



- PROTECTING YOUNG VICTIMS FROM ABUSE -

**SAFE SPORT AUTHORIZATION ACT OF 2017
SENATE BILL 534 EDUCATION COURSE**

CHILD ABUSE RECOGNITION AND REPORTING

REPORTING ABUSE REQUIREMENT

According to “34 U.S. Code 20341- Child abuse Reporting,” mandatory reporting is put into effect when “a covered individual who learns of facts that give reason to suspect that a child has suffered an incident of child abuse, including sexual abuse, shall as soon possible make a report of the suspected abuse to the agency designated by the Attorney General.”

- The term “as soon as possible” means within a 24-hour period.
- The law also states that “for all covered individuals there shall be an immediate referral of the report to a law enforcement agency with authority to take emergency action to protect the child.”
- The law defines “covered individuals” as “an adult who is authorized, by a national governing body, a member of a national governing body, or an amateur sports organization that participates in interstate or international amateur athletic competition, to interact with a minor or amateur athlete at an amateur sports organization facility or at any event sanctioned by a national governing body, a member of a national governing body, or such an amateur sports organization.”

BARRIERS TO REPORTING AND VICTIM DISCLOSURE

In assault cases, it is common for the assault to not be reported to authorities, as it can be emotionally and mentally difficult for victims to disclose that they have been abused. Many reasons exist for victims to not disclose the situation including but not limited to:

- Shame.
- Guilt.
- Embarrassment.
- Concerns about confidentiality.
- The fear of not being believed.
- The thought that maybe what has happened was not wrong.

SUSPICION OF ABUSE

If you learn of facts that give reason to suspect that a child has suffered an incident of child abuse, including sexual abuse you are legally required to report the incident to authorities within 24 hours. **Regardless of how long ago the suspicious behavior occurred, you must still report it, even if it is in the past.**

If a minor discloses abuse to you, file a report with authorities immediately. This can include, but is not limited to, the minor confiding in you that they have been:

- Touched inappropriately.
- Positioned inappropriately.
- Asked to send or have received sexual photos.
- Asked to engage in inappropriate electronic communications.

It can also be common for children to share information of abuse with each other, usually asking the friend to keep the information a secret. If a minor tells you that a friend has reported being abused, report it to authorities.

If you have any reason to believe that abuse is happening or has happened, even if the minor has not reported it to you, file a report with authorities.

RESPONDING TO DISCLOSURE OF ABUSE

A common myth of reported child abuse is that the minor is lying. When responding to disclosure of abuse, you should believe the child, support them by telling them that they did the right thing by telling you, and report the disclosure immediately to authorities. If your organization requires you to report the incident to the organization, follow the organizational protocol as well. Only those in authority to know should be informed of the suspected abuse.

Remember, you don't have to be certain that sexual abuse has happened to file a report, and never attempt to conduct your own investigation, question the accused or anyone else, or continuously question the minor who discloses to you.

RESPONDING TO AUTHORITIES

Upon suspicion or disclosure of abuse, there shall be an immediate referral of the report to a law enforcement agency with authority to take emergency action to protect the child. When reporting a child abuse situation, authorities will ask you to provide some basic information. Try to be prepared with as much basic information as you can, however, if you do not have basic information, you still need to file a report. Some of the information you will need to tell authorities includes:

- Your name and contact information.
- The victim's name, parents' names, and parents contact information.
- What you were told or observed about the abuse.
- The offender's name and contact information.
- Whether the victim is or will be around the offender.

This information can help authorities take steps to ensure the victim is safe.

EMOTIONAL OR PHYSICAL MISCONDUCT RECOGNITION AND REPORTING

EMOTIONAL OR PHYSICAL MISCONDUCT

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LAWS, LEGAL DEFINITIONS, AND POLICIES

In the United States, all 50 states have laws or policies on misconduct. States can have different definitions and different penalties for misconduct of all kinds. Under the Victims of Child Abuse Act and the Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017, those who suffer from misconduct may sue in any appropriate United States District Court. The act is to "promote a safe environment in sports that is free from abuse, including emotional, physical, and sexual abuse, of any amateur athlete," and therefore, misconduct will not be tolerated.

WHAT IS BULLYING

Bullying is aggressive physical and/or non-physical behavior that intends to hurt, threaten or frighten another person. There is often an imbalance of power between the aggressor and the victim. Bullying can occur both on and off the field, and include parents, coaches, spectators, or umpires.

No federal law directly addresses bullying. However, in some cases, bullying overlaps with discriminatory harassment which is covered under federal civil rights laws. Specific bullying laws for each state can be found in the resources section at the end of the course.

EXAMPLES OF BULLYING

- A parent telling their child that they are incompetent, hopeless, useless, etc.
- A coach alienating an athlete (adult or child).
- Several people ganging-up on an individual team member.
- Spectators verbally abusing players from the opposition.
- An athlete calling a referee names and using put-downs.
- A parent intimidating a young coach.

EFFECTS OF BULLYING

- Missed practice(s).
- Loss of interest in the sport.
- Signs of depression and anxiety.
- Health complaints.
- Decline in performance.
- Lack of enjoyment.
- Decline of work or school life, academic achievement, and physical and mental health.
- Withdrawal from teammates, friends, or team activities.

WHAT IS CYBERBULLYING

Cyberbullying is the use of communication technology and social media, such as the internet or cell phones, to harass and bully another person. There are several different types of cyberbullying:

- **Harassment** involves the bully sending offensive and malicious messages to an individual or a group and is often repeated multiple times.
- **Cyberstalking** is one form of harassment that involves continual threatening and rude messages, and can lead to physical harassment in the real, offline world.
- **Flaming** is similar to harassment, but it refers to an online fight exchange via emails, instant messaging or chat rooms. It is a type of public bullying that often directs harsh languages, or images to a specific person.
- **Exclusion** is the act of intentionally singling out and leaving a person out from an online group such as chats and sites. The group then subsequently leaves malicious comments and harass the one they singled out.
- **Outing** is when a bully shares personal and private information, pictures, or videos about someone publicly. A person is "outed" when his information has been disseminated throughout the internet.
- **Masquerading** is a situation where a bully creates a fake identity to harass someone anonymously. In addition to creating a fake identity, the bully can impersonate someone else to send malicious messages to the victim.

EXAMPLES OF CYBERBULLYING

- Sending harassing text messages.
- Posting unwanted pictures on social media.
- Creating a fake social media account impersonating someone else.

EFFECTS OF CYBERBULLYING

- All of the effects included in bullying.
- Low self-esteem.
- Withdrawal from family and friends.
- Change in personality.
- Avoidance of the communication technology they are being cyberbullied through.

PREVENTING AND RESPONDING TO BULLYING AND CYBERBULLYING

First and foremost, parents, coaches and athletes alike need to understand what bullying is and how to spot it. The prevention of bullying and cyberbullying comes from a zero-tolerance policy led by the organization and the coaching staffs that helps to establish a culture that does not participate in this type of activity. Coaches and staff should institute a zero-tolerance policy for any form of bullying or cyberbullying behavior between players, coaches, parents and other administrators.

Coaches should always serve as a role model for how to treat others. If there are incidents of bullying, players should be encouraged to talk to parents and coaches and to report any bullying that they may be victim of or witness to. According to the specific team or league's policies, disciplinary actions should be taken accordingly.

WHAT IS HAZING

Hazing can be defined as a humiliating, intimidating, or demeaning act that is committed, regardless of the want to participate. Hazing often occurs when someone is a new member of a team.

EXAMPLES OF HAZING

- Upperclassmen forcing the freshmen to clean up after practices and games, while the upperclassmen do not help.
- A player forcing another player to consume alcohol or do an illegal drug. The player could also make the other player believe they have to do this to become part of the team.
- Players being forced to dress an inappropriate way for a game as part of a "rite of passage."

EFFECTS OF HAZING

- Physical, emotional, and/or mental instability.
- Loss of sense of control and empowerment.
- Loss of respect for and interest in being a part of the team.
- Illness or hospitalization with additional effects on family and friends.

PREVENTING AND RESPONDING TO BULLYING AND CYBERBULLYING

The prevention of hazing comes from a zero-tolerance policy led by the organization and the coaching staffs that helps to establish a culture that does not participate in this type of activity. Coaches and staff should institute a zero-tolerance policy for any form of hazing behavior between players, coaches, parents and other administrators. All reports should be taken seriously and result in an immediate investigation. The identity of the athlete who disclosed the information should be kept confidential in case of potential harm to the athlete as a repercussion.

If the investigation concludes an incident occurred, parents need to be called and individual meetings need to take place with those involved. Disciplinary action needs to be taken according to the specific team or league's policies. It is important to respond quickly to reports as some forms of hazing can result in bodily harm or even death.

WHAT IS HARASSMENT

Harassment is defined as any unwanted or unwelcome action that annoys, demeans, threatens, or offends someone else.

EXAMPLES OF HARASSMENT

- A player or players throwing baseballs repeatedly at another player while they are not looking.
- A player or players making negative comments towards another athlete about their gender, disability, religion, race, or sexual orientation.
- A coach or parent yelling at a player from the dugout or stands while the player is on the field, demeaning the player.

EFFECTS OF HARASSMENT

- Missed practice(s).
- Loss of interest in the sport.
- Signs of depression and anxiety.
- Health complaints.
- Decline in performance.
- Lack of enjoyment.
- Decline of work or school life, academic achievement, and physical and mental health.
- Withdrawal from teammates, friends, or team activities.

PREVENTING AND RESPONDING TO HARASSMENT

The prevention of harassment comes from a zero-tolerance policy led by the organization and the coaching staffs that helps to establish a culture that does not participate in this type of activity. Coaches and staff should institute a zero-tolerance policy for any form of harassment behavior between players, coaches, parents and other administrators.

All accusations should be taken seriously, and appropriate disciplinary actions should be taken against the perpetrator and support given to the victim.

WHAT IS EMOTIONAL MISCONDUCT

Emotional misconduct is a pattern of deliberate, non-contact behavior that has the potential to cause emotional or psychological harm to an athlete.

Non-contact behavior includes verbal and physical acts, as well as actions that deny attention or support. It also includes any act or conduct (examples - child abuse or neglect) described as emotional abuse or misconduct under federal or state law.

EXAMPLES OF EMOTIONAL MISCONDUCT

- A player or players calling another player worthless, an embarrassment, or making fun of them.
- Parents yelling at their child from the stands.
- A coach refusing to allow a player to miss a practice for a family matter, threatening to not play the player in the upcoming games if they miss practice.

PHYSICAL EXAMPLES:

- Throwing equipment, water bottles or chairs at or in the presence of athletes.
- Punching walls.

EXAMPLES OF ACTS THAT DENY ATTENTION:

- Ignoring an athlete for extended periods of time.

EFFECTS OF EMOTIONAL MISCONDUCT

- Hinderance or delays in social and emotional development.
- Decline in performance or not reaching full potential.
- Anxiety or fear.
- Avoidance of eye contact.
- Low self-esteem.

PREVENTING AND RESPONDING TO EMOTIONAL MISCONDUCT

The prevention of emotional misconduct comes from a zero-tolerance policy led by the organization and the coaching staffs that helps to establish a culture that does not participate in this type of activity. Coaches and staff should institute a zero-tolerance policy for any form of emotional misconduct behavior between players, coaches, parents and other administrators. Coaches should create a culture that is safe and fun for all athletes, where winning is not the end all be all.

Leagues and coaches should also remove the bad actors from the league or team if they are exhibiting emotional misconduct. If there is an act of emotional misconduct, it should be reported to authorities immediately. If the emotional misconduct is carried out by a coach or a parent, those in attendance have the responsibility to contact the appropriate authority.

WHAT IS PHYSICAL MISCONDUCT

Physical misconduct is defined as behavior, contact or non-contact that causes physical harm to an athlete.

EFFECTS OF PHYSICAL MISCONDUCT

- A coach forcing a concussed athlete to play before clearance of a medical professional.
- A coach or player purposefully hitting another player with a bat.
- A coach or player purposefully striking a ball against another player.
- A coach or parent denying water breaks for adequate hydration.

EFFECTS OF PHYSICAL MISCONDUCT

- Mental health disorders.
- Post-traumatic stress disorder.
- Anxiety.
- Low self-esteem.
- Pain and medical problems from physical injury.
- Signs of physical injuries such as bruises or scrapes.
- ADHD.
- Hostility towards others.
- Insomnia and sleep deprivation.

PREVENTING AND RESPONDING TO PHYSICAL MISCONDUCT

The prevention of physical misconduct comes from a zero tolerance policy led by the organization and the coaching staffs that helps to establish a culture that does not participate in this type of activity. Coaches and staff should institute a zero-tolerance policy for any form of physical misconduct behavior between players, coaches, parents and other administrators. Coaches should create a culture that is safe and fun for all athletes, where winning is not the end all be all.

Leagues and coaches should also remove the bad actors from the league or team if they are exhibiting physical misconduct. If there is an act of physical misconduct, it should be reported to authorities immediately. If the physical misconduct is carried out by a coach or a parent, those in attendance have the responsibility to contact the appropriate authority.

SEXUAL MISCONDUCT RECOGNITION AND REPORTING

SEXUAL MISCONDUCT LEGAL REQUIREMENTS

The United States Department of Justice outlines Federal Child Exploitation Laws and the consequences of actions. Further, additional laws can vary by state and you should be aware of both. You can find more resources at the end of the course.

REPORTING REQUIREMENTS AS AFOREMENTIONED FOR COVERED ADULT INDIVIDUALS

As mentioned in Unit 1, if an individual suspects abuse, a report should be made as soon as possible, within a 24-hour time frame. Per U.S. Code - Child abuse reporting, mandatory reporting is put into effect when "a covered individual who learns of facts that give reason to suspect that a child has suffered an incident of child abuse, including sexual abuse, shall as soon possible make a report of the suspected abuse to the agency designated by the Attorney General."

Victims of child abuse are not required to self-report. *If a child has confided in an individual and informed them of abuse they have suffered, the individual must report the abuse to authorities.*

PENALTIES FOR FAILURE TO REPORT OR OBSTRUCTING REPORTS

Approximately 48 states, the District of Columbia, American Samoa, Guam, the Northern Mariana Islands, and the Virgin Islands enforce penalties on mandatory reporters who knowingly fail to report when they suspect that a child is being abused or neglected. In some states, failure to report is a misdemeanor, while in other states it is a felony. A mandated reporter who fails to report an instance can face jail terms, fines, or both jail terms and fines.

Approximately ten states enforce penalties against any employer who discharges, suspends, disciplines, or engages in any action to prevent or prohibit an employee or volunteer from making a report of suspected child abuse. In six states, an action to prevent a report is classified as a misdemeanor, and in some states, it is considered a felony.

WHAT IS CONSENT

Consent is the clear knowing and voluntary agreement to engage in a sexual activity. Consent is active, not passive, and silence cannot be inferred as consent. Consent is also not a permanent agreement. This means if consent is given in one situation, it does not mean the individual has consented to further situations. If consent is given for one sexual activity with a person, it does not mean consent has been given for the same activity with another person.

An act committed without consent means the act was committed against a person either by force or without the individual's agreement. If an individual is unconscious, unaware, or under the influence during any part of a sexual act they are incapable of giving consent.

AGE OF CONSENT

Age of consent is the age at which an individual is considered legally able to consent to sexual contact. An individual must be of legal age to give consent. All U.S. states set their age of consent limits between the ages of 16 and 18. The legal age of consent in each state can be found on the US Department of Health & Human Services website.

CAPACITY OF CONSENT

Capacity to consent varies by state. Common factors that dictate an individual's capacity to consent include age, the presence of a developmental disability, coercion, force, incapacitation, intimidation, intoxication, physical disabilities, unconsciousness, and vulnerability. Each state's capacity to consent laws can be found in the resources section of the course.

WHAT IS SEXUAL MISCONDUCT

Sexual misconduct is defined as physical and verbal sexual interactions that are unwelcome or given in an aggressive or threatening manner. Different types of sexual misconduct include:

- Sexual violence.
- Dating violence.
- Domestic violence.
- Stalking.
- Sexual harassment.
- Gender-based harassment or discrimination.

POWER IMBALANCE AND SEXUAL MISCONDUCT

Often in sexual misconduct cases, there is a power imbalance between the victim and the offender. In the case of baseball, examples of power imbalance can be between a coach and a player, a more talented athlete and a less talented athlete, or an athlete and an athletic trainer.

EXAMPLES OF SEXUAL MISCONDUCT

- A coach texting an athlete sexual jokes or comments.
- An athlete being forced to perform a sexual favor for a better placement on the team.
- A coach discussing their sex life with their athletes.
- A trainer inappropriately massaging an athlete, or inappropriately massaging an athlete even after the athlete has told them to stop.

EFFECTS OF SEXUAL MISCONDUCT

- Loss of interest in the sport.
- Insomnia and sleep deprivation.
- Behavior problems.
- Post-Traumatic Stress Disorder.
- Eating disorders.
- Substance abuse.
- Sexually transmitted infections.

PREVENTING AND RESPONDING TO SEXUAL MISCONDUCT

The prevention of sexual misconduct comes from a zero-tolerance policy led by the organization and the coaching staffs that helps to establish a culture that does not participate in this type of activity. Coaches and staff should institute a zero-tolerance policy for any form of sexual misconduct behavior between players, coaches, parents and other administrators. Coaches should create a culture that is safe and fun for all athletes, where winning is not the end all be all.

Leagues and coaches should also remove the bad actors from the league or team if they are exhibiting sexual misconduct. If there is an act of sexual misconduct, it should be reported to authorities immediately.

If the sexual misconduct is carried out by a coach or a parent, those in attendance have the responsibility to contact the appropriate authority. It is crucial to immediately report any type of sexual misconduct to officials and authorities.

WHAT IS CHILD SEXUAL ABUSE

Child sexual abuse is a form of child abuse that includes sexual activity with a minor in which a child cannot consent to any form of sexual activity. It results in the abusive behavior that takes advantage of a child's vulnerability and innocence.

Sexual activity between an adult and a minor is sexual misconduct, even if the minor gave consent. This includes situations where sexual activity occurs between an adult and a minor where there are three or more years difference in age, or when an intimate relationship occurs between an adult and a minor where there are three or more years difference in age.

COMMON MYTHS

- Abuse is only abuse if it is violent.
- Abuse is by strangers.
- Children cause the sexual abuse.

EFFECTS OF SEXUAL ABUSE

- Changes in behavior such as loss of appetite or withdrawal.
- Eating disorders.
- Unwillingness to participate in social activities.
- Revictimization.
- Body image issues.
- Insomnia and sleep deprivation.

PREVENTING AND RESPONDING TO SEXUAL ABUSE

The prevention of child abuse comes from a zero-tolerance policy led by the organization and the coaching staffs that helps to establish a culture that does not participate in this type of activity. Coaches and staff should institute a zero-tolerance policy for any form of child sexual abuse behavior between players, coaches, parents and other administrators. Coaches should create a culture that is safe and fun for all athletes.

Leagues and coaches should also remove the bad actors from the league or team if they are exhibiting child sexual abuse. If there is an act of child sexual abuse, it should be reported to authorities immediately. If the child sexual abuse is carried out by a coach or a parent, those in attendance have the responsibility to contact the appropriate authority.

WHAT IS GROOMING

Grooming is an act of deliberately establishing an emotional connection with a child to prepare the child for child sexual abuse and other child exploitation.

HOW OFFENDERS GROOM

Sexual predators often target their victim. They gain a child's trust by getting to know the wants and needs of the victim and often fill those needs with attention, gifts, affection, etc. They isolate the child by finding ways to be alone with the child without interruption. Often parents are completely unaware.

Grooming commonly begins with nonsexual touching such as accidental or playful touching to desensitize the child so that they do not resist a more sexualized touch. By doing this, it increases the curiosity of the child. Once the offender has accomplished sexual acts with the child, they maintain control with threats and the use of guilt to enforce secrecy and force the child to continue participating in sexual acts and silence.

EXAMPLES OF GROOMING

- A coach offering to drive the child somewhere alone after practice.
- A coach or athletic trainer attempting to playing a role in a child's life, such as their "second" father or mother.
- A private hitting instructor bringing presents for the athlete to their lessons.

PREVENTING AND RESPONDING TO SEXUAL MISCONDUCT

Because groomers tend to give children gifts, parents and guardians need to always know who gave their children a gift. Having control over who the child talks to in person and online is vital in ensuring their safety from strangers who mean harm. Coaches and parents should also prevent any one-on-one time from occurring between a minor and an adult.

WHY VICTIMS DON'T DISCLOSE ABUSE

Many victims do not disclose abuse. Common reasons include embarrassment, fear, and worry that they will not be believed. Often times, the abuser will tell the victim to keep their interactions a secret and the victim develops a fear of consequence if they speak out.

There is often a feeling of love, the belief that it's their fault, the feeling that the interactions have become normalized, and sometimes children don't have the ability to speak out from lack of understanding.

TYPES OF INTERACTIONS & COMMUNICATIONS

APPROPRIATE ONE-ON-ONE INTERACTIONS

The following are considered appropriate one-on-one interactions between an athlete and a coach or athletic trainer:

Meetings:

- Meetings must occur in open spaces or with an additional staff member if meeting is closed door.
- Doors must remain unlocked as well as any blinds, curtain or the like.

Individual Training Sessions:

- Individual training sessions must be open and observable.
- Written permission of parent/legal guardian is required.
- Parent/legal guardian encouraged to attend.

Monitoring:

- When meetings or individual training sessions occur, they must be monitored.
- Other coaches and parents should know when meetings or individual training sessions are happening, the approximate duration of either, and physically check in on the interaction.

PROHIBITED ONE-ON-ONE INTERACTIONS

The following are considered appropriate one-on-one interactions between an athlete and a coach or athletic trainer:

- Minor athletes will not be left unattended or unsupervised during events.
- Staff are prohibited from being alone with minor athletes unless:
 - There is an emergency.
 - There is written permission from the minor athlete's parent/legal guardian.
 - The staff member is the minor athlete's parent/legal guardian, sibling or personal care assistant.
- Staff members should not interact one-on-one with unrelated minor athletes in settings outside the training program (ex. one's home, restaurants, individual transportation).
- Minor athletes may not reside with unrelated staff.

MASSAGING, ICING AND ATHLETIC TRAINING MODALITIES

The following policies are to be enforced when an athlete is receiving athletic training assistance:

- The athletic training must be conducted in open locations and must never be done with only a minor athlete and staff member.
 - If not in an open public place, another staff member must be present.
- A rubdown or massage must be done by a non-coach licensed massage therapist or other certified professional.
- Massages should never involve touching of a minor athlete's intimate areas.
- Coach should never perform massages.
- Written consent from parent/legal guardian of a minor athlete is required.

ELECTRONIC COMMUNICATION BETWEEN STAFF AND MINORS

- Communication between staff and minor athlete must be professional in nature.
- Communication must be for the purposes of communication information about team activities.
- Content should be readily available to share with minor athletes and the league or team.
- A parent or the league may request any email, electronic text, social media or similar communication.

FACEBOOK

- Staff members may not have minor athletes join a personal social page.
- Minor athletes cannot initiate or accept a friend request of a staff member.
- No private messaging is permitted between either party.
- It is permissible for minors, parents/legal guardian to like the team, league or organization's page.
- Staff can communicate with minor athletes through the team, league or organization's page.
- All communications should be professional in nature and for the purpose of communicating information about team events or team-oriented motivational purposes.
- Staff should set their personal social media pages to private.
- The team, league or organization should monitor organizational social media pages and remove any posts that violate policies and practices and appropriate behavior.
- Staff members may not "tag" minor athletes on any posts unless for the purpose of communicating important team information.

TWITTER / INSTAGRAM

- Staff and minor athletes may not follow each other.
- Staff may not direct message minor athletes.
- Staff members may not “tag” minor athletes on any posts unless for the purpose of communicating important team information.

EMAIL

- Staff may use email to communicate to minor athletes.
- Emails must be professional in nature and for the purpose of communicating information about team events.
- Emails must come from an official organizational email (such as a staff member’s account).
- When communicating solely with a minor athlete through email, the parent/legal guardian, when available, must be copied. Additionally, a second staff member must be copied on all email communications to the minor athlete.

TEXTING

- Texts must be professional in nature and for the purposes of communicating information about team events.
- Texts cannot be to one individual minor athlete; texts must go to the entire team or have additional staff member included.

LOCKER ROOMS, CHANGING AREAS, & TRAVEL

LOCKER ROOMS AND CHANGING AREAS - FACILITIES

The following policies are to be enforced for all locker rooms and changing areas:

Staff should provide a description of practice and competition facilities to allow minor athletes and their families to plan their use prior to any event, trip or season.

Examples of Facilities Descriptions:

- No locker room or changing area; come dressed to play and shower at home.
- A changing area that is shared with the general public. As such, there are likely to be people who are not associated with the organization in the changing area around the time of practice.
- A changing area and locker room dedicated to our athletes and teams.
- A changing area and locker room dedicated to our athletes and teams as well as visiting athletes and teams.

When traveling for competition the facilities differ, work with host as early as possible to understand locker room and/or changing areas.

LOCKER ROOMS AND CHANGING AREAS - MONITORING

The following policies are to be enforced for all locker rooms and changing area monitoring:

- When using locker room and/or changing areas there will be monitoring by staff.
- Staff should conduct a sweep of locker room/changing areas before minor athletes arrive.
- Post staff directly outside during periods of use.
- Doors should be left open if adequate privacy is allowed when doing so.
- Women check on women; men check on men.
- Hazing, bullying, harassment and other forms of misconduct is prohibited.
- Staff should recognize when a minor athlete goes to locker room/changing area during practice/competition.
 - If minor athlete does not return in timely fashion, check on them.
- Any individual meetings with a minor athlete and staff that must happen in a locker room/changing area, must include at least 2 staff members.
- Parents/legal guardians are restricted from entering locker rooms/changing areas unless necessary.
 - If necessary, parents must let staff know.
- Parent/legal guardian consent is required if an athlete needs a personal care assistant.
- No recording devices of any kind are allowed in locker rooms/changing areas.

LOCAL TRAVEL

Staff should not drive alone with an unrelated minor athlete unless agreed by written signature of parent/legal guardian.

TEAM TRAVEL

The following policies are to be enforced for all locker rooms and changing area monitoring:

- Minor athletes can share rooms.
 - 2-4 per room depending on accommodations.
- Minor athletes should only share rooms with the same gender.
- Pay-Per-View channels should be blocked.
- Additional large room on site should be booked if socialization activities are needed.
- No meetings occur in hotel rooms.
- Meetings may occur in lobby or other meeting rooms.
- Families of minor athletes are encouraged to stay in team hotel.
 - Staff should encourage minor athletes to call parents/legal guardian regularly.
 - Staff should provide adequate advanced notice of team travel.
 - Should include dates, location, and duration of competition.
 - Should include designated team hotels and staff contact information.
- Provide specific travel itineraries when available.
- Should include more detailed, hour by hour itinerary as well as staff contact information.
- Staff should never share rooms with minor athletes unless they are the parent/legal guardian or personal care assistant of the minor athlete.
- When not practicing, training, competing, or preparing for competition, activities of minor athletes need to be monitored.
- Staff needs to notify parent/legal guardian of any disciplinary action against a minor athlete if traveling without parent/legal guardian.

