

# ATHLETE PROTECTION POLICIES AND GUIDELINES

## One-on-one Interactions

**The one-on-one interaction policies in this section apply to all of the following persons:**

- 1) Adult members at a facility that is either partially or fully under the jurisdiction of a Covered Organization;
  - 2) Adult members who have regular contact with amateur athletes who are minors;
  - 3) Any adult authorized by a Covered Organization to have regular contact with or authority over an amateur athlete who is a minor; and
  - 4) Adult staff and board members of a Covered Organization.
- (Collectively “Applicable Adult” for the purposes of one-on-one interaction policies.)

### **One-on-one interactions - General:**

One-on-one interactions between a minor athlete and an adult (who is not the minor’s parent or legal guardian) at a facility under USA-WSWS’ jurisdiction (such as at sanctioned events) are permitted if they occur at an observable and interruptible distance by another adult, except in emergency circumstances. However, individual training sessions between minor athletes and an adult (who is not the minor’s parent or legal guardian) may also be conducted if the adult has obtained written permission from the minor’s parent or legal guardian in advance of the individual training session (to be renewed at least every six months).

#### a. 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 our 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 our jurisdiction are prohibited, except in the circumstances described in subpart d of this section and under emergency circumstances.

#### b. Meetings

- Meetings between Applicable Adults and minor athletes at a facility partially or fully under our 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 our 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.

c. 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 our 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 our organization.

d. Individual training sessions

- Individual training sessions between Applicable Adults and minor athletes are permitted at a facility partially or fully under our 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.

**Changing Area Policy:**

Minor athletes may be particularly vulnerable in changing areas, locker rooms and restrooms because of various states of dress/undress, and because they may be less supervised than at other times. Adherence to a changing area policy, including proper supervision of the changing areas, enhances privacy and reduces the likelihood of misconduct. To protect against abuse or misconduct which may occur in changing areas:

- Where a changing area for USA-WSWS athletes is available to minor athletes, at least one responsible adult shall be present to monitor the changing area to ensure that only athletes, coaches, approved team personnel and family members are permitted in the changing area and to supervise the conduct in the changing area. Where possible, two responsible adults who have been properly screened pursuant to USA-WSWS' Screening and Background Check policy shall be present.
- No audio or video recording will be allowed in changing areas, including recording by cell phones and other mobile devices with video or audio recording capabilities, or still and video cameras.

If our organization uses a facility not fully under our 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.

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

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 our partial or full jurisdiction, except under emergency circumstances.

If our organization is using a facility that only has a single locker room or changing area, we will designate separate times for use by Applicable Adults, if any.

### **Travel Policy:**

USA-WSWS has sport disciplines where teams are formed to travel to compete in national and international competitions. In addition, USA-WSWS has member clubs that may also form teams to travel and compete in various events. USA-WSWS prohibits all types of physical abuse, sexual abuse, emotional abuse, bullying, threats, harassment and hazing, all as described in the USA-WSWS SafeSport Handbook. USA-WSWS has established policies to guide our travel, minimize one-on-one interactions and reduce the risk of abuse or misconduct. Adherence to these travel guidelines will increase athlete safety and improve the athletes experience while keeping travel a fun and enjoyable experience.

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.

- 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.
- 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.

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

We distinguish between travel to training, practice and local tournaments ("local travel") and team travel involving an overnight stay ("team travel").

## Local Travel

Local travel occurs when USA-WSWS does not sponsor, coordinate or arrange for travel.

- Athletes and/or their parents/guardian are responsible for making all arrangements for local travel. The team and its coaches, managers or administrators should avoid responsibility for arranging or coordinating local travel. It is the responsibility of the parents/guardians to ensure the person transporting the minor athlete maintains the proper safety and legal requirements, including but not limited to: a valid driver's license, automobile liability insurance, a vehicle in safe working order, and compliance with applicable state laws.
- Absent emergency circumstances, the employees, coaches and/or volunteers of USA-WSWS or one of its teams, who are not also acting as a parent, shall not drive alone with an unrelated minor player.

## Social Media, Blogging and Internet Guidelines:

USA-WSWS encourages athletes, staff and members to post comments on social media platforms, websites and applications. These postings must respect USA-WSWS and its officials and members, including other athletes, and must conform to this SafeSport policy as well as USA-WSWS' Code of Conduct and all applicable sport discipline rules. All postings should be dignified and in good taste, should respect the privacy of others, and should not contain vulgar or obscene words or images.

All electronic communications between coaches, team staff and minor athletes must be professional in nature and for the purpose of communicating information about team activities. 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.

Coaches, team staff and minor athletes must follow common sense guidelines regarding the volume and time of day of any allowed electronic communications. It is recommended that 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.

At the written request of a minor athlete, or her/his parent or guardian, any electronic communication shall include a copy to the parent or guardian. 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.

Minor athletes may “friend” the organization’s official page.

**Massage, rubdown, athletic training interactions:**

Any massage, rubdown or athletic training interaction at a training or competition venue under USA-WSWS’ jurisdiction (such as at sanctioned events) must be conducted in an open and interruptible location. Any massage or rubdown 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 in the room.