



## MINOR ATHLETE ABUSE PREVENTION POLICIES

Effective Date: April 30th ,2019

## **INTRODUCTION**

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

### **Authority: Prevention Training and Policies**

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

## TERMINOLOGY

**Jurisdiction:** Authority or control.

**Local Affiliated Organization (LAO):** A State Association or local club that is directly affiliated with USA Archery.

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

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

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

## EDUCATION & TRAINING POLICY

The following adults at USA Archery and Local Affiliated Organizations (Collectively “USAA” for the purposes of this policy) shall complete training concerning child abuse prevention:

- Adult members at USAA who have regular contact with amateur athletes who are minors;
- An adult authorized by USAA to have regular contact with or authority over an amateur athlete who is a minor; and
- Adult staff and board members of USAA (with the exception of LAOs whose adult staff and board members have no contact with or authority over minor athletes).

### 1. Core Center for SafeSport Training

The above listed adults are required to complete training concerning child abuse prevention no later than **March 23, 2019 or at minimum:**

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

*Training other than the Core Center for SafeSport Training does not satisfy this policy.*

### 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 of the above listed adults through USAA beginning **September 1, 2019**.

#### **A. Minor Athletes**

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

USAA shall track:

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

## **B. Exemptions**

Exemptions from this Education & Training Policy may be made on a case-by-case basis for victims/survivors. Requests may be made directly to the U.S. Center for SafeSport, [ngbservices@safesport.org](mailto:ngbservices@safesport.org), or to USAA at [safesport@usarchery.org](mailto:safesport@usarchery.org).

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

## POLICIES FOR ONE-ON-ONE INTERACTIONS

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

### ONE-ON-ONE INTERACTIONS

a. Application

This policy shall apply to:

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

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

b. Observable and Interruptible

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

c. Meetings

- Meetings between Applicable Adults and minor athletes at a facility partially or fully under USAA Jurisdiction may only occur if another adult is present, except under emergency circumstances. Such meetings must occur where interactions can be easily observed and at an interruptible distance from another adult.
- If a one-on-one meeting takes place in an office at a facility partially or fully under USAA Jurisdiction, the door to the office must remain unlocked and open. If available, it will occur in an office that has windows, with the windows, blinds, and/or curtains remaining open during the meeting.

*USA Archery: Minor Athlete Abuse Prevention Policies*

d. Meetings with mental health care professionals and health care providers

If a mental health care professional and/or health care provider meets with minor athletes at a facility partially or fully under USAA Jurisdiction, a closed-door meeting may be permitted to protect patient privacy provided that: (1) the door remains unlocked; (2) another adult is present at the facility; (3) the other adult is advised that a closed-door meeting is occurring; and (4) written legal guardian consent is obtained in advance by the mental health care professional and/or health care provider, with a copy provided to USAA.

e. Individual training sessions

Individual training sessions between Applicable Adults and minor athletes are permitted at a facility partially or fully under USAA Jurisdiction if the training session is observable and interruptible by another adult. It is the responsibility of the Applicable Adult to obtain the written permission of the minor's legal guardian in advance of the individual training session if the individual training session is not observable and interruptible by another adult. Permission for individual training sessions must be obtained at least every six months. Parents, guardians, and other caretakers must be allowed to observe the training session.

f. Out-of-program contacts

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

## **MASSAGES AND RUBDOWNS/ATHLETIC TRAINING MODALITIES**

### a. Application

This policy shall apply to:

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

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

### b. Massage or Rubdown/Athletic Training Modality

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

## **LOCKER ROOMS AND CHANGING AREAS**

### a. Application

This policy shall apply to:

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

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

### b. Non-Exclusive Facility

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

c. Use of Recording Devices

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

d. Undress

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

e. One-On-One Interactions

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

f. Monitoring

USAA regularly and randomly monitors the use of locker rooms and changing areas at facilities under USAA Jurisdiction to ensure compliance with these policies.

## **SOCIAL MEDIA & ELECTRONIC COMMUNICATIONS**

a. Application

This policy shall apply to:

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

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

b. Content

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

c. Open and Transparent

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

d. Requests to Discontinue

Legal guardians may request in writing that their minor athlete not be contacted through any form of electronic communication by the organization or by the Applicable Adults subject to this policy. The organization will abide by any such request that their minor athlete not be contacted via electronic communication, absent emergency circumstances.

e. Hours

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

f. Monitoring

- USAA monitors its social media pages and removes any posts that violate the organization's policies and practices for appropriate behavior.

## **LOCAL TRAVEL**

Local travel consists of travel to training, practice, and competition that occurs locally and does not include coordinated overnight stay(s).

a. Application

This policy shall apply to:

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

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

b. Transportation

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

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.

## TEAM TRAVEL

Team travel is travel to a competition or other team activity that the organization plans and supervises.

a. Application

This policy shall apply to:

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

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

b. Team/Competition Travel

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

c. Hotel rooms

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

d. Meetings

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