a USARS program or event of any kind/type that may have unsupervised one-on-one interactions with participant members.

If a participant member, who falls in one of the categories listed above fails to properly complete their background check with USA Roller Sports, then that individual is subject to sanctions listed within the enforcement section of this guide.

Red Light/Green Light Status

1. Upon completion of the background check process, the individual being checked will fall into either the category of Green Lighted and able participate or they will fall into the category of Red Lighted.
2. If Red Lighted, it does not necessarily mean that the participant is completely ineligible to participate.
 - a. The individual will move to a review process conducted by the Compliance Committee of USA Roller Sports. At the end of the review process, the individual may have their ability to participate approved or the decision will maintain the Red Light and allow zero participation.
 - b. This process is automatically initiated by the USA Roller Sports staff and is presented with the individual's name redacted from the presentation made to the Compliance Committee to assure bias does not occur during a review. The process may take up to 30 days and the individual is not permitted to participate until the review occurs, with approval.

Areas of Screening Criteria Include:

1. Any felony; and
2. Any misdemeanor involving: All sexual crimes, criminal offenses of a sexual nature to include but not limited to; rape, child molestation, sexual battery, lewd conduct, possession and distribution of child pornography, possession and distribution of obscene material, prostitution, indecent exposure, public indecency, and any sex offender registrant;
3. Any drug related offenses;
4. Harm to a minor, including, but not limited to, offenses such as child abandonment, child endangerment/neglect/abuse, contributing to the delinquency of a minor, and DUI with a minor;
5. Violence against a person (including crimes involving firearms and domestic violence);
6. Stalking, harassment, blackmail, violation of a protection order, and/or threats;
7. Destruction of property, including arson, vandalism, and criminal mischief; and
8. Animal abuse, cruelty, or neglect.

Areas reviewed regarding Driving Privileges:

1. No valid driver's license (expired or lack of license);
2. Suspended or revoked driver's license;
3. More than two moving violations and/or accidents in the prior two years;

4. A conviction for a major moving violation within the prior two years, including, but not limited to: DUI/DWI, possession of an open container, any drug-related motor vehicle incident, leaving the scene of an accident, assault (in any form) by use of a motor vehicle, and reckless driving (willful or wanton disregard for safety of persons or property in any form);
5. Pending traffic offenses; and
6. An individual being under 21 years of age.

What offenses result in an automatic USARS Review if Red Lighted?

1. Any felony involving:
 - a. Violence against a person within the previous ten (10) years;
 - b. Violent crimes involving weapons (including armed robbery and aggravated assault with a weapon) within the previous ten (10) years; and
 - c. Animal abuse, cruelty or neglect.
2. As well as any felony or misdemeanor involving:
 - a. All sexual crimes and criminal offenses of a sexual nature to include, but not limited to: rape, child molestation, sexual battery, lewd conduct, possession or distribution of child pornography, possession and distribution of obscene material, and any sex offender registrant (excluding prostitution, indecent exposure, and public indecency);
 - b. Drug offenses including: drug distribution, intent to distribute, manufacturing, trafficking, or sale within the previous seven (7) years (excluding crimes for drug use or possession); and
 - c. Harm to a minor, including, but not limited to: offenses such as child abandonment, child endangerment/neglect/abuse, contributing to the delinquency of a minor, providing alcohol to a minor, and DUI with a minor.

Note: The criteria above, is not exclusive to USARS and mirrors that of the USOPC and other NGBs

Reporting

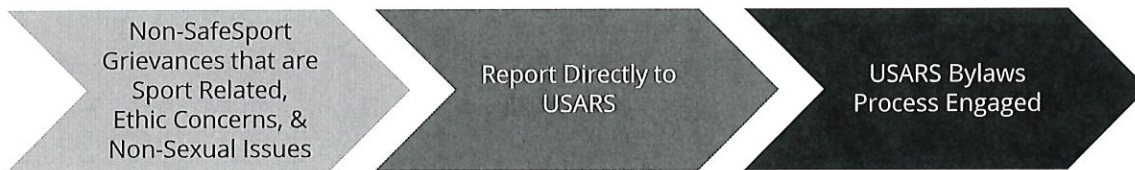
There are 2 paths on reporting. Understanding which path to engage is not always easy, and the USA Roller Sports staff is always available to assist. Reporting incidents, violations and prohibited conduct is not only essential, it's mandatory.

Path A: SafeSport Incidents Defined as Prohibited Conduct Within the Code

1. If you are an adult Participant (an individual over the age of 18, who is subject to SafeSport policies) in addition to reporting to the Center, you are also required to report all allegations of concerns of child abuse or child sexual abuse to the appropriate law enforcement agency.
2. If you are uncertain whether you are considered a Participant, review the policies and procedures at www.USCenterForSafeSport.org



Path B: Non-SafeSport Grievances, Sport Related, Ethic Concerns & Non-Sexual Issues



Note: Nothing in this policy shall be construed to require a victim of child abuse or other misconduct to self-report.

No one should investigate suspicions or allegations of child abuse or other Prohibited Conduct, or attempt to evaluate the credibility or validity of allegations as a condition of reporting to the Center or to appropriate authorities.

Reporting Requirements related to:

1. Child Abuse

- a. An Adult Participant who learns of information and reasonably suspects that a child has suffered an incident of child abuse, including sexual abuse, shall immediately make a report of the suspected abuse to both Law Enforcement and the U.S. Center for SafeSport:
 - i. Law Enforcement
 1. The agency designated by the Attorney General, consistent with federal requirements set forth in section 226 of the Victims of Child Abuse Act of 1990 (34 U.S.C. § 20341).
 2. Applicable State Law Enforcement agency; learn more about this requirement by visiting <https://www.childwelfare.gov/topics/responding/reporting>.
 - ii. U.S. Center for SafeSport
 1. Through the Center for SafeSport's online reporting form, www.USCenterForSafeSport.org
 2. By Phone at 720-531-0340, during regular business hours (Monday-Friday, 9:00 AM MT – 5:00 PM MT.)
 3. Reporting such conduct to the Center does not satisfy an Adult Participant's obligation to report to law enforcement or other appropriate authorities consistent with section 226 of the Victims of Child Abuse Act of 1990 (34 U.S.C. § 20341).

2. Sexual Misconduct

- a. The Center encourages anyone who experiences or becomes aware of an incident of Sexual Misconduct to immediately report the incident to the Center (and/or to law enforcement if the matter involves possible criminal conduct).
- b. If an Adult Participant reasonably suspects that an incident(s) of Sexual Misconduct has occurred, they must immediately report the incident(s) directly to the Center.

3. Emotional and Physical Misconduct

- a. Adult Participants are required to report to the organization with which the Participant is affiliated emotional and physical misconduct (including bullying, stalking, hazing, and harassment) prohibited under the Code, and violations of proactive policies. To report to the USOPC, NGBs, LAOs, or HPMOs, visit the relevant organization's website.

4. Criminal Dispositions

- a. Adult Participants are required to report to the Center Criminal Charge(s) and Disposition(s) involving sexual misconduct or misconduct involving Minors.

- b. Adult Participants are required to report Criminal Charge(s) and Disposition(s) involving any other form of misconduct to the relevant organization (the USOPC, NGB, LAO, or HPMO), consistent with its procedures.

5. Misconduct Related to the Center's Process

- a. Adult Participants are required to report to the Center any suspected incident(s) of:
 - i. Aiding and Abetting
 - ii. Abuse of Process
 - iii. Retaliation

6. Anonymous Reports

- a. Reports may be made anonymously to the Center. Anonymity means the Center will not know the personally identifying information of the reporter. It does not mean that the underlying information will be protected.
- b. However, an anonymous report may limit the Center's ability to investigate and respond to a report, and if an Adult Participant reports anonymously, it may not be possible for the Center to verify that mandatory reporting obligations have been satisfied.
- c. Consequently, the Center strongly encourages Adult Participants to provide their name and contact information when reporting.
- d. USA Roller Sports also offers a Confidential Reporting Hotline at 402-483-7551 x201.

7. Confidentiality for Third-Party Reporters

- a. Unless necessary to the Center's investigation or resolution of a matter, the Center and USARS does not disclose a Third-Party Reporter's personally identifying information.

8. Reporting Options for Claimants

- a. A Claimant may choose to make a report to the Center to pursue resolution under these procedures and may also choose to make a report to law enforcement and/or pursue available civil or administrative remedies. A Claimant may pursue one, some, or all of these options at the same time.
- b. A Claimant who wishes to pursue criminal action in addition to, or instead of, making a report under these procedures should contact law enforcement and/or legal counsel directly.

9. Claimant's Request for Anonymity

- a. A Claimant may request that personally-identifying information not be shared with a Respondent. The Center will seek to honor the Claimant's request(s) if it is possible to do so while also protecting the health and safety of the Claimant and the sporting community.
 - i. If the Claimant's request for anonymity can be honored

1. If the Center determines a Claimant's request that personally-identifying information not be shared with Respondent can be honored, the Center may take other appropriate steps designed to eliminate the reported conduct, prevent its recurrence, and remedy its effect on the Claimant and sporting community. Those steps may include offering appropriate remedial measures to the Claimant, providing targeted training or prevention programs, and/or providing or imposing other remedies tailored to the circumstances as a form of alternative resolution.
- ii. If the Claimant's request for anonymity cannot be honored
 1. If the Center determines it cannot honor a Claimant's request(s) that personally-identifying information not be shared with the Respondent, that no investigation be pursued, and/or that no disciplinary action be taken, the Center may direct appropriate actions, which may include, without limitation: (i) imposing a no contact directive or other temporary measure; (ii) initiating an investigation; and (iii) arranging, imposing, or extending any other appropriate remedial and/or protective measures.
 2. In such cases, the Center will make reasonable efforts to protect the privacy of the Claimant. However, actions that may be required as part of any investigation will involve speaking with the Respondent and others who may have relevant information, in which case the Claimant's identity may have to be disclosed. In such cases, the Center will notify the Claimant that the Center intends to proceed with an investigation, but the Claimant is not required to participate in the investigation or in any other actions taken by the Center.

10. Privacy

- a. The Center is committed to protecting the privacy of all individuals involved in the investigation and resolution of reported allegations. With respect to any report under these procedures, the Center, in its discretion, will make reasonable efforts to protect the privacy of individuals involved in the Center's process, while balancing the need to gather information to assess a report and to take steps to eliminate Prohibited Conduct.
- b. Information will be shared as necessary with Center staff and counsel, witnesses, and the parties. It may also be necessary for the Center to notify the NGB, USOPC, or HPMO (a) of an allegation involving a Participant from that organization; (b) if the Center implements a temporary measure; (c) of procedural status updates; and (d) of any sanctions.
 - i. Parental/Guardian Notification
 1. The Center and USA Roller Sports reserves the right to notify guardians of Claimants regarding any health or safety risk.

11. Minor Athlete Abuse Prevention Policies (MAAPP) Located with in the Appendix of this guide.

- a. It is required that all violations related to the MAAPP be reported to the USA Roller Sports National Headquarters via any of the following methods:
 - i. Directly via email to any USA Roller Sports employee.
 - ii. Via the main office phone line: 402-483-7551
 - iii. Via the confidential hotline: 402-483-7551 x201
 - iv. Via mail to USA Roller Sports, 4370 South Street, Lincoln, NE 58506
- b. MAAPP Policy Violations include:
 - i. Prohibited Conduct
 - ii. One-on-One Interactions
 - iii. Massage and Rubdowns/Athletic Training Modalities
 - iv. Locker Room & Changing Areas
 - v. Social Media & Electronic Communications
 - vi. Local & Team Travel
- c. It is important to acknowledge that there are not separate MAAPP for both the Center and USA Roller Sports.
- d. USA Roller Sports has elected to adhere fully to the Center's MAAPP.

Event Sanctions & Auditing

Sanctioning of events and programs within USA Roller Sports is required. In order to meet the standards set forth regarding prevention and athlete safety, with specific emphasis on the implementation of the Center's MAAPP requirements for all clubs and event sanction stakeholders. The following requirements have been established:

1. USARS Sanction Application Submitted
2. Agreement Signatures in place on the application regarding all standards and MAAPP requirements.
3. Within 5 business days of the event sanction being complete the sanction holder will submit to USARS the official Post Sanction Event Report which will contain the critical details:
 - a. A complete list of all participant staff and officials
 - b. A complete list of all participant athletes and coaches
 - c. A complete list of all third-party vendors/other services provided
 - d. Competition Results and Protests
 - e. Certification/Validation that MAAPP was fully implemented
 - f. Any reporting related to MAAPP or SafeSport Code violations
 - g. **Note:** Upon receipt of the Post Sanction Event Report, USARS will randomly audit within 10 business days participant lists and results assuring that individuals listed are approved for participation. And will immediately follow up with the reporting of any issues related to the MAAPP or SafeSport Code violations.
4. Failure to complete the Post Sanction Event Report, will result in the following:
 - a. First Offense: Written Warning
 - b. Second Offense: Sanction Issued with Participant Level Restrictions to the next event that the sanction holder applies for.
 - c. Third Offense: Sanction Not Issued for future events, until the sanction holder is able to validate requirements are able to be met, via third party audit.
 - d. In addition, if violations are found to have occurred by any participant member associated with the event. Then those participant members are subject for review and possible individual sanction via the USA Roller Sports Compliance Committee, as well as subject to being reported directly to the US Center for SafeSport. Individual participant members may include, but are not limited to: Athletes, Coaches, Officials, Meet Directors, Tabulators, Referees, Stewards, Judges, Employees, Advisors, Rink Owners, Club Officers, Vendors and Third-Party Event Support.

Enforcement

The enforcement and final resolution of all policies and procedures laid out within this guide and via website postings from USA Roller Sports, the US Center for SafeSport and the United States Olympic and Paralympic committee, fall under the body that holds current jurisdiction over any specific case until passed on to USA Roller Sports. Once a final resolution has occurred, and it is passed down from the Center or the USOPC to USA Roller Sports, then at that time, USA Roller Sports accepts full responsibility on the enforcement of any sanctions issued.

For each organizational body, the following entities within each organization are responsible in leading the enforcement process.

1. USA Roller Sports – Compliance Committee
2. US Center for SafeSport – Response & Resolutions
3. United States Olympic Committee – Office of Athlete Safety

Sanctions and Resolutions include, but are not limited to:

1. Informal Warning (Verbal or Written)
2. Formal Warning
3. Education & Training
4. Probation
5. Suspension or Eligibility Restriction
6. Ineligibility
7. Permanent Ineligibility
8. Other Discretionary Sanctions

Note: The above sanctions are applicable to participant member athletes, coaches, officials, club officers, event sanction holders and clubs.

Resources

Websites & Links

- USA Roller Sports
 - www.USARollerSports.org
- US Center for SafeSport
 - www.USCenterforSafeSport.org
- United States Olympic & Paralympic Committee -Athlete Safety
 - <https://www.TeamUSA.org/team-usa-athlete-services/safe-sport>
- S.534 – Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017
 - <https://www.Congress.gov/bill/115th-congress/senate-bill/534>

Forms

There are several forms related to athlete safety and reporting that must be utilized. To gain access to those forms you will go to the following link: XXXXX

Listing of Forms:

- Application for an Event Sanction
- Post Event Sanction Reporting Form
- USA Roller Sports Grievance/Protest Form
- Parental Consent for Massage or Rubdown of Minor Athlete Form
- Parental Consent for One-on-One Individual Training Sessions Form
- Minor Athlete Travel Permission Form
- Authorization for Minor Athlete Housing Form

Appendix

MAAPP Need to Know Info Sheet

US Center for SafeSport MAAPP

What are the Minor Athlete Abuse Prevention Policies?

- 1. The MAAPP is a set of two policies: training requirements and policies on limiting one-on-one interactions between certain adults who have regular contact with authority over minor athletes.**
- 2. If an adult ATHLETE has regular contact with or authority over minor athletes, is training at the OTC, is part of the Games delegation, or if their NGB set additional requirements, they are required to comply with the Center's training policy.**
- 3. NGBs are required to offer and give training to minor athletes, with parent/legal guardian consent. The Center's youth athlete online trainings are available and are broken down into five different developmentally appropriate age groups: preschool, grades K-2, grades 3-5, middle school, and high school.**
- 4. The Center's one-on-one policies set the floor, not the ceiling, for all NGBs, per federal law (Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017). NGBs are able to submit sport-specific policies for review and approval by the compliance team, as long as they meet the Center's minimum requirements.**
- 5. NGBs will be audited by the Center's compliance team, beginning later this year, to ensure that NGBs are meeting the Center's minimum requirements to keep athletes safe and prevent abuse in sport.**





U. S. C E N T E R F O R
SAFESPORT™

MINOR ATHLETE ABUSE PREVENTION POLICIES

January 23, 2019

TABLE OF CONTENTS

Introduction	3
Terminology	5
Part I: Education & Training Policy	6
Part II: Required Prevention Policies	8
Part III: Required Policies for One-on-One Interactions	10
Appendix	
Appendix A: Training Access Requirements	21

INTRODUCTION

The U.S. Center for SafeSport (the Center) is committed to building a sport community where participants can work and learn together in an atmosphere free of emotional, physical, and sexual misconduct.

Authority: prevention training and policies

Federal law authorizes the Center to address the risk of emotional, physical, and sexual abuse of amateur athletes in the U.S. Olympic and Paralympic Movements. See [Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017](#).

Prevention Training

Federal law authorizes the Center to develop training to prevent abuse, including emotional, physical, and sexual abuse, of any amateur athlete. At a minimum, national governing bodies and paralympic sports organizations *must offer and give consistent training related to the prevention of child abuse to: (1) adult members who are in regular contact with amateur athletes who are minors and (2) subject to parental consent, to members who are minors.*

Prevention Policies

Federal law also authorizes the Center to develop policies and procedures for implementation by national governing bodies or paralympic sports organizations to prevent abuse, including emotional, physical, and sexual abuse, of any amateur athlete. As a part of these policies and procedures, national governing bodies and paralympic sports organizations must implement *reasonable procedures to limit one-on-one interactions between an amateur athlete who is a minor and an adult (who is not the minor's legal guardian) at a facility under the jurisdiction of a national governing body or paralympic sports organization without being in an observable and interruptible distance from another adult, except under emergency circumstances.*

Application and implementation

The U.S. Olympic Committee and national governing bodies (collectively, “Covered Organizations”) are required to follow these Minor Athlete Abuse Prevention Policies. At a minimum, these policies are also strongly recommended for National Member Organizations and Local Affiliated Organizations, and, at a maximum, the NGBs may require said organizations to follow them. Covered Organizations are responsible for implementing and monitoring compliance with these policies.

The policies and procedures set forth herein are promulgated by the Center to assist Covered Organizations in meeting their obligations under federal law. If, in implementing the required components identified here, these Covered Organizations are nonetheless not in compliance with

U.S. Center for SafeSport: Minor Athlete Abuse Prevention Policies

federal requirements, the Organization shall implement policies and procedures sufficient to meet such requirements.

TERMINOLOGY

Covered Organizations: The U.S. Olympic Committee and a national governing body.

Jurisdiction: Authority or control.

Local Affiliated Organization (LAO): A regional, state, or local club or organization that is directly affiliated with a NGB or that is affiliated with a NGB by its direct affiliation with a regional or state affiliate of a NGB. A LAO does not include a regional, state, or local club or organization that is only a member of a National Member Organization of a NGB.

Minor, child or minor athlete: An amateur athlete under 18 years of age.

National Governing Body (NGB): An amateur sports organization affiliated with a sport included on the program of the Olympic, Paralympic, or Pan-American Games, which is also recognized by the United States Olympic Committee (USOC) pursuant to the Ted Stevens Olympic and Amateur Sports Act, 36 U.S.C. §§ 220501-220529. This definition shall also apply to the USOC, or other sports entity approved by the USOC, when they have assumed responsibility for the management and/or governance of a sport included on the program of the Olympic, Paralympic, or Pan-American Games.

National Member Organization: A national organization that is directly affiliated with an NGB, over which the NGB has jurisdiction (without respect to whether the NGB has disciplinary authority over individual members of that national organization), and is: (a) an Amateur Sports Organization requesting sanction from a NGB; or (b) an Applicable Amateur Sports Organization under the [Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017](#).

PART I
EDUCATION & TRAINING POLICY

A. Adults Required to Complete Mandatory Training

The following adults at a Covered Organization, National Member Organization, and Local Affiliated Organization shall complete training concerning child abuse prevention:

- Adult members at a Covered Organization, National Member Organization, or a Local Affiliated Organization who have regular contact with amateur athletes who are minors
- An adult authorized by a Covered Organization, National Member Organization, or a Local Affiliated Organization to have regular contact with or authority over an amateur athlete who is a minor
- Adult staff and board members of a Covered Organization, National Member Organization, or a Local Affiliated Organization (with the exception of NMOs and LAOs whose adult staff and board members have no contact with or authority over minor athletes).

To satisfy the training obligations, Covered Organizations shall adhere to parts A.1, A.2, and B, below, of this Education & Training Policy.

To satisfy the training obligations, it is strongly recommended that National Member Organizations and Local Affiliated Organizations adhere to parts A.1, A. 2, and B, below, of this Education & Training Policy, and NGBs may require them to do so. The Center's "Core Center for SafeSport Training" provides the required child abuse prevention training mandated by federal law.

1. Core Center for SafeSport Training

The above listed adults are required to complete training concerning child abuse prevention. No later than March 23, 2019, the above listed adults at Covered Organizations who are not currently in good standing with their NGB due to failure to complete required training must complete the U.S. Center for SafeSport's Core Center for SafeSport Training (i.e., the Center's online training or the Center's approved in-person training; NGB access to the Center's Core training is detailed in Appendix A):

- Before regular contact with an amateur athlete who is a minor begins; or
- Within the first 45 days of initial membership, or upon beginning a new role subjecting the adult to this policy.

Training other than the Core Center for SafeSport Training does not satisfy this policy. A Covered Organization may provide training in addition to the Core Center for SafeSport

U.S. Center for SafeSport: Minor Athlete Abuse Prevention Policies

Training. However, if an organization provides additional training, it shall not refer to such training as “SafeSport” Training.

2. Refresher Course(s)

A refresher course is required on an annual basis (e.g., membership year or another annual cycle, as determined by the NGB) effective the calendar year following the completion of the Core Center for SafeSport Training for each of the above listed adults at a Covered Organization (NGB access to the refresher course is detailed in Appendix A). Policies, procedures and/or communications to said adults concerning refresher course requirements must be updated by September 1, 2019.

If the NGB cannot support online course integration by this date, a NGB may submit a request for an extension by contacting ngbservices@safesport.org. The Center will review and respond to extension requests within a reasonable time.

B. Minor Athletes

Covered Organizations shall, subject to parental consent, annually offer and give training to members who are minors regarding prevention and reporting of child abuse. Covered Organizations shall track:

- A description of the training(s);
- The date the training(s) was offered and given; and
- A description of how the training(s) was offered and given.

C. Exemptions

Exemptions from this Education & Training Policy may be made on a case-by-case basis for victims/survivors. Requests may be made directly to the U.S. Center for SafeSport, ngbservices@safesport.org, or to the relevant NGB.

The Center will work with Covered Organizations regarding appropriate accommodations for persons with disabilities to satisfy the training requirements herein.

PART II

REQUIRED PREVENTION POLICIES

A. Required policies

Covered Organizations are required to implement the following athlete prevention policies by June 23, 2019:

1. One-on-One Interactions, including meetings and individual training sessions (Covered Organizations are required to establish reasonable procedures to limit one-on-one interactions, as set forth in federal law).
2. Massages and rubdowns/athletic training modalities
3. Locker rooms and changing areas
4. Social media and electronic communications
5. Local travel
6. Team travel.

To satisfy these requirements, these policies (including the mandatory components identified in the model policies) are strongly recommended for implementation by National Member Organizations and Local Affiliated Organizations, and NGBs may require them to do so.

B. Model policies

To satisfy these requirements, the Center provides model policies to assist Covered Organizations in developing and implementing the required policies. These model policies include **mandatory components** (which any policy must, at a minimum, include) and **recommended components**. Given the uniqueness of each sport, some recommended components may not be appropriate or feasible. Covered Organizations may choose to implement stricter standards consistent with the implementation guidance below. Stricter standards may include applying the policy to additional constituents and may also include additional restrictions.

If a Covered Organization does not develop its own policy, the mandatory components will become the default policy for the Covered Organization.

C. Implementation

The mandatory components set forth in the model policies set a minimum standard. In implementing the required policies, **a Covered Organization may choose to implement a policy that is stricter than the Model Policy**, if it includes or is stricter than the mandatory component. *If, in implementing the required policies identified here, Covered Organizations are*

not in compliance with federal requirements, the organization shall implement policies and procedures sufficient to meet such requirements.

1. Approval process

If a Covered Organization proposes a policy that varies from the policies provided herein, such policies must be submitted to ngbservices@safesport.org for review and approval. Covered Organizations must submit proposed policies to the Center by March 23, 2019. Policies will be approved, approved with modification or denied by the Center. If the proposed policy is denied by the Center, the mandatory components of the model policy will continue to serve as the default unless and until the Center approves any future proposed policy.

D. Minor athletes who become adult athletes

With the exception of athletes who are members of the same team, Minor Athletes who reach the age of majority (i.e. 18 years of age) must adhere to the provisions found in the Minor Athlete Abuse Prevention Policies when interacting with minor athletes who are 14 years of age or younger.

Minor Athletes who reach the age of majority and then obtain a position of authority that presents a power imbalance, such as becoming a coach or official, must also comply with these prevention policies regardless of the age of the minor athletes with whom they will interact.

PART III

REQUIRED POLICIES FOR ONE-ON-ONE INTERACTIONS

The majority of child sexual abuse is perpetrated in isolated, one-on-one situations. By reducing such interactions between children and adults, programs reduce the risk of child sexual abuse. However, one-on-one time with trusted adults is also healthy and valuable for a child. Policies concerning one-on-one interactions protect children while allowing for these beneficial relationships.

ONE-ON-ONE INTERACTIONS

The following is a model one-on-one policy provided to assist Covered Organizations in developing their own policies. Any policy developed by a Covered Organization must include the Mandatory Components. If a Covered Organization does not create a policy for one-on-one interactions, the Mandatory Components will become the default policy for appropriate one-on-one interactions for that organization.

A. Mandatory Components

1. Covered Organization policies must include components a through e.

a. Application

This policy shall apply to:

- 1) Adult members at a facility that is either partially or fully under the jurisdiction of a Covered Organization;
- 2) Adult members who have regular contact with amateur athletes who are minors;
- 3) Any adult authorized by a Covered Organization to have regular contact with or authority over an amateur athlete who is a minor; and
- 4) Adult staff and board members of a Covered Organization.

(Collectively “Applicable Adult” for the purposes of this policy.)

b. Observable and interruptible

- One-on-one interactions between a minor athlete and an Applicable Adult (who is not the minor’s legal guardian) at a facility partially or fully under our jurisdiction are permitted if they occur at an observable and interruptible distance by another adult.
- One-on-one interactions between minor athletes and an Applicable Adult (who is not the minor’s legal guardian) at a facility partially or fully under our jurisdiction are prohibited, except in the circumstances described in subpart d of this section and under emergency circumstances.

c. Meetings

U.S. Center for SafeSport: Minor Athlete Abuse Prevention Policies

- Meetings between Applicable Adults and minor athletes at a facility partially or fully under our jurisdiction may only occur if another adult is present, except under emergency circumstances. Such meetings must occur where interactions can be easily observed and at an interruptible distance from another adult.
 - If a one-on-one meeting takes place in an office at a facility partially or fully under our jurisdiction, the door to the office must remain unlocked and open. If available, it will occur in an office that has windows, with the windows, blinds, and/or curtains remaining open during the meeting.
- d. Meetings with mental health care professionals and health care providers
 If a mental health care professional and/or health care provider meets with minor athletes at a facility partially or fully under our jurisdiction, a closed-door meeting may be permitted to protect patient privacy provided that: (1) the door remains unlocked; (2) another adult is present at the facility; (3) the other adult is advised that a closed-door meeting is occurring; and (4) written legal guardian consent is obtained in advance by the mental health care professional and/or health care provider, with a copy provided to our organization.
- e. Individual training sessions
 Individual training sessions between Applicable Adults and minor athletes are permitted at a facility partially or fully under our jurisdiction if the training session is observable and interruptible by another adult. It is the responsibility of the Applicable Adult to obtain the written permission of the minor's legal guardian in advance of the individual training session if the individual training session is not observable and interruptible by another adult. Permission for individual training sessions must be obtained at least every six months. Parents, guardians, and other caretakers must be allowed to observe the training session.

B. Recommended Components

1. Covered Organization policies may include the following components:
 - a. Monitoring
 When one-on-one interactions between Applicable Adults and minor athletes occur at a facility partially or fully under our jurisdiction, Applicable Adults will monitor these interactions. Monitoring includes: knowing that the one-on-one interaction is occurring, the approximate planned duration of the interaction, and randomly dropping in on the one-on-one.

b. Out-of-program contacts

Applicable Adults are prohibited from interacting one-on-one with unrelated minor athletes in settings outside of the program that are not observable and interruptible (including, but not limited to, one's home and individual transportation), unless parent/legal guardian consent is provided for each out-of-program contact. Nonetheless, such arrangements are strongly discouraged.

MASSAGES AND RUBDOWNS/ATHLETIC TRAINING MODALITIES

The following is a model massages and rubdowns/athletic training modalities policy, provided to assist Covered Organizations in developing their own policies. Any policy developed by a Covered Organization must include the Mandatory Components. If a Covered Organization does not create a massages and rubdowns/athletic training modalities policy, the Mandatory Components will become the default policy for that organization.

A. Mandatory components

1. Covered Organizations must include components a and b.

a. Application

This policy shall apply to:

- 1) Adult members at a facility that is either partially or fully under the jurisdiction of a Covered Organization;
- 2) Adult members who have regular contact with amateur athletes who are minors;
- 3) Any adult authorized by a Covered Organization to have regular contact with or authority over an amateur athlete who is a minor; and
- 4) Adult staff and board members of a Covered Organization.

(Collectively “Applicable Adult” for the purposes of this policy.)

b. Massage or rubdown/athletic training modality

Any massage or rubdown/athletic training modality performed at a facility or a training or competition venue must be conducted in an open and interruptible location. Any massage of a minor athlete must be done with at least one other adult present and must never be done with only the minor athlete and the person performing the massage or rubdown/athletic training modality in the room.

B. Recommended components

1. Covered Organizations may include the following component:

a. Written consent

Written consent by a legal guardian shall be provided before providing each massage or rubdown/athletic training modality on a minor athlete. Parents must be permitted to be in the room as an observer.

LOCKER ROOMS AND CHANGING AREAS

The following is a model locker room and changing area policy provided to assist Covered Organizations in developing their own policies. Any policy developed by a Covered Organization must include the Mandatory Components. If a Covered Organization does not create a locker rooms and changing areas policy, the Mandatory Components will become the default policy for that organization.

A. Mandatory Components

1. Covered Organizations must include components a through f.

a. Application

This policy shall apply to:

- 1) Adult members at a facility that is either partially or fully under the jurisdiction of a Covered Organization;
- 2) Adult members who have regular contact with amateur athletes who are minors;
- 3) Any adult authorized by a Covered Organization to have regular contact with or authority over an amateur athlete who is a minor; and
- 4) Adult staff and board members of a Covered Organization.

(Collectively “Applicable Adult” for purposes of this policy.)

b. Non-exclusive facility

If our organization uses a facility not fully under our jurisdiction (for, e.g., training or competition or similar events) and the facility is used by multiple constituents, Applicable Adults in categories 1 through 4 are nonetheless required to adhere to the rules set forth herein.

c. Use of recording devices

Use of any device’s (including a cell phone’s) recording capabilities, including voice recording, still cameras and video cameras in locker rooms, changing areas, or similar spaces at a facility under our organization’s jurisdiction is prohibited. Exceptions may be made for media and championship celebrations, provided that such exceptions are approved by the Covered Organization or the LAO and two or more Applicable Adults are present.

d. Undress

Under no circumstances shall an unrelated Applicable Adult at a facility under our organization's jurisdiction intentionally expose his or her breasts, buttocks, groin, or genitals to a minor athlete.

e. One-on-one interactions

- Except for athletes on the same team, at no time are unrelated Applicable Adults permitted to be alone with a minor athlete in a locker room or changing area when at a facility under our partial or full jurisdiction, except under emergency circumstances.
- If our organization is using a facility that only has a single locker room or changing area, we will designate separate times for use by Applicable Adults, if any.

f. Monitoring

Our organization regularly and randomly monitors the use of locker rooms and changing areas at facilities under our jurisdiction to ensure compliance with these policies.

B. Recommended Components

1. Covered Organizations may include any of the following components:

- a. Under no circumstances shall an unrelated Applicable Adult at a facility under our organization's jurisdiction expose his or her breasts, buttocks, groin, or genitals to a minor athlete.
- b. To minimize the risk of bullying and hazing, our organization uses locker room monitors to ensure that minor athletes are not left unsupervised in locker rooms and changing areas.
- c. Applicable Adults make every effort to recognize when a minor athlete goes to the locker room or changing area during practice and competition and, if they do not return in a timely fashion, will check on the minor athlete's whereabouts.
- d. We discourage parents from entering locker rooms and changing areas unless it is truly necessary. In those instances, it should only be a same-sex parent when other minor athletes are changing in the same locker room or changing area. If this is necessary, parents should let a coach or administrator know about this in advance.

SOCIAL MEDIA & ELECTRONIC COMMUNICATIONS

The following is a model social media & electronic communications policy, provided to assist Covered Organizations in developing their own policies. Any policy developed by a Covered Organization must include the Mandatory Components. If a Covered Organization does not create a social media & electronic communications policy, the Mandatory Components will become the default policy for that organization.

A. Mandatory components

1. Covered Organizations must include components a through d.

a. Application

This policy shall apply to:

- 1) Adult members who have regular contact with amateur athletes who are minors;
- 2) Any adult authorized by a Covered Organization to have regular contact with or authority over an amateur athlete who is a minor; and
- 3) Adult staff and board members at a Covered Organization.

(Collectively “Applicable Adult” for the purposes of this policy.)

b. Content

All electronic communication originating from Applicable Adults to minor athletes must be professional in nature.

c. Open and transparent

- Absent emergency circumstances, if an Applicable Adult with authority over minor athletes needs to communicate directly with a minor athlete via electronic communications (including social media), another Applicable Adult or the minor’s legal guardian will be copied.
- If a minor athlete communicates to the Applicable Adult (with authority over the minor athlete) privately first, said Applicable Adult should respond to the minor athlete with a copy to another Applicable Adult or the minor’s legal guardian.
- When an Applicable Adult with authority over minor athletes communicates electronically to the entire team, said Applicable Adult will copy another adult.
- Minor athletes may “friend” the organization’s official page.

d. Requests to discontinue

Legal guardians may request in writing that their minor athlete not be contacted through any form of electronic communication by the organization or by the Applicable Adults

U.S. Center for SafeSport: Minor Athlete Abuse Prevention Policies

subject to this policy. The organization will abide by any such request that their minor athlete not be contacted via electronic communication, absent emergency circumstances.

B. Recommended components

1. Covered Organizations may include the following components:

a. Hours

Electronic communications will generally only be sent between the hours of 8:00 a.m. and 8:00 p.m., unless emergency circumstances exist, or while traveling internationally or during competition travel.

b. Monitoring

- The organization monitors its social media pages and removes any posts that violate the organization's policies and practices for appropriate behavior.
- The organization will inform the legal guardian of a minor athlete of any prohibited posts, as well as the organization's administrator.

c. Prohibited electronic communications

Applicable Adults with authority over minor athletes are not permitted to maintain private social media connections with unrelated minor athletes and such Applicable Adults are not permitted to accept new personal page requests on social media platforms from amateur athletes who are minors, unless the Applicable Adult has a fan page, or the contact is deemed as celebrity contact vs. regular contact. Existing social media connections on personal pages with minor athletes shall be discontinued.

LOCAL TRAVEL

The following is a model local travel policy, provided to assist Covered Organizations in developing their own policies. Any policy developed by a Covered Organization must include the Mandatory Components. If a Covered Organization does not create a local travel policy, the Mandatory Components will become the default local travel policy for that organization.

A. Mandatory Components

1. Covered Organizations must include components a and b. Local travel consists of travel to training, practice, and competition that occurs locally and does not include coordinated overnight stay(s).

a. Application

This policy shall apply to:

- 1) Adult members who have regular contact with amateur athletes who are minors;
- 2) Any adult authorized by a Covered Organization to have regular contact with or authority over an amateur athlete who is a minor; and
- 3) Adult staff and board members at a Covered Organization.

(Collectively “Applicable Adult” for the purposes of this policy.)

b. Transportation

Applicable Adults who are not also acting as a legal guardian, shall not ride in a vehicle alone with an unrelated minor athlete, absent emergency circumstances, and must have at least two minor athletes or another adult at all times, unless otherwise agreed to in writing by the minor athlete’s parent/legal guardian in advance of each local travel.

B. Recommended Components

1. Covered Organizations may include the following components:

a. Shared or Carpool Travel Arrangement

We encourage parents/legal guardians to pick up their minor athlete first and drop off their minor athlete last in any shared or carpool travel arrangement.

- b. Parents/legal guardians receive education concerning child abuse prevention before providing consent for their minor athlete to travel alone with an Applicable Adult who is subject to these policies.

TEAM TRAVEL

The following is a model team travel policy, provided to assist Covered Organizations in developing their own policies. Any policy developed by a Covered Organization must include the Mandatory Components. If a Covered Organization does not create a team travel policy, the Mandatory Components will become the default team travel policy for that organization.

A. Mandatory Components

1. Covered Organizations must include components a through d. Team travel is travel to a competition or other team activity that the organization plans and supervises.

a. Application

This policy shall apply to:

- 1) Adult members who have regular contact with amateur athletes who are minors;
- 2) Any adult authorized by a Covered Organization to have regular contact with or authority over an amateur athlete who is a minor; and
- 3) Adult staff and board members at a Covered Organization.

(Collectively “Applicable Adult” for the purposes of this policy.)

b. Team/competition travel

When only one Applicable Adult and one minor athlete travel to a competition, the minor athlete must have his/her legal guardian’s written permission in advance and for each competition to travel alone with said Applicable Adult.

c. Hotel rooms

Applicable Adults shall not share a hotel room or other sleeping arrangement with a minor athlete (unless the Applicable Adult is the legal guardian, sibling, or is otherwise related to the minor athlete). However, a parent/legal guardian may consent to such an arrangement in advance and in writing. Furthermore, a parent/legal guardian may consent in advance and in writing to the minor athlete sharing a hotel room or other sleeping arrangement with an adult athlete.

d. Meetings

Meetings shall be conducted consistent with the organization’s policy for one-on-one interactions (i.e., any such meeting shall be observable and interruptible).

B. Recommended Components

1. Covered Organizations may include the following components:

U.S. Center for SafeSport: Minor Athlete Abuse Prevention Policies

- a. Team travel policies must be signed and agreed to by all minor athletes, parents, and Applicable Adults traveling with the organization.
- b. Applicable Adults who travel with the organization must successfully pass a criminal background check and other screening requirements consistent with the organization's policies.
- c. During team travel, when doing room checks, attending team meetings and/or other activities, two-deep leadership (two Applicable Adults should be present) and observable and interruptible environments should be maintained.
- d. Meetings should not be conducted in a hotel room.
- e. Parents/legal guardians receive education concerning child abuse prevention before providing consent for their minor athlete to travel alone with an Applicable Adult who is subject to these policies.

APPENDIX A

TRAINING ACCESS REQUIREMENTS

Access

The U.S. Center for SafeSport makes required prevention training free to those individuals to whom the Education & Training Policy applies. Free access for individuals with National Member Organizations should be submitted by the relevant NGB and approved in writing by the Center.

Requirements

Free access is contingent on Covered Organizations complying with the following training access requirements.

In delivering the training, Covered Organizations shall not:

- Post the access code, coupon, or other access information publicly;
- Post U.S. Center for SafeSport Core or Refresher online training content developed by the Center on a public site without the Center's prior written consent;
- Make such training available to organizations other than Covered Organizations, as submitted to and approved by the Center;
- Charge a separate fee for the Center's training;
- Advertise the Center's training as free to anyone other than those individuals to whom the policy applies; and
- Refer to the Center's training as a "certification," or to individuals who have completed the training as "certified" or "licensed." (Instead, it shall be referred to as a "completion".)

Additional training

A Covered Organization may choose to provide training *in addition* to the Core Center for SafeSport Training (i.e., the Center's online training or the Center's approved in-person training). In so doing, however, the Covered Organization shall not use the term "SafeSport" to describe any such training.

Fees

The Center may impose a fee, including retroactively, and/or revoke access to the training for failing to comply with these training access requirements.