



**USA WATER POLO, INC.  
MINOR ATHLETE ABUSE PREVENTION POLICIES**

**I.**  
**INTRODUCTION**

On February 14, 2018, the Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017 (the “Act”) became federal law. Among other things, the Act designated the United States Center for Safe Sport (the “Center”) as the national safe sport organization and authorized the Center to exercise jurisdiction over all national governing bodies to safeguard amateur athletes against emotional, physical, and sexual abuse in sports. Pursuant to that authority, the Center has required USA Water Polo, Inc., the national governing body for the sport of water polo in the United States, (“USAWP”) to adopt policies and procedures applicable to USAWP and its local affiliated organizations (as defined by the Center, but which includes all USAWP member clubs) designed to prevent the abuse of USAWP athlete members who are minors. Those policies and procedures are set forth below and apply to all Participating Adults (as defined below, including all USAWP members) and to all USAWP local affiliated organizations, including USAWP member clubs and the members and employees of such clubs.

**II.**  
**POLICIES AND PROCEDURES**

**A. Definitions**

1. “**Adult**” means a person who is eighteen (18) years of age or older.
2. “**Center**” means the U. S. Center for Safe Sport.
3. “**Electronic Communication**” means any form of electronic communication including, but not limited to: (a) telephone conversations, (b) e-mails, (c) text messages, (d) postings on internet sites, (e) direct messaging, (f) group messaging platforms and (g) postings on social media sites, such as Facebook and Twitter.
4. “**Events**” means: (a) practices, (b) competitions, (c) travel and lodging in connection with practices and competitions, (d) health and medical treatment provided by or at the behest of USAWP or a LAO and (e) travel in connection with health and medical treatment provided by or at the behest of USAWP or a LAO.
5. “**Family Member**” means a parent, sibling, uncle, aunt, first cousin, grandparent, great-grandparent or legal guardian of a Minor Athlete, and a member of the household of a legal guardian of a Minor Athlete.
6. “**Jurisdiction**” means authority or control over a facility at which a practice or competition is held, or at which an athlete is housed while traveling to participate in a practice or competition.
7. “**LAO**” means a local affiliated organization as defined by the Center, i.e., a regional, state, or local club or organization that is affiliated, directly or indirectly, with USAWP, such as by being a member of USAWP, including, but not limited to, USAWP member clubs.

8. “**Local Travel**” means travel to Events at which athletes will not be absent from their usual place of residence for at least one night. For the avoidance of doubt, Local Travel does not include travel from a hotel or other accommodation, other than an athlete’s principal place of residence, to an Event.
9. “**Minor Athlete**” means an athlete member of USAWP who is seventeen (17) years of age or younger.
10. “**Minor Training**” means the Center’s training offered to Minor Athletes.
11. “**Participating Adult**” means each of: (a) Adult members who have Regular Contact with Minor Athletes; (b) Adults authorized by USAWP to have: (i) Regular Contact with Minor Athletes or (ii) authority over one or more Minor Athletes; (c) Adult members at a facility either partially or entirely under the jurisdiction of USAWP or a LAO; and (d) USAWP Staff and Board Members.
12. “**Refresher Training**” means the Center’s online refresher training course or the Center’s approved in-person designated refresher training course, as the same may be in effect from time to time.
13. “**Regular Contact with Minor Athletes**” means frequent, recurring contact between an Adult and one or more Minor Athletes, other than Family Members of the Minor Athlete. A person with supervisory or decision-making authority over an Adult who has frequent, recurring contact with one or more Minor Athletes, other than Family Members of the Minor Athlete, is deemed to have Regular Contact with Minor Athletes. Adults having Regular Contact with Minor Athletes include, but are not limited to, coaches, USAWP and LAO administrative staff, USAWP medical professionals, officials and Adult athletes who regularly participate in Events with Minor Athletes.
14. “**Team Travel**” means travel involving a Minor Athlete in conjunction with an Event, other than Local Travel.
15. “**Therapeutic Modalities**” means icing, massaging, rubbing down, electric stimulation of muscles and nerves, ultra sound and other, similar, athletic training and therapeutic modalities.
16. “**Training**” means the Center’s Core SafeSport training, as the same may be in effect from time to time.
17. “**USAWP**” means United States Water Polo, Inc.

**B. Consents and Notices**

1. **USAWP.** Where these policies require that a notice or consent be provided to USAWP, the notice or consent should be sent via e-mail to: [mapp@usawaterpolo.org](mailto:mapp@usawaterpolo.org).

2. **LAO.** Where these policies require that a notice or consent be provided to LAO, the notice or consent should be provided to the LAO's administrator.

**C. Training and Background Checks**

**1. Adults**

- a. Commencing March 23, 2019, all Participating Adults must complete Training before commencing Regular Contact with Minor Athletes.
- b. In order to register as a coach or referee member of USAWP, or club administrator, for the 2019 calendar year and thereafter, an Adult must have completed Training.
- c. Commencing December 31, 2019, all Participating Adults who have completed Training more than six (6) months prior to the commencement of the forthcoming calendar year must complete Refresher Training.
- d. In order to register as a coach, referee, club administrator, or participating member of USAWP for the 2020 calendar year and thereafter, an Adult who has completed Training more than six (6) months prior to the commencement of the forthcoming calendar year must complete Refresher Training.

**2. Minors**

- a. USAWP will offer Minor Training annually to its Minor Athletes by making the Center's Minor Training materials available to all Minor Athlete members of USAWP through a link on USAWP's website and, on an annual basis coincident with each Minor Athlete's renewal of that Minor Athlete's membership, advise the Minor Athlete and the Minor Athlete's parents or legal guardians of the availability of the Center's Minor Training
- b. In 2019, once the Center's Minor Training becomes available, USAWP will send a separate notice regarding the availability of the Center's Minor Training to those Minor Athletes who renewed their membership for 2019 prior to the date upon which the Center's Minor Training becomes available.
- c. Minor Athletes are required to obtain the consent of their parents or legal guardians prior to engaging in Minor Training.

**3. Exemptions**

- a. Exemptions from the training requirements set forth in parts II.C.1 and II.C.2 of this policy may be made on a case by case basis for victims/survivors by the Center.

- b. Requests for exemptions may be made directly to the Center at [ngbservices@safesport.org](mailto:ngbservices@safesport.org) or to USAWP via e-mail at [csicard@usawaterpolo.org](mailto:csicard@usawaterpolo.org). Requests for exemptions made to USAWP will be forwarded to the Center for its consideration.

**D. Limiting One-on-One Contact with Minor Athletes**

- 1. This policy applies to all Adults at a facility either partially or entirely under the Jurisdiction of USAWP or a LAO.
- 2. **One-on-One Contacts**
  - a. Except as provided below, one-on-one interactions between Minor Athletes and Adults, other than Family Members of the Minor Athlete, at a facility either partially or entirely under the jurisdiction of USAWP or a LAO are prohibited unless they are easily observable and at a distance from another Adult such that the interaction is easily interruptible by that Adult.
  - b. One-on-one interactions between Minor Athletes and Adults at facilities either partially or entirely under the jurisdiction of USAWP or a LAO, other than those that are easily observable and at a distance from another Adult such that the interaction is easily interruptible by that Adult, are permitted as follows:
    - (1) in emergency circumstances; and
    - (2) with mental health care and health care professionals, provided that, if the one-on-one contact between a mental health care or health care professional and a Minor Athlete occurs in a room with a closed door in order to protect patient privacy: (a) the door must remain unlocked, (b) another Adult must be present at the facility where the one-on-one contact occurs, (c) the other Adult is advised that the closed door contact is occurring and (d) the Minor Athlete's parent or legal guardian has first provided written consent to the one-on-one contact and a copy of that consent has been provided to USAWP and the Minor Athlete's LAO in advance of the one-on-one contact.
- 3. **Meetings**
  - a. Except as provided below, meetings between Minor Athletes and Adults, other than Family Members of the Minor Athlete, at a facility partially or entirely under the jurisdiction of USAWP or a LAO are prohibited unless they are easily observable by another Adult and at a distance from that other Adult such that the meeting is easily interruptible by that other Adult.

- b. If a meeting between a Minor Athlete and an Adult, other than a Family Member of the Minor Athlete, occurs in an office or other indoor facility partially or entirely under the jurisdiction of USAWP or a LAO, the door to the office or facility must remain open and unlocked. If available, the meeting should occur in an office or facility that has windows, with any blinds or curtains over those windows remaining open during the meeting.
- c. Meetings between a Minor Athlete and an Adult, other than a Family Member of the Minor Athlete, other than as described above may occur under emergency circumstances.
- d. A licensed Adult mental health care professional may meet with a Minor Athlete at a facility partially or entirely under the jurisdiction of USAWP or a LAO other than as provided above, provided that: (i) the door to any room in which the meeting occurs remains unlocked, (ii) another Adult is present at the facility, (iii) the other Adult at the facility is advised that the meeting is taking place in advance of the commencement of the meeting and (iv) USAWP or the LAO, as applicable, receives a written consent to the meeting signed by the Minor Athlete's parent or legal guardian in advance of the meeting.
- e. A Participating Adult who is competing on the same team as a Minor Athlete may meet with a Minor Athlete on that Participating Adult's team at a facility partially or entirely under the jurisdiction of USA Water Polo or a LAO without another Adult present provided that: (i) the meeting takes place in an open location, such as a pool deck, or, if in an office or other room, if: (x) the door to the office or room remains unlocked, (y) any blinds, curtains or other coverings over any windows or other openings to the room remain open and (z) there are at least two participants in the meeting, in addition to the Participating Adult and the Minor Athlete (such other participants may be Minor Athletes, provided that such Minor Athletes are also competing on the same team as the Participating Adult); and (ii) the Minor Athlete is at least 15 years of age.

#### 4. **Individual Training Sessions**

- a. Except as provided below, an Adult, other than a Family Member of the Minor Athlete, may not conduct an individual training session with a Minor Athlete.
- b. All individual training sessions conducted with a Minor Athlete by an Adult other than the Minor Athlete's Family Member must be conducted such that the training session is observable by another Adult and at a distance from that other Adult such that the training session is easily interruptible by that other Adult.
- c. Prior to the commencement of the individual training session, the Adult

conducting the individual training session must obtain written permission to conduct the training session from the Minor Athlete's parent or legal guardian and provide the written permission to USAWP or the LAO with which the Minor Athlete is affiliated. Such written permission may cover more than one training session, but may not extend for a period greater than six months.

- d. Family Members, legal guardians and other caretakers must be allowed to observe the training session.

## 5. **General Provisions**

- a. All one-on-one interactions between Adults and Minor Athletes must be subject to monitoring by other Adults at the facility at which the one-on-one interaction is taking place. Monitoring includes: (i) ensuring that the Adult engaging in the one-on-one interaction informs the other Adults at the facility that the interaction is taking place in advance of the commencement of the interaction and the anticipated duration of the interaction and (ii) other Adults at the facility randomly dropping in during the interaction.
- b. Out of program contacts between Minor Athletes and Participating Adults other than Family Members of the Minor Athlete, such as interactions at the Participating Adult's home, restaurants and individual transportation are strongly discouraged.

## **E. Therapeutic Modalities**

- 1. The following policies apply to interactions between Adults and Minor Athletes while the Minor Athletes are undergoing Therapeutic Modalities and, to the extent inconsistent with USAWP policies regarding One-on-One Contacts with Minor Athletes described at Section II.D above, shall control while a Minor Athlete is undergoing a Therapeutic Modality.
- 2. Therapeutic Modalities shall be conducted in locations where the administration of the Therapeutic Modality can be easily observed and at an interruptible distance from an Adult other than the Adult administering the Therapeutic Modality.
- 3. If a Therapeutic Modality is administered to a Minor Athlete in a room, there must be another Adult in the room.

## **F. Locker Rooms and Changing Areas**

- 1. An Adult should not be present alone with a Minor Athlete in a locker room or changing area except as follows:
  - a. In emergencies;

- b. If the Adult is a Family Member of the Minor Athlete; or
  - c. If the Adult is an athlete who competed in the same event as the Minor Athlete, the Minor Athlete is at least 15 years of age and, except for athletes selected to represent, or to train to represent, the United States in international competition, there is no more than a 5 year age difference between the Adult and the Minor Athlete.
2. Other than as explicitly provided in this policy, the use of voice recording devices, still cameras and video cameras in locker rooms or changing areas where Minor Athletes are present is prohibited.
- a. Provided that USAWP or the LAO using the locker room or changing area grants prior written approval for the use of voice recording devices, still cameras or video cameras, and all Minor Athletes occupying the locker room or changing area are clothed, members of the media may use such devices in a locker room or changing area.
  - b. Provided that USAWP or the LAO using the locker room or changing area grants prior written approval for the use of voice recording devices, still cameras or video cameras, there are at least two Adults present and all Minor Athletes occupying the locker room or changing area are clothed, such devices may be used in a locker room or changing area to record victory celebrations.
3. Except as provided below, an Adult should not be undressed or intentionally expose his or her buttocks, groin or genitals in front of a Minor Athlete. Except as provided below, under no circumstances shall an Adult female intentionally expose her breasts in front of a Minor Athlete.
- a. If a USAWP coach member or other Participating Adult has entered the water during an Event such that the coach member or Participating Adult desires to shower and/or change clothes following the Event, the coach member or other Participating Adult shall wait until all Minor Athletes have exited the locker room or changing area before undressing.
  - b. This policy does not apply to a Participating Adult who satisfies each of the following criteria:
    - (1) The Participating Adult was competing as an athlete in the same Event as the Minor Athlete;
    - (2) All Minor Athletes are at least 15 years of age;
    - (3) Other than athletes competing or training on a team selected to represent the United States in international competition, the age differential between the Participating Adult and the Minor Athlete is less than five years.



- c. This Policy does not apply to Family Members, other than at facilities partially or entirely under the jurisdiction of USAWP or a LAO.
4. USAWP and all USAWP LAOs shall regularly and randomly endeavor to monitor the use of locker rooms and changing areas to ensure compliance with these policies. Such efforts shall include, but not be limited to, being aware of a Minor Athlete leaving a practice or competition for a locker room or changing area and of the Minor Athlete's failure to timely return to the practice or competition.
5. USAWP and all USAWP LAOs shall discourage Family Members (other than Adults designated by USAWP or a LAO to supervise a locker room or changing area) from entering locker rooms and changing areas absent a particularized need to do so under unusual circumstances or in the event that the locker room or changing area is the only public rest room available at the facility. Should it become necessary for a Family Member (other than Adults designated by USAWP or a LAO to supervise a locker room or changing area) to enter a locker room or changing area, the Family Member must notify the Minor Athlete's coach or club administrator of the Family Member's intent to enter the locker room or changing area in advance and the Family Member entering the locker room or changing area and the Family Member must be of the same sex as the Minor Athlete.

**G. Social Media and Electronic Communications with Minor Athletes**

1. This policy applies to all Electronic Communications between a Participating Adult and one or more Minor Athletes, including communications through social media, other than: (a) communications between a Participating Adult who is a Family Member of the Minor Athlete with whom the Participating Adult is communicating and (b) communications between a Participating Adult and a Minor Athlete in which each of the following are satisfied: (i) the Minor Athlete is 15 years of age or older, (ii) there is no more than a five (5) year age differential between the Participating Adult and the Minor Athlete and (iii) the Participating Adult is not in a position of authority over the Minor Athlete.
2. All Electronic Communications between Participating Adults and Minor Athletes must be professional in nature and for the purpose of communicating information about team or individual sport-related activities.
3. All Electronic Communications between a Participating Adult and a Minor Athlete (including responding to communications initiated by the Minor Athlete) must include copies to either: (a) at least one of the Minor Athlete's parents or legal guardians or (b) the entire team of which the Minor Athlete is a party and at least one other Participating Adult. For purposes of this policy, the posting of an electronic communication on a website or social media site in a manner in which the posting may be viewed by the Minor Athlete's parents or legal guardians or the entire team of which the Minor Athlete is a member is deemed to constitute

the furnishing of a copy of the Electronic Communication to the persons with access to the website or social media site.

4. Adults who have Regular Contact with Minors, other than Family Members of the Minor, may not permit Minor Athletes to join their personal social media page, unless their personal social media page is accessible to all members of the public. For the avoidance of doubt, this policy does not prohibit Minor Athletes from joining the social media page of the USAWP club to which they belong, even if that social media page is only accessible to club members.
5. Upon request by a parent or legal guardian of a Minor Athlete, an Adult must cease to have any Electronic Communications with the Minor Athlete.
6. USAWP and all USAWP LAOs shall monitor their social media pages and remove any posts that violate their internal policies or these policies.
7. USAWP and all USAWP LAOs shall inform the parents or legal guardians of any Minor Athlete of any violations of this policy as to that Minor Athlete of which they are aware.
8. USAWP will inform the USAWP LAO of a Minor Athlete who receives communications that violate this policy of which it is aware.

## **H. Travel**

### **1. Local Travel**

- a. Except as provided below, neither USAWP nor any LAO may provide Local Travel to Events.
  - (1) USAWP and any LAO may coordinate the provision of Local Travel to Events by third parties, such as by assisting with arranging car pools by Adults affiliated with a LAO.
  - (2) USAWP may provide Local Travel for teams representing the United States at Events.
  - (3) USAWP may provide Local Travel for teams representing a USAWP Zone at Events.
  - (4) USAWP may provide Local Travel for teams participating at USAWP Zone Events.
- b. Absent emergency circumstances or with advance written permission from a Minor Athlete's parent or legal guardian, Participating Adults (other than Family Members) shall not ride in a vehicle alone with a Minor Athlete. For the avoidance of doubt, a Minor Athlete's parent or legal guardian may provide written permission for a Minor Athlete to ride alone

in a vehicle with a Participating Adult over a period of time not exceeding one year and need not provide a separate written permission for each instance of Local Travel. As used in this policy, a written permission must include the name of the Participating Adult receiving the permission, the name of the Minor Athlete to whom the permission pertains, the period of time covered by the permission and a brief description of the travel to which the permission pertains. A copy of the written permission must be provided to the Minor Athlete's LAO.

- c. Adults who are Family Members of a Minor Athlete and who are driving Minor Athletes in any shared or carpool Local Travel should be encouraged to pick up the Minor Athlete of whom they are Family Members first and to drop off that Minor Athlete last so as to avoid driving alone with a Minor Athlete of whom they are not a Family Member.

## 2. **Team Travel**

- a. When only one Minor Athlete and one Participating Adult (other than a Family Member) are engaged in Team Travel, the Minor Athlete must have prior written permission from the Minor Athlete's parent or legal guardian in order to engage in the Team Travel.
- b. Participating Adults (other than a Family Member) shall not share a hotel room or other sleeping arrangement with a Minor Athlete; provided that a Participating Adult may share a hotel room or other sleeping arrangement with a Minor Athlete if the parent or legal guardian of the Minor Athlete has provided advance written consent to that arrangement to the Minor Athlete's LAO or USAWP.
- c. Meetings between Participating Adults (other than a Family Member) and a Minor Athlete while engaging in Team Travel shall be conducted in accordance with the above policies regarding Meetings (section II.D.3 above) and shall not be conducted in a hotel sleeping room. For the avoidance of doubt, meetings held in accordance with the above policies regarding Meetings (section II.D.3) may be conducted in hotel conference rooms, hotel lobbies and similar public places.
- d. Prior to engaging in Team Travel in which a Minor Athlete is not accompanied by a parent or legal guardian of the Minor Athlete, the Minor Athlete must have written permission from the Minor Athlete's parent or legal guardian.

### **I. Reporting Violations and Sanctions**

- 1. All USAWP members are required to report in writing any suspected violation of the foregoing policies to USAWP within twenty-four (24) hours of such violation coming to the attention of the USAWP member.

2. All violations of the SafeSport Code for the U.S. Olympic and Paralympic Movements (the “**Code**”), as the Code may be amended from time to time, involving sexual misconduct (as defined in the Code) must be reported to the Center through the Center’s website ([www.safesport.org](http://www.safesport.org)) or by calling the Center at 720.531.0340. Although the Center has exclusive jurisdiction over reports of alleged sexual misconduct, such reports may also be made to USAWP, which will then forward the report to the Center.
3. The reports to USAWP required by this Policy may be made via e-mail or United States Mail to:

Mai Lam  
USA Water Polo, Inc.  
6 Morgan, Suite 150  
Irvine, CA 92618  
E-mail: [mlam@usawaterpolo.org](mailto:mlam@usawaterpolo.org)

4. Retaliation against a person who reports a violation of these policies, or who is a victim of a violation of these policies, is prohibited and constitutes a serious violation of these policies.
5. All USAWP members are required to cooperate with any investigation concerning any alleged violation of these policies, including providing testimony at any hearing concerning any alleged violation of these policies.
6. Violation of these policies by a USAWP member or a LAO, including the failure of a USAWP member or LAO to report suspected violations of these policies, may subject the violator to sanctions, including: (a) the completion of required education or training courses, (b) probation or (c) suspension or permanent termination of an individual’s or club’s membership in USAWP.