



U.S. CENTER FOR
SAFESPORT
CHAMPION RESPECT. END ABUSE.

MINOR ATHLETE ABUSE PREVENTION POLICIES

September 7, 2018

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	20

INTRODUCTION

The U.S. Center for SafeSport (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 U.S. Center for SafeSport 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 NGBs may so require. Covered Organizations are responsible for developing, 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

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 a member of a national affiliate of a NGB.

Minor or child: An individual under 18 years of age.

National Governing Body (NGB): A U.S. Olympic national governing body, Pan American Sport Organization, or paralympic sport organization recognized by the United States Olympic Committee (USOC) pursuant to the Ted Stevens Olympic and Amateur Sports Act, 36 U.S.C. §§ 220501-220529. When the USOC manages and governs a Paralympic sport, the USOC falls within this definition.

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](#).

Participating Adult: Adult members who have regular contact with amateur athletes who are minors; and adults authorized by a Covered Organization to have regular contact with or authority over an amateur athlete who is a minor; and staff and board members of a Covered Organization.

PART I
EDUCATION & TRAINING POLICY

A. Adults

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

- 1) Adult members at a Covered Organization, National Member Organization, or a Local Affiliated Organization who have regular contact with amateur athletes who are minors
- 2) 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
- 3) Staff and board members of a Covered Organization, National Member Organization, or a Local Affiliated Organization.

(collectively, Participating Adults).

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 so require.

1. Core Center for SafeSport Training

Participating Adults are required to complete training concerning child abuse prevention. No later than January 1, 2019, Participating Adults 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):

- 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 participating adult to this policy.

Training other than the Core Center for SafeSport Training does not satisfy this policy. A Covered Organization may, however, provide training *in addition* to the Core Center for SafeSport Training. 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 effective the calendar year following the completion of the Core Center for SafeSport Training for each participating adult. Policies,

procedures and/or communications to participating adults concerning refresher course requirements must be updated by September 1, 2019.

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

B. Minors

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

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

C. Exceptions

Exceptions to 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, training@safesport.org, or to the relevant NGB.

PART II

REQUIRED PREVENTION POLICIES

Required policies

Covered Organizations are required to establish reasonable procedures to limit one-on-one interactions, as set forth in federal law. Covered Organizations are also required to implement the following athlete prevention policies by February 14, 2019:

1. One-on-One Interactions, including meetings and individual training sessions
2. Massages and rubdowns
3. Locker rooms, rest rooms, and changing areas
4. Social media and electronic communications
5. Local travel
6. Team travel.

These policies (and the mandatory components identified in the model policies) are strongly recommended for National Member Organizations and Local Affiliated Organizations, and NGBs may so require.

Model policies

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**. 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 including additional restrictions.

If a Covered Organization does not develop its own policy, the mandatory and recommended components will become the default policy for the Covered Organization. For some required policies, **sample policy language** is provided in the SafeSport Handbook for additional assistance.

Minor athletes who become adult athletes

A minor athlete that reaches the age of majority may not be subject to athlete prevention policies if they remain an athlete, and when interacting with minor athletes who are 16 or older. Athlete prevention policies are in effect when this now age of majority athlete interacts with minor athletes 15 or younger. Should a minor athlete reach the age of majority and then obtain a position that presents a potential power imbalance, such as becoming a coach, the individual is subject to athlete prevention policies.

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

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.*

Approval process

- The Center will review any policy that varies from the model policies provided here. Policies must be submitted to training@safesport.org for review and approval. Policies will be approved, approved with modification, or denied by the Center. If the policy does not incorporate all required elements, the model policy will continue to serve as the default until the Center approves the policy.

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, you 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-ones, the Mandatory Components and Recommended Components will become the default policy for appropriate one-on-ones for that organization.

Mandatory Components

Covered Organization policies must include components a through e.

a. Application

This policy shall apply to:

- 1) Adults at a facility under the jurisdiction of a Covered Organization
- 2) Adult members who have regular contact with amateur athletes who are minors
- 3) An adult authorized by a Covered Organization to have regular contact with or authority over an amateur athlete who is a minor
- 4) Staff and board members of a Covered Organization

(collectively, Adults).

b. Observable and interruptible

- One-on-one interactions between minors and an Adult (who is not the minor's legal guardian) at our facility are permitted, if they occur at an observable and interruptible distance by another adult.
- Isolated, one-on-one interactions between minors and an Adult (who is not the minor's legal guardian) at our facility are prohibited, except under emergency circumstances.

c. Meetings

- Meetings between Adults and minors at our facilities 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, the door to the office must remain unlocked and open. If available, it will occur in an office that (if available) has windows, with the windows, blinds, and/or curtains remaining open during the meeting.

d. Meetings with mental health care professionals

If a mental health care professional meets with minors at our facilities, 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 by the mental health care professional, with a copy provided to our organization.

e. Individual training sessions

Individual training sessions between Adults and minors are permitted at our facility if the training session is observable and interruptible by another adult. The Adult must obtain the written permission of the minor’s legal guardian in advance of the individual training session. Parents, guardians, and other caretakers must be allowed to observe the training session. Permission for individual training sessions must be obtained at least every six months.

Recommended Components

f. Monitoring

When one-on-one interactions between Adults and minors occur at our facility, 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.

g. Out-of-program contacts

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

MASSAGES AND RUBDOWNS

The following is a model massages and rubdowns 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 policy, the Mandatory Components and Recommended Components will become the default policy for that organization.

Mandatory components

Covered Organizations must include components a through b.

a. Application

This policy shall apply to:

- 1) Adults at a facility under the jurisdiction of a Covered Organization
- 2) Adult members who have regular contact with amateur athletes who are minors
- 3) An adult authorized by a Covered Organization to have regular contact with or authority over an amateur athlete who is a minor
- 4) Staff and board members of a Covered Organization

(collectively, Adults).

b. Licensed, certified professional

- Any massage or rubdown performed by an Adult on a minor athlete at our facilities or a training or competition venue is prohibited unless such Adult is a licensed massage therapist.
- Any massage or rubdown performed at our facilities or a training or competition venue by a licensed professional must be conducted in open and interruptible locations. 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 licensed massage therapist in the room.
- Even if a coach is a licensed massage therapist, the coach shall not perform a rubdown or massage of an athlete under any circumstances.

Recommended components

c. Written consent

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

LOCKER ROOMS, REST ROOMS, AND CHANGING AREAS

The following is a model locker room, rest 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, rest rooms, and changing areas policy, the Mandatory Components and Recommended Components will become the default policy for that organization.

Mandatory Components

Covered Organizations must include components a through f.

a. Application

This policy shall apply to:

- 1) Adults at a facility under the jurisdiction of a Covered Organization
- 2) Adult members who have regular contact with amateur athletes who are minors
- 3) An adult authorized by a Covered Organization to have regular contact with or authority over an amateur athlete who is a minor
- 4) Staff and board members of a Covered Organization

(collectively, Adults).

b. 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, rest 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 and two or more adults are present.

c. Undress

- Under no circumstances shall an unrelated Adult at a facility under our organization's jurisdiction be undressed (disrobed or partial or full nudity where private body parts are exposed) in front of minor athletes.

d. Isolated one-on-one interactions

- At no time are unrelated Adults permitted to be alone with a minor in a locker room, rest room, or changing area when at a facility under our jurisdiction, except under emergency circumstances.
- If our organization is using a facility that has access to a single set of such facilities, we will designate times for use by Adults, if any.

e. Monitoring

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

f. Non-exclusive facility

If our organization uses a facility not under its jurisdiction (for, e.g., training or competition or similar events) and the facility is used by multiple constituents, Adults in categories 2 through 4 are nonetheless required to adhere to the rules set forth here.

Recommended Components

- g. To minimize the risk of bullying and hazing, our organization uses locker room monitors to ensure that minors are not left unattended in locker rooms, rest rooms, and changing areas.
- h. Adults make every effort to recognize when an athlete goes to the locker room or changing area during practice and competition and, if they do not return in a timely fashion, we will check on the athlete's whereabouts.
- i. 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. 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 and Recommended Components will become the default policy for that organization.

Mandatory components

Covered Organizations must include components a through e.

a. Application

This policy shall apply to:

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

(collectively, Participating Adults).

b. Content

All electronic communication originating from Participating Adults to amateur athletes who are minors must be professional in nature.

c. Open and transparent

- If a Participating Adult needs to communicate directly with an amateur athlete who is a minor via electronic communications, another Participating Adult or the minor's legal guardian will be copied.
- If a minor athlete communicates to the Participating Adult privately first, the Participating Adult should respond to the minor athlete with a copy to another Participating Adult or the minor's legal guardian.
- A Participating Adult communicating electronically to the entire team will copy another Participating Adult.
- Amateur athletes who are minors may "friend" the organization's official page.

d. Prohibited electronic communications

- Participating Adults are not permitted to communicate privately via electronic communications with amateur athletes who are minors, except under emergency circumstances.

- Participating Adults are not permitted to “private message,” “instant message,” “direct message”, or send photos via Snapchat or Instagram to a minor athlete privately.
- Participating Adults are not permitted to maintain social media connections with minors; such adults are not permitted to accept new personal page requests on social media platforms from amateur athletes who are minors and existing social media connections with amateur athletes who are minors shall be discontinued

e. Requests to discontinue

Legal guardians may request in writing that their child not be contacted through any form of electronic communication by the organization or by the organization’s Participating Adults. The organization will abide by any such request that their child not be contacted via electronic communication, absent emergency circumstances.

Recommended components

f. Hours

Electronic communications will only be sent between the hours of 8:00 a.m. and 8:00 p.m.

g. 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.

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 and Recommended Components will become the default local travel policy for that organization.

Mandatory Components

Covered Organizations must include components a through 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) An adult authorized by a Covered Organization to have regular contact with or authority over an amateur athlete who is a minor
- 3) Staff and board members at a Covered Organization

(collectively, Participating Adults).

b. Transportation

- The organization does not arrange for local travel.
- Participating Adults who are not also acting as a legal guardian, shall not ride in a vehicle alone with an unrelated athlete who is a minor, absent emergency circumstances, and may only drive with at least two other 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.

Recommended Components

c. 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.

- d. Parents/legal guardians receive education concerning child abuse prevention before providing consent for their minor to travel alone with a Participating Adult.

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 and Recommended Components will become the default team travel policy for that organization.

Mandatory Components

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) An adult authorized by a Covered Organization to have regular contact with or authority over an amateur athlete who is a minor
- 3) Staff and board members at a Covered Organization

(collectively, Participating Adults).

b. Team/competition travel

- When only one Participating 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 the Participating Adult.

c. Hotel rooms

- Participating Adults shall not share a hotel room or other sleeping arrangement with a minor athlete (unless the Participating Adult is the legal guardian, sibling, or is otherwise related to the minor 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.
- Meetings shall not be conducted in a hotel room.

Recommended Components

- e. Team travel policies must be signed and agreed to by all minor athletes, parents, and Participating Adults traveling with the organization.

- f. Participating Adults who travel with the organization must successfully pass a criminal background check and other screening requirements consistent with the organization's policies.
- g. During team travel, when doing room checks, attending team meetings and/or other activities, two-deep leadership and observable and interruptible environments should be maintained.
- h. Parents/legal guardians receive education concerning child abuse prevention before providing consent for their minor to travel alone with a Participating Adult.

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
- 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 chooses 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.