



MINOR ATHLETE ABUSE PREVENTION POLICIES

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USA Softball: Minor Athlete Abuse Prevention Policies

TABLE OF CONTENTS

Introduction	3
Scope	5
Part I: Education & Training Policy	8
Chart of All Adult Participants	10
Part II: Organizational Requirements for Education & Training and Prevention Policies	11
Part III: Required Policies for One-on-One Interactions	14
One-on-One Interaction Policy	14
Meetings and Training Sessions Policy	15
Athletic Training Modalities, Massages, and Rubdowns Policy	17
Locker Rooms and Changing Areas Policy	19
Electronic Communications Policy	21
Transportation Policy	23
Lodging Policy	25
Part IV: Recommended Policies for Keeping Young Athletes Safe	27
Terminology	28

INTRODUCTION

As the National Governing Body of softball in the United States, USA Softball (USAS) joins with the U.S. Center for SafeSport (the Center) in its commitment to building a sport community where participants can work and learn together in an atmosphere free of emotional, physical, and sexual misconduct. Throughout this document the most commonly used terms are defined in the Terminology section that starts on page 28.

Authority

The Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017 authorizes the Center to develop training and policies to prevent abuse—including physical, emotional, and sexual abuse—within the U.S. Olympic & Paralympic Movement. 36 U.S.C. § 220542(a)(1). Federal law requires that, at a minimum, national governing bodies and Paralympic sports organizations *must offer and give consistent training related to the prevention of child abuse: (1) to all adult members who are in regular contact with amateur athletes who are minors and (2) subject to parental consent, to members who are minors.* 36 U.S.C. § 220542(a)(2)(E). Federal law requires that these policies contain reasonable procedures to limit unobservable and uninterrupted one-on-one interactions between an amateur athlete, who is a minor, and an adult, who is not the minor’s legal guardian, at facilities under the jurisdiction of organizations within the U.S. Olympic & Paralympic Movement. 36 U.S.C. § 220542(a)(2)(C).

Application and Implementation

The Minor Athlete Abuse Prevention Policies (MAAPP) were developed by the Center in order to provide a collection of proactive measures to help guide those entities that have obligation to uphold the above noted Federal law(s). Entities with this obligation include the U.S. Olympic & Paralympic Committee (USOPC), National Governing Bodies (NGB), Local Affiliated Organizations (LAO), and Paralympic Sport Organizations (PSO) within the Olympic & Paralympic Movement (each an “Organization”).

The policies set forth below are adopted by USAS and approved by the Center. Where the policy is indicated as “Mandatory,” the policy must be followed. Where the policy is indicated as “Optional”, the policy is recommended by the Center and is considered optional for USAS and local associations and may be followed or required when it is appropriate for the situation. There may be occasions from time to time when USAS changes a policy from “Recommended” to “Mandatory.”

USAS requires these policies be adopted and followed by related LAOs, including its local associations. USAS requires employees, contractors, athletes and members to follow the policies set forth below.

SCOPE

The MAAPP Applies to “In-Program Contact” Within the Olympic & Paralympic Movement

Some policies impose requirements on USAS at sanctioned events and facilities partially or fully under the USAS jurisdiction. For example, USAS must monitor locker rooms at their facilities and sanctioned events. Other policies impose certain requirements on Adult Participants under the USAS jurisdiction when the Adult Participant is having “In-Program Contact.” For example, Adult Participants cannot have one-on-one electronic communications with Minor Athletes that they coach.

Who is a Minor Athlete?

A **Minor Athlete** is an amateur athlete under 18 years of age who participates in, or participated within the previous 12 months in, an event, program, activity, or competition that is part of, or partially or fully under the jurisdiction of USAS/LAO.

Partial or Full Jurisdiction: Includes any sanctioned event (including all travel and lodging in connection with the event) by USAS/LAO, or any facility that USAS/LAO owns, leases, or rents for practice, training, or competition.

Who is an Adult Participant?

An **Adult Participant** is any adult (18 years of age or older) who is:

1. A member or license holder of USAS or LAO;
2. An employee or board member of USAS or LAO;
3. Within the governance or disciplinary jurisdiction of USAS or LAO;
4. Authorized, approved, or appointed by USAS or LAO to have regular contact with or authority over Minor Athletes.¹

¹ This may include volunteers, medical staff, trainers, chaperones, monitors, contract personnel, bus/van drivers, officials, adult athletes, staff, board members, and any other individual who meets the Adult Participant definition.

What is In-Program Contact?

In-Program Contact includes sanctioned events and facilities, but it also applies more broadly to sport-related interactions. **The MAAPP defines “In-Program Contact” as:**

Any contact (including communications, interactions, or activities) between an Adult Participant and any Minor Athlete(s) related to participation in sport.

Examples of in-program contact include, but are not limited to: team competition, team practices, team camps/clinics, team training/instructional sessions, team pre/post game meals or outings, team travel, team review of game film, team- or sport-related relationship building activities, celebrations, award ceremonies, banquets, team- or sport-related fundraising or community service, sport education, or competition site visits.

Does the MAAPP Have Any Exceptions?

Yes. The MAAPP was written with certain appropriate exceptions in mind. Exceptions are addressed in each policy and include:

1. A Close-in-Age Exception

This exception applies to certain policies and allows for In-Program Contact between an Adult Participant and a Minor Athlete if:

- a. The Adult Participant has no authority over the Minor Athlete; and
- b. The Adult Participant is not more than four years older than the Minor Athlete.

Note: This exception is different than the close-in-age exception in the [SafeSport Code](#) pertaining to misconduct.

2. Exceptions for Adult Participant Personal Care Assistants Working with a Minor Athlete

3. Exceptions for Dual Relationships

This exception applies to certain policies when the Adult Participant has a dual role or relationship with a Minor Athlete. The exception requires written consent of the Minor Athlete’s parent/guardian at least annually.

Many of the exceptions require parent/guardian consent. The Center recommends parents take training on child abuse prevention before providing consent under these policies. The Center offers a free Parent Course at www.safesporttrained.org.

Am I required to take SafeSport Training?

Certain Adult Participants within the Olympic & Paralympic Movement who have (i) regular contact with Minor Athletes, (ii) authority over Minor Athletes, or (iii) are employees or board members of USAS, are required to take training. The specific training requirements can be found in Part I.

PART I EDUCATION & TRAINING POLICY

A. Mandatory Child Abuse Prevention Training for Adult Participants

1. Adult Participants Required to Complete Training

- a. The following Adult Participants must complete the *SafeSport Trained Core* either through the Center's online training or the Center's approved, in-person training:
 - i. Adult Participants who have regular contact with any amateur athlete(s) who is a minor;
 - ii. Adult Participants who have authority over any amateur athlete(s) who is a minor;
 - iii. Adult Participants who are an employee or board member of USAS /LAO
- b. Adult Participants who are medical providers (Medical Staff/Trainers [all levels and statuses] that medically assists any person in youth play or in affiliation with the USAS National Teams Programs [this excludes emergency/ambulatory professionals]) required to take training under Section (a) can take the Health Professionals Course in lieu of the *SafeSport Trained Core*.

2. Timing of Training

Adult Participants must complete this training:

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

3. Refresher Training

The above listed Adult Participants must complete a refresher course on an annual basis, beginning the calendar year after completing the *SafeSport Trained Core*. Every four years, Adult Participants will complete the *SafeSport Trained Core* training. Medical providers can take the Health Professionals Course in lieu of the *SafeSport Trained Core* and are required to take the refresher courses on an annual basis if they meet the criteria for A(1).

B. Minor Athlete Training Must Be Offered

1. USAS and LAOs, on an annual basis, must offer and, subject to parental consent, give training to Minor Athletes on the prevention and reporting of child abuse.
2. The Center offers youth courses, located at www.safesporttrained.org, that meet this requirement.

C. Parent Training Must Be Offered

1. USAS and LAOs, on an annual basis, must offer training to parents on the prevention and reporting of child abuse.
2. The Center offers a parent course, located at www.safesporttrained.org, that meets this requirement.

CI. Optional Training

1. Adult Participants serving in a volunteer capacity, who will not have regular contact with or authority over Minor Athletes, should take the Center's brief Volunteer Course (or *SafeSport Trained Core*) before engaging or interacting with any Minor Athlete(s).
2. USAS may provide training *in addition to* the *SafeSport Trained Core*, although they cannot refer to this training as "SafeSport" training. **Training other than the *SafeSport Trained Core* or Refresher does not satisfy this policy.**
3. Parents of Minor Athletes are provided free online access to the Center's parent course and are encouraged to take the training.

CII. Exemptions and Accommodations

1. 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 at exemptions@safesport.org or to USA Softball at sbrown@usasoftball.com.
2. The Center will work with the USAS/LAOs on appropriate accommodations for persons with disabilities and individuals with limited English proficiency to satisfy these training requirements. USAS/LAOs must provide reasonable accommodations and track any exemptions for individuals with disabilities and individuals with limited English proficiency.

CHART OF ALL ADULT PARTICIPANTS

Adult Participant	Regular Contact	Authority
USAS & USAS LAO Appointed Staff (full or part-time & inclusive of interns)		X
USAS & USAS LAO Board Members		X
USAS National Teams (Players, Coaches, & Staff)	X	X
USAS Local Association Coaches & Team Staff (inclusive to any other non-coach adult member of a youth team that will engage in regular contact with minor athletes)	X	X
USAS & USAS LAO Designated Council Members (Commissioners, Junior Olympic Commissioners, At-Large Athlete Representatives, Regional Player Representatives, Athlete Representatives, Regional Umpire-in-Chief)		X
Officials (Umpires that officiate youth play or that are appointed by the NGB to national championship events or international events)	X	X
Adult Athletes (on a team with minor athletes)	X	
Adult Athletes		
Team Authorized Volunteers (parents or other individuals over the age of 18 that will be assisting on the field or in the dugout in youth play, monitoring, lodging with, transporting minor athletes that are not solely their own biological or legally designated child[ren])	X	X
Grounds Crew & Field Maintenance Staff		
Facility Management & Support/Volunteer Staff (inclusive of park administrators, announcers, concession/apparel/novelty workers, security personnel [public or private], third-party vendors, ticket sales/gate monitors, sponsors, scoreboard operators, and other volunteers that do not have regular contact as defined by the USAS MAAPP.)		
Media Members		
Tournament (Event)/Clinic Directors		X
Event Medical Staff/Athletic Trainers (includes emergency/ambulatory professionals as well as on-site medical personnel or athletic trainers that are retained by event management as support staff.)		
Team Authorized Medical Staff/Athletic Trainers (includes any medical personnel or athletic trainers that are retained by a team or league for routine use and travel or in affiliation with the USAS National Teams Programs.)	X	

PART II

ORGANIZATIONAL REQUIREMENTS FOR EDUCATION & TRAINING AND PREVENTION POLICIES

USAS/LAOs must implement proactive policies designed to prevent abuse. These organizational requirements are described below.

A. Organizational Requirements for Education & Training

1. USAS must track whether Adult Participants under its jurisdiction complete the required training listed in Part I.
2. USAS must, on an annual basis, offer and, subject to parental consent, give training to Minor Athletes on the prevention and reporting of child abuse.
 - a. For training to Minor Athletes, USAS must track a description of the training and how the training was offered and provided to Minor Athletes.
 - b. USAS is not required to track individual course completions of Minor Athletes.
3. USAS must, on an annual basis, offer training to parents on the prevention and reporting of child abuse.

B. Required Prevention Policies and Implementation

1. USAS must develop minor athlete abuse prevention policies that contain the mandatory components of the Center's model policies in Part III. These model policies cover:
 - a. One-on-one interactions
 - b. Meetings and training sessions
 - c. Athletic training modalities, massages, and rubdowns
 - d. Locker rooms and changing areas
 - e. Electronic communications
 - f. Transportation
 - g. Lodging
2. The policies must be approved by the Center as described in subsection (C) below. The policies may include the recommended components in Part III and the recommended policies in Part IV. Given the uniqueness of each sport, however, some recommended components or policies may not be feasible or appropriate. USAS may choose to implement stricter standards than the model policies.

3. USAS must also require that its LAOs implement these policies within each LAO.
4. USAS/LAO must implement these policies for all In-Program Contact.
 - a. At sanctioned events and facilities partially or fully under its jurisdiction, USAS/LAO must take steps to ensure the policies are implemented and followed.
 - b. For In-Program Contact that occurs outside a USAS sanctioned event or facilities, implementing these policies means:
 - i. Communicating the policies to individuals under its jurisdiction;
 - ii. Establishing a reporting mechanism for violations of the policies;
 - iii. Investigating and enforcing violations of the policies.
5. USAS/LAO must have a reporting mechanism to accept reports that an Adult Participant is violating USAS minor athlete abuse prevention policies. USAS must appropriately investigate and resolve any reports received, unless the violation is reported to the Center and it exercises jurisdiction over the report. This requirement is in addition to requirements to report abuse under the SafeSport Code.

C. Policy Approval and Submission Process

1. USAS may adopt the MAAPP as-is or adapt it to fit their needs. Regardless, USAS must submit their policies to the Center at compliance@safesport.org for review and approval by January 31, 2021. The Center will approve, approve with modifications, or deny the policies. If the Center denies the proposed policy, the mandatory components of Part III become the default policy until the Center approves the policy.
2. USAS must require their LAOs to incorporate the mandatory components of Part III. USAS may require that their LAOs implement the USAS policies, which may be more stringent than the policies in Part III.
3. USAS may, in its discretion, require its National Member Organizations (NMO) to implement these policies.
 - If USAS chooses to require its NMOs to implement the Education & Training Policy, USAS must obtain advanced, written approval from the Center to expand the training access to additional persons. Requests must be submitted to ngbservices@safesport.org.

4. The mandatory components of Part III will serve as the default policy for any organization that fails to develop its own policy as required by this section.

PART III

REQUIRED POLICIES FOR ONE-ON-ONE INTERACTIONS

The U.S. Center for SafeSport recognizes that youth-adult relationships can be healthy and valuable for development. Policies on one-on-one interactions protect children while allowing for these beneficial relationships. As child sexual abuse is often perpetrated in isolated, one-on-one situations, it is critical that organizations limit such interactions between youth and adults and implement programs that reduce the risk of sexual abuse.

ONE-ON-ONE INTERACTIONS

A. Mandatory Components

1. Observable and Interruptible

- a. All one-on-one In-Program Contact between an Adult Participant and a Minor Athlete must be observable and interruptible, except in emergency circumstances.
- b. The exceptions below may apply to specific policies, and if the exceptions apply, they are listed in the policy. These exceptions also apply to all one-on-one In-Program Contact not specifically addressed in other policies:
 - i. When a Dual Relationship exists; or
 - ii. When the Close-in-Age Exception applies; or
 - iii. If a Minor Athlete needs a Personal Care Assistant, and:
 - (1) the Minor Athlete's parent/guardian has provided written consent to USAS/LAO for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
 - (2) the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and
 - (3) the Adult Participant Personal Care Assistant has complied with the USAS screening policy (Background screening and checks are not covered by this policy; please see the separate policy, required by the USOPC, regarding individuals who must be background screened.);or
 - iv. In other circumstances specifically addressed in this policy that allow for certain one-on-one interactions if the USAS/LAO receives parent/guardian consent.

MEETINGS AND TRAINING SESSIONS

A. Mandatory Components

1. Observable and Interruptible

Adult Participants must follow the one-on-one interaction policy in all meetings and training sessions where Minor Athlete(s) are present.

2. Individual Training Sessions

a. One-on-one, In-Program, individual training sessions must be observable and interruptible except if:

- i. A Dual Relationship exists; or
- ii. The Close-in-Age Exception applies; or
- iii. A Minor Athlete needs a Personal Care Assistant, and:
 - (1) the Minor Athlete's parent/guardian has provided written consent to USAS/LAO for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
 - (2) the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and
 - (3) the Adult Participant Personal Care Assistant has complied with the USAS screening policy (Background screening and checks are not covered by this policy; please see the separate policy, required by the USOPC, regarding individuals who must be background screened.).

b. The Adult Participant providing the individual training session must receive advance, written consent from the Minor Athlete's parent/guardian at least annually, which can be withdrawn at any time; and

c. Parents/guardians must be allowed to observe the individual training session.

3. Meetings with licensed mental health care professionals and health care providers (other than athletic trainers²)

If a licensed mental health care professional or licensed health care provider meets one-on-one with a Minor Athlete at a sanctioned event or a facility, which is partially or fully under USAS/LAO's jurisdiction, the meeting must be observable and interruptible except:

- a. If the door remains unlocked; and
- b. Another adult is present at the facility and notified that a meeting is

² Athletic trainers who are covered under these policies must follow the "Athletic Training Modalities, Massages, and Rubdowns" policy.

- occurring, although the Minor Athlete's identity needs not be disclosed; and
- c. USAS /LAO is notified that the provider will be meeting with a Minor Athlete; and
 - d. The provider obtains consent consistent with applicable laws and ethical standards, which can be withdrawn at any time.

B. Recommended Components

1. Monitoring

If a permitted meeting or training session takes place between an Adult Participant(s) and a Minor Athlete(s) at a facility partially or fully under USAS/LAO's jurisdiction, another Adult Participant will monitor each meeting or training session. Monitoring includes reviewing the parent/guardian consent form, knowing that the meeting or training session is occurring, knowing the approximate planned duration of the meeting or training session, and dropping in on the meeting or training session.

2. Parent Training

Parents/guardians receive the U.S. Center for SafeSport's education and training on child abuse prevention before providing consent for their Minor Athlete to have a meeting or training session with an Adult Participant subject to these policies.

ATHLETIC TRAINING MODALITIES, MESSAGES, AND RUBDOWNS

A. Mandatory Components

1. Athletic training modality, massage, or rubdown

All In-Program athletic training modalities, massages, or rubdowns of a Minor Athlete must:

- a. Be observable and interruptible; and
- b. Have another Adult Participant physically present for the athletic training modality, massage, or rubdown; and
- c. Have documented consent as explained in subsection (2) below; and
- d. Be performed with the Minor Athlete fully or partially clothed, ensuring that the breasts, buttocks, groin, or genitals are always covered; and
- e. Allow parents/guardians in the room as an observer, except for competition or training venues that limit credentialing.

2. Consent

- a. Providers of athletic training modalities, massages, and rubdowns or USAS/LAO, when applicable, must obtain consent at least annually from Minor Athletes' parents/guardians before providing any athletic training modalities, massages, or rubdowns.
- b. Minor Athletes or their parents/guardians can withdraw consent at any time.

B. Recommended components

1. Parent Training

Parents/guardians receive the U.S. Center for SafeSport education and training on child abuse prevention before providing consent for their Minor Athlete to receive an athletic training modality, massage, or rubdown.

2. The provider should narrate the steps in the massage, rubdown, or athletic training modality before taking them, seeking assent of the Minor Athlete throughout the process.
3. When possible, techniques should be used to reduce physical touch of Minor Athletes.
4. Only licensed providers should administer a massage, rubdown, or athletic training modality.

5. Coaches, regardless of whether they are licensed massage therapists, should not massage Minor Athletes.

LOCKER ROOMS AND CHANGING AREAS

A. Mandatory Components

1. Observable and Interruptible

Adult Participants must ensure that all one-on-one In-Program Contact with Minor Athlete(s) in a locker room, changing area, or similar space where Minor Athlete(s) are present is observable and interruptible, except if:

- a. A Dual Relationship exists; or
- b. The Close-in-Age Exception applies; or
- c. A Minor Athlete needs a Personal Care Assistant and:
 - i. the Minor Athlete's parent/guardian has provided written consent to USAS/LAO for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
 - ii. the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and
 - iii. the Adult Participant Personal Care Assistant has complied with the USAS screening policy (Background screening and checks are not covered by this policy; please see the separate policy, required by the USOPC, regarding individuals who must be background screened.).

2. Conduct in Locker Rooms, Changing Areas, and Similar Spaces

- a. No Adult Participant or Minor Athlete can use the photographic or recording capabilities of any device in locker rooms, changing areas, or any other area designated as a place for changing clothes or undressing.
- b. Adult Participants must not change clothes or behave in a manner that intentionally or recklessly exposes their breasts, buttocks, groin, or genitals to a Minor Athlete.
- c. Adult Participants must not shower with Minor Athletes unless:
 - i. The Adult Participant meets the Close-in-Age Exception; or
 - ii. The shower is part of a pre- or post-activity rinse while wearing swimwear.
- d. Parents/guardians may request in writing that their Minor Athlete(s) not change or shower with Adult Participant(s) during In-Program Contact. USAS/LAO and the Adult Participant(s) must abide by this request.

3. Media and Championship Celebrations in Locker Rooms

USAS/LAO may permit recording or photography in locker rooms for the purpose of highlighting a sport or athletic accomplishment if:

- i. Parent/legal guardian consent has been obtained; and

- ii. USAS/LAO approves the specific instance of recording or photography;
and
- iii. Two or more Adult Participants are present; and
- iv. Everyone is fully clothed.

4. Personal Care Assistants

Adult Participant Personal Care Assistants are permitted to be with and assist Minor Athlete(s) in locker rooms, changing areas, and similar spaces where other Minor Athletes are present, if they meet the requirements in subsection (1)(c) above.

5. Availability and Monitoring of Locker Rooms, Changing Areas, and Similar Spaces

- a. USAS/LAO must provide a private or semi-private place for Minor Athletes that need to change clothes or undress at sanctioned events or facilities partially or fully under USAS/LAO jurisdiction.
- b. USAS/LAO must monitor the use of locker rooms, changing areas, and similar spaces to ensure compliance with these policies at sanctioned events or facilities partially or fully under USAS/LAO jurisdiction.

B. Recommended Components

USAS or a Local Association may include any of the following Components:

- 1. To minimize the risk of bullying and hazing, USAS/LAO uses locker room monitors to ensure that minor athletes are not left unsupervised in locker rooms and changing areas, including, when appropriate, Adult Participants listening-in from nearby to locker room interactions among minors.
- 2. Adult Participants 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.
- 3. 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.

ELECTRONIC COMMUNICATIONS³

A. Mandatory Components

1. Open and Transparent

- a. All one-on-one electronic communications between an Adult Participant and a Minor Athlete must be Open and Transparent except:
 - i. When a Dual Relationship exists; or
 - ii. When the Close-in-Age Exception applies; or
 - iii. If a Minor Athlete needs a Personal Care Assistant and:
 - (1) the Minor Athlete's parent/guardian has provided written consent to USAS/LAO for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
 - (2) the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and
 - (3) the Adult Participant Personal Care Assistant has complied with the USAS screening policy (Background screening and checks are not covered by this policy; please see the separate policy, required by the USOPC, regarding individuals who must be background screened.).
- b. Open and Transparent means that the Adult Participant copies or includes the Minor Athlete's parent/guardian, another adult family member of the Minor Athlete, or another Adult Participant.
 - If a Minor Athlete communicates with the Adult Participant first, the Adult Participant must follow this policy if the Adult Participant responds.
- c. Only platforms that allow for Open and Transparent communication may be used to communicate with Minor Athletes.

2. Team Communication

When an Adult Participant communicates electronically to the entire team or any number of Minor Athletes on the team, the Adult Participant must copy or include another Adult Participant or the Minor Athletes' parents/guardians.

3. Content

All electronic communication originating from an Adult Participant(s) to a Minor Athlete(s) must be professional in nature unless an exception in (1)(a) exists.

³ Electronic communications include, but are not limited to: phone calls, videoconferencing, video coaching, texting, and social media.

4. Requests to discontinue

Parents/guardians may request in writing that USAS/LAO or an Adult Participant subject to this policy not contact their Minor Athlete through any form of electronic communication. USAS/LAO and the Adult Participant must abide by any request to discontinue, absent emergency circumstances.

B. Recommended components

1. Hours

Electronic communications should generally be sent only between the hours of 8:00 a.m. and 8:00 p.m. local time for the location of the Minor Athlete.

2. Social Media Connections

Adult Participants, except those with a Dual Relationship or who meet the Close-in-Age Exception, are not permitted to maintain private social media connections with Minor Athletes and should discontinue existing social media connections with Minor Athletes.

TRANSPORTATION

A. Mandatory Components

1. Transportation

- a. An Adult Participant cannot transport a Minor Athlete one-on-one during In-Program travel, except if:
 - i. A Dual Relationship exists; or
 - ii. The Close-in-Age Exception applies; or
 - iii. A Minor Athlete needs a Personal Care Assistant and:
 - (1) the Minor Athlete's parent/guardian has provided written consent to USAS/LAO for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
 - (2) the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and
 - (3) the Adult Participant Personal Care Assistant has complied with the USAS screening policy (Background screening and checks are not covered by this policy; please see the separate policy, required by the USOPC, regarding individuals who must be background screened.);
or
 - iv. The Adult Participant has advance, written consent to transport the Minor Athlete one-on-one obtained at least annually from the Minor Athlete's parent/guardian.
- b. Minor Athlete(s) or their parent/guardian can withdraw consent at any time.
- c. An Adult Participant meets the In-Program transportation requirements if the Adult Participant is accompanied by another Adult Participant or at least two minors.
- d. Written consent from a Minor Athlete's parent/guardian is required for all transportation sanctioned by an USAS/LAO at least annually.

B. Recommended Components

1. Shared or Carpool Travel Arrangement

USAS/LAO encourages parents/guardians to pick up their Minor Athlete first and drop off their Minor Athlete last in any shared or carpool travel arrangement.

2. Parent Training

Parents/guardians receive the U.S. Center for SafeSport education and training on child

abuse prevention before providing consent for their Minor Athlete to travel one-on-one with an Adult Participant.

LODGING

A. Mandatory Components

1. Hotel Rooms and Other Sleeping Arrangements

- a. All In-Program Contact at a hotel or lodging site between an Adult Participant and a Minor Athlete must be observable and interruptible, and an Adult Participant cannot share a hotel room or otherwise sleep in the same room with a Minor Athlete(s), except if:
 - i. A Dual Relationship Exists, and the Minor Athlete's parent/guardian has provided USAS/LAO with advance, written consent for the lodging arrangement;
 - ii. The Close-in-Age Exception applies, and the Minor Athlete's parent/guardian has provided USAS/LAO with advance, written consent for the lodging arrangement; or
 - iii. The Minor Athlete needs a Personal Care Assistant, and:
 - (1) The Minor Athlete's parent/guardian has provided advance, written consent to USAS/LAO for the Adult Participant Personal Care Assistant to work with the Minor Athlete and for the lodging arrangement;
 - (2) The Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and
 - (3) The Adult Participant Personal Care Assistant has complied with the USAS screening policy (Background screening and checks are not covered by this policy; please see the separate policy, required by the USOPC, regarding individuals who must be background screened.)
- b. Written consent from a Minor Athlete's parent/guardian must be obtained for all In-Program lodging at least annually.

2. Monitoring or Room Checks During In-Program Travel

If USAS/LAO or team performs room checks during In-Program lodging, the one-on-one interaction policy must be followed and at least two adults must be present for the room checks.

3. Additional Requirements for Lodging Authorized or Funded by USAS

- a. Adult Participants traveling with USAS National Teams must agree to and sign USAS lodging policy at least annually.
- b. Adult Participants that travel overnight with Minor Athlete(s) are assumed to have Authority over Minor Athlete(s) and thus must comply with the USAS' Education & Training Policy.

B. Recommended Components

1. Adult Participants who travel with USAS must successfully pass a criminal background check and other screening requirements consistent with USAS policies.
2. During team travel, when doing room checks, attending team meetings and/or other activities, two-deep leadership (two Adult Participants should be present) and observable and interruptible environments should be maintained.
3. Meetings should not be conducted in a hotel room.
4. Parent Training
Parents/legal Parents/guardians receive the Center's education and training on child abuse prevention before providing consent for lodging arrangements under this policy.

PART IV

RECOMMENDED POLICIES FOR KEEPING YOUNG ATHLETES SAFE

A. Out-of-Program Contact

Adult Participants, who do not meet the Close-in-Age Exception nor have a Dual Relationship with a Minor Athlete, should not have out-of-program contact with Minor Athlete(s) without legal/parent guardian consent, even if the out-of-program contact is not one-on-one.

B. Gifting

1. Adult Participants, who do not meet the Close-in-Age Exception nor have a Dual Relationship with a Minor Athlete, should not give personal gifts to Minor Athlete(s).
2. Gifts that are equally distributed to all athletes and serve a motivational or education purpose are permitted.

C. Photography/Video

1. Photographs or videos of athletes may only be taken in public view and must observe generally accepted standards of decency.
2. Adult Participants should not publicly share or post photos or videos of Minor Athlete(s) if the Adult Participant has not obtained the Parent/Guardian and Minor Athlete's consent.

TERMINOLOGY

Adult Participant: Any adult (18 years of age or older) who is:

- a. A member or license holder of USAS/LAO;
- b. An employee or board member of USAS/LAO;
- c. Within the governance or disciplinary jurisdiction of USAS/LAO;
- d. Authorized, approved, or appointed by USAS/LAO to have regular contact with or authority over Minor Athletes.⁴

Amateur Athlete: An athlete who meets the eligibility standards established by the National Governing Body or Paralympic sports organization for the sport in which the athlete competes.

Authority: When one person's position over another person is such that, based on the totality of the circumstances, they have the power or right to direct, control, give orders to, or make decisions for that person. Also see the [Power Imbalance definition in the SafeSport Code](#). *NOTE: Please see chart defined in the "Chart of Possible Adult Participants" section for a list of specific role designations.*

Close-in-Age Exception: An exception applicable to certain policies when an Adult Participant does not have authority over a Minor Athlete *and* is not more than four years older than the Minor Athlete (e.g., a 19-year-old and a 16-year-old). Note: this exception *only* applies within the prevention policies and *not* regarding conduct defined in the SafeSport Code.

Dual Relationships: An exception applicable to certain policies when an Adult Participant has a dual role or relationship with a Minor Athlete and the Minor Athlete's parent/guardian has provided written consent at least annually authorizing the exception.

In-Program Contact: Any contact (including communications, interactions, or activities) between an Adult Participant and any Minor Athlete(s) related to participation in sport.

Examples of In-Program Contact include, but are not limited to: team competition, team practices, team camps/clinics, team training/instructional sessions, team pre/post game meals or outings, team travel, team review of game film, team- or sport-related relationship building activities, celebrations, award ceremonies, banquets, team- or sport-related fundraising or community service, sport education, or competition site visits.

⁴ This may include volunteers, medical staff, trainers, chaperones, monitors, contract personnel, bus/van drivers, officials, adult athletes, staff, board members, and any other individual who meets the Adult Participant definition.

Local Affiliated Organization (LAO): In the scope of USAS, an LAO is defined as being any one of our 66 local state/metro associations across the United States.

Minor Athlete: An Amateur Athlete under 18 years of age who participates in, or participated within the previous 12 months in, an event, program, activity, or competition that is part of, or partially or fully under the jurisdiction of, an NGB, PSO, USOPC, or LAO.

Partial or Full Jurisdiction: Includes any sanctioned event (including all travel and lodging in connection with the event) by the NGB, PSO, USOPC, or LAO, or any facility that the NGB, PSO, USOPC, or LAO owns, leases, or rents for practice, training or competition.

National Governing Body (NGB): A U.S. Olympic National Governing Body, Pan American Sport Organization, or Paralympic Sport Organization recognized by the U.S. Olympic & Paralympic Committee pursuant to the Ted Stevens Olympic and Amateur Sports Act, 36 U.S.C. §§ 220501, et seq. This definition shall also apply to the USOPC, or other sports entity approved by the USOPC, when they have assumed responsibility for the management or governance of a sport included on the program of the Olympic, Paralympic, or Pan-American Games.

Adult Participant Personal Care Assistant: An Adult Participant who assists an athlete requiring help with activities of daily living (ADL) and preparation for athletic participation. This support can be provided by a Guide for Blind or visually impaired athletes or can include assistance with transfer, dressing, showering, medication administration, and toileting. Personal Care Assistants are different for every athlete and should be individualized to fit their specific needs. When assisting a Minor Athlete, Adult Participant PCAs must be authorized by the athlete's parent/guardian.

Paralympic Sport Organization (PSO): an amateur sports organization recognized and certified as an NGB by the USOPC.

Regular Contact: Ongoing interactions during a 12-month period wherein an Adult Participant is in a role of direct and active engagement with any Minor Athlete(s). *NOTE: Please see chart defined in the "Chart of All Adult Participants" section for a list of specific role designations.*

U.S. Olympic & Paralympic Committee (USOPC): A federally chartered nonprofit corporation that serves as the National Olympic Committee and National Paralympic Committee for the United States.