



# SAFE ROWING, MINOR ATHLETE ABUSE PREVENTION POLICY, AND SAFESPORT

WHITE ROCK BOATHOUSE, INC.

## INTRODUCTION

The priority in all White Rock Boathouse Inc. (WRB)/ White Rock Rowing (WRR) programs is the safety of the participants coaches, and volunteers. WRR places high priority on coaching education and relevant certifications, including boat safety courses and boathouse policies involving interactions with minors and adult rowers.

**Section I:** The **Safe Rowing** portion of this document provides instructions for completing training and certification programs. Upon completion WRB will reimburse any course fees or charges to board members and staff. WRB will pay for any volunteers who submit the background check.

**Section II:** The **Minor Athlete Abuse Prevention Policy (MAAPP)** is a collection of proactive and prevention policies for the U.S. Olympic and Paralympic Movement. MAAPP was developed to assist National Governing Bodies (NGBs), Paralympic Sport Organizations (PSOs), Local Affiliated Organizations (LAOs), the U.S. Olympic & Paralympic Committee (USOPC), and other individuals to whom these policies apply in meeting their obligations under federal law.

**Section III:** The **SafeSport** portion of this document has been adopted from the U.S. Olympic Committee and USRowing. All employees, coaches, and volunteers with direct contact with our athletes will submit to a comprehensive background check and complete the SafeSport online training as it provides guidelines and information to protect both athletes and coaches in a in situations such as physical, emotional, and sexual misconduct.

**Section IV:** **Jurisdiction** denotes who has authority over an alleged incident.

**Section V:** **Determining Chaperone to Student Ratio** helps maintain order and promote a safe environment for all athletes, coaches, and volunteers.

**Section VI:** **Definitions** describes the terminology used in the policies.

**Section VII:** **The Reporting Form** provides guidance in reporting a possible misconduct incident.

## Section I: Safe Rowing

White Rock Boathouse, Inc. puts forth the following training protocols for our coaches:

### A. Background Check: National Center for Safety Initiatives

WRB uses the services provided by USRowing and National Center for Safety Initiatives through which we will engage in a comprehensive background screening program for our coaches and volunteers. WRB has taken important steps to ensure the highest level of safety within our programs. One of these steps is the implementation of a standardized approach to background screening for our coaches and volunteers. This includes a comprehensive background screening using NCSI's Full-Service product and a simple "Red Light/Green Light" clearance report issued in accordance with the criteria chosen by WRB.

NCSI has established a secure URL to allow your registrants to complete an application for background screening. The application will deliver directly to our system so our team may begin the background screening process.

<https://whiterockboathouseinc.quickapp.pro/>

It is important when entering your name, that you use your full legal name as written on your birth certificate or driver's license. Please also verify that your social security number and date of birth were typed correctly. Using nicknames or failing to type correct information may delay your background screening and could require additional fees.

The "Red Light/Green Light" results will be sent directly to WRB. The National Center for Safety Initiatives will contact you directly if there are any questions, problems or issues related to your specific information. Please provide a valid email address as our contact with you will be primarily electronic.

### B. Boating Safety: Texas Parks and Wildlife

Texas Parks and Wildlife offers an online course that takes several hours to complete. However, you may start and stop whenever necessary until you complete the course. Forward a copy of your certificate to WRB. To register go to: [www.Boat-Ed/texas](http://www.Boat-Ed/texas)

### C. Coaching Education: USRowing

To continue education and training, USRowing offers coaching certification clinics and programs throughout the year in different locations throughout the country. Coaches should check the schedule to see when classes will be offered, especially in the vicinity of Dallas. Coaches should speak with WRB's Head Coach to determine what class level is appropriate given their current experience and knowledge level. Forward a copy of your USRowing certificate to WRB's Director or Head coach. WRR will reimburse the cost to the extent that budgets will allow. To find course information go to:

- [usrowing.org](http://usrowing.org)
- Select EVENTS tab
- Select "Coaching Clinics"

## Section II: Minor Athlete Abuse Prevention Policy (MAAPP)

### GENERAL INTRODUCTION

The U.S. Olympic and Paralympic Movement is committed to building a sports community where participants can work and learn together in an atmosphere free of emotional, physical, and sexual misconduct. White Rock Boathouse also supports this mission.

The Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017 (Public Law 115-126) took effect in February 2018 (“SafeSport Act”). The SafeSport Act designated the United States Center for SafeSport (the “Center”) as the official safe sport organization for all Olympic, Paralympic, Pan American, and Para Pan American sports in the United States. In an effort to prevent the emotional, physical, and sexual abuse of amateur athletes, the SafeSport Act requires national governing bodies and Paralympic sports organizations to implement both prevention training and prevention policies.

USRowing is committed to ensuring our competition and training environments are free from abuse. The MAAPP is a collection of proactive and prevention policies, emphasizing reasonable procedures to limit unobservable and uninterrupted one-on-one interactions between an amateur athlete, who is a minor, and an adult, who is not the minor’s legal guardian, at facilities under the jurisdiction of organizations within the U.S. Olympic & Paralympic Movement.

As a member organization of the U.S. Olympic & Paralympic Committee (“USOPC”), USRowing, its employees, contractors, volunteers, officials, board members, committee members and other designees, members and organizational members (collectively, “Participants”) are required to comply with the U.S. Center for SafeSport Code of the U.S. and Paralympic Movement (the “Code”), including its reporting requirements, available here: <https://uscenterforsafesport.org/wp-content/uploads/2020/03/2020-SafeSport-Code-04.01.20.pdf>

The scope of the MAAPP applies to “In-Program Contact” within the Olympic and Paralympic Movement and works alongside SafeSport. Participants in regular contact with Minor Athletes (hereinafter defined) must abide by USRowing’s MAAPP contained below.

The MAAPP focuses on just two important aspects of a much larger comprehensive abuse prevention strategy. These policies address training requirements and limiting one-on-one interactions between adults and minor athletes.

These policies are not comprehensive of all prevention strategies, nor are they intended to be. These policies should be implemented alongside the SafeSport Code.

### PART 1: EDUCATION & TRAINING POLICY

#### A. Mandatory Child Abuse Prevention Training for Adult Participants

##### 1. Adult Participants Required to Complete Training

a. The following Adult Participants must complete the SafeSport Trained Core either through the Center’s online training or the Center’s approved, in-person training:

- i. Adult Participants who have regular contact with any amateur athlete(s) who is a minor.
- ii. Adult Participants who have authority over any amateur athlete(s) who is a minor.
- iii. Adult Participants who are an employee or board member of USRowing or a Member Organization.
- iv. Adult Participants who are adult athletes of USRowing and/or a USRowing Member Organization.

b. Adult Participants who are medical providers for USRowing are required to take training under Section (a) can take the Health Professionals Course in lieu of the *SafeSport Trained Core*.

Specific to USRowing and Member Organizations, the above Adult Participants include the following:

#### **USRowing:**

- Adult members who have regular contact with amateur athletes who are minors
- Adult athletes
- Any adult authorized by USRowing to have regular contact with or authority over an amateur athlete including:
  - Licensed Officials and Referees
  - Coaches
  - Physical Therapists, Masseurs & Healthcare Providers
- USRowing Adult staff, interns, and Board of Directors. (Collectively “USRowing Adults”)

### **Member Organizations:**

- Adult members at a Member Organization who have regular contact with amateur athletes who are minors
- Adult athletes (at this time WRR will not be requiring all members to take this training, unless there is regular contact with minors, but reserves the right to change policy at any time).
- An adult authorized by a Member Organization to have regular contact with or authority over an amateur athlete who is a minor
- Adult staff, interns, and board members of a Member Organization. (“Member Organization Adults”) (Collectively “**Required Adults**”)

### 2. Timing of Training Adult Participants must complete this training:

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

### 3. Refresher Training

The above listed Adult Participants must complete a refresher course on an annual basis, beginning the calendar year after completing the *SafeSport Trained Core*. Every four years, Adult Participants will complete the *SafeSport Trained Core* training. Medical providers can take the Health Professionals Course in lieu of the SafeSport Trained Core and are required to take the refresher courses on an annual basis if they meet the criteria for A (1).

## **B. Minor Athlete Training Must Be Offered**

1. USRowing and Member Organizations, on an annual basis, must offer and, subject to parental consent, give training to Minor Athletes on the prevention and reporting of child abuse.

a. For training to Minor Athletes, the Organization must track a description of the training and how the training was offered and provided to Minor Athletes.

b. The Organization is not required to track individual course completions of Minor Athletes.

2. The Center offers youth courses, located at safesporttrained.org, that meet this requirement.

## **C. Parent Training Must Be Offered**

1. USRowing and Member Organizations, on an annual basis, must offer training to parents on the prevention and reporting of child abuse.

2. The Center offers courses at safesporttrained.org and athletesafety.org that meets this requirement.

## **D. Optional Training**

1. Adult Participants serving in a volunteer capacity and are not athletes, who will **not** have regular contact with or authority over Minor Athletes, should take the Center’s brief Volunteer Course (or *SafeSport Trained Core*) before engaging or interacting with any Minor Athlete(s).

2. USRowing and Member Organizations may provide training in addition to the *SafeSport Trained Core*, although they cannot refer to this training as “SafeSport” training. **Training other than the SafeSport Trained Core or Refresher does not satisfy this policy.**

3. Parents of Minor Athletes are provided free online access to the Center’s parent course and are encouraged to take the training.

## **E. Exemptions and Accommodations**

1. 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 at [exemptions@safesport.org](mailto:exemptions@safesport.org).

2. The Center will work with USRowing and Member Organizations on appropriate accommodations for persons with disabilities and individuals with limited English proficiency to satisfy these training requirements. USRowing and Member Organizations must provide reasonable accommodations and track any exemptions for individuals with disabilities and individuals with limited English proficiency.

## **PART TWO: REQUIRED PREVENTION POLICIES**

USRowing and member organizations must implement proactive policies designed to prevent abuse.

- One-on-one interactions (USRowing is required to establish reasonable procedures to limit one-on-one interactions, as set forth in federal law.)
- Meetings and training sessions
- Massages and rubdowns/athletic training modalities
- Areas where athletes change clothes.
- Social media and electronic communications
- Transportation
- Lodging

## **PART THREE: REQUIRED POLICIES FOR ONE-ON-ONE INTERACTIONS**

Most child sexual abuse is perpetuated 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 must protect children while allowing for these beneficial relationships.

### **A. ONE-ON-ONE INTERACTIONS**

#### 1. Observable and Interruptible

- a. All one-on-one In-Program Contact between an Adult Participant and a Minor Athlete must be observable and interruptible, except in emergency circumstances.
- b. The exceptions below may apply to specific policies, and if the exceptions apply, they are listed in the policy. These exceptions also apply to all one-on-one In-Program Contact not specifically addressed in other policies:
  - i. When a Dual Relationship exists; or
  - ii. When the Close-in-Age Exception applies; or
  - iii. If a Minor Athlete needs a Personal Care Assistant, and: (1) the Minor Athlete's parent/guardian has provided written consent to USRowing or the Member Organization for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and (2) the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and (3) the Adult Participant Personal Care Assistant has complied with the USRowing's background screening policy; or
  - iv. In other circumstances specifically addressed in this policy that allow for certain one-on-one interactions if USRowing or the Member Organization receives parent/ guardian consent.

### **B. MEETINGS AND TRAINING SESSIONS**

#### 1. Observable and Interruptible

Adult Participants must follow the one-on-one interaction policy in all meetings and training sessions where Minor Athlete(s) are present.

#### 2. Individual Training Sessions

- a. One-on-one, In-Program, individual training sessions must be observable and interruptible except if:
  - i. A Dual Relationship exists; or
  - ii. The Close-in-Age Exception applies; or
  - iii. A Minor Athlete needs a Personal Care Assistant, and: (1) the Minor Athlete's parent/guardian has provided written consent to USRowing or the Member Organization for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and (2) the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and (3) the Adult Participant Personal Care Assistant has complied with USRowing's background screening policy.

b. The Adult Participant providing the individual training session must receive advance, written consent from the Minor Athlete's parent/guardian at least annually, which can be withdrawn at any time; and

c. Parents/guardians must be allowed to observe the individual training session.

3. Meetings with licensed mental health care professionals and health care providers (other than athletic trainers: athletic trainers who are covered under these policies must follow the "Athletic Training Modalities, Massages, and Rubdowns" policy.)

If a licensed mental health care professional or licensed health care provider meets one-on-one with a Minor Athlete at a sanctioned event or a facility, which is partially or fully under USRowing or Member Organization's jurisdiction, the meeting must be observable and interruptible except:

a. If the door remains unlocked; and

b. Another adult is present at the facility and notified that a meeting is occurring, although the Minor Athlete's identity needs not be disclosed; and

c. USRowing is notified that the provider will be meeting with a Minor Athlete; and

d. The provider obtains consent consistent with applicable laws and ethical standards, which can be withdrawn at any time.

#### 4. Recommended Best Practices

a. Monitoring: If a permitted meeting or training session takes place between an Adult Participant(s) and a Minor Athlete(s) at a facility partially or fully under USRowing or Member Organization's jurisdiction, another Adult Participant will monitor each meeting or training session. Athletic trainers who are covered under these policies must follow the "Athletic Training Modalities, Massages, and Rubdowns" policy. 16 4820-0726-7042.2 session. Monitoring includes reviewing the parent/guardian consent form, knowing that the meeting or training session is occurring, knowing the approximate planned duration of the meeting or training session, and dropping in on the meeting or training session.

b. Parent Training: Parents/guardians receive the U.S. Center for SafeSport's education and training on child abuse prevention before providing consent for their Minor Athlete to have a meeting or training session with an Adult Participant subject to these policies.

### **C. MESSAGES AND RUBDOWNS/ATHLETIC TRAINING MODALITIES (ALL HEALTHCARE PROVISION)**

#### 1. Athletic training modality, massage, or rubdown

All In-Program athletic training modalities, massages, or rubdowns of a Minor Athlete must:

a. Be observable and interruptible; and

b. Have another Adult Participant physically present for the athletic training modality, massage, or rubdown; and

c. Have documented consent as explained in subsection (2) below; and

d. Be performed with the Minor Athlete fully or partially clothed, ensuring that the breasts, buttocks, groin, or genitals are always covered; and

e. Allow parents/guardians in the room as an observer, except for competition or training venues that limit credentialing.

#### 2. Consent

a. Providers of athletic training modalities, massages, and rubdowns or USRowing/Member Organization, when applicable, must obtain consent at least annually from Minor Athletes' parents/guardians before providing any athletic training modalities, massages, or rubdowns.

b. Minor Athletes or their parents/guardians can withdraw consent at any time.

### 3. Recommended Best Practices

- a. USRowing recommends the following components: USRowing recommends obtaining the annual written consent from a legal guardian with respect to each practitioner providing massage or rubdown/athletic training modality to a minor athlete.
- b. Parents/guardians receive the U.S. Center for SafeSport education and training on child abuse prevention before providing consent for their Minor Athlete to receive an athletic training modality, massage, or rubdown.
- c. The provider should narrate the steps in the massage, rubdown, or athletic training modality before taking them, seeking assent of the Minor Athlete throughout the process.
- d. When possible, techniques should be used to reduce physical touch of Minor Athletes.
- e. Only licensed providers should administer a massage, rubdown, or athletic training modality.
- f. Coaches, regardless of whether they are licensed massage therapists, should not massage Minor Athletes.
- g. Keep treatment room at a suitable temperature where possible (fans or heaters may be required).
- h. Practitioners should seek to ensure they never place themselves between the athlete and the door.

## **D. AREAS WHERE ATHLETES CHANGE (may include, but are not limited to, locker rooms, the boathouse, and restrooms)**

### 1. Observable and Interruptible

Adult Participants must ensure that all one-on-one In-Program Contact with Minor Athlete(s) in a locker room, changing area, or similar space where Minor Athlete(s) are present is observable and interruptible, except if:

- a. A Dual Relationship exists; or
- b. The Close-in-Age Exception applies; or
- c. A Minor Athlete needs a Personal Care Assistant and:
  - i. the Minor Athlete's parent/guardian has provided written consent to USRowing or a Member Organization for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
  - ii. the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and
  - iii. the Adult Participant Personal Care Assistant has complied with the USRowing's background screening policy.

### 2. Conduct in Locker Rooms, Changing Areas, and Similar Spaces

- a. No Adult Participant or Minor Athlete can use the photographic or recording capabilities of any device in locker rooms, changing areas, or any other area designated as a place for changing clothes or undressing.
- b. Adult Participants must not change clothes or behave in a manner that intentionally or recklessly exposes their breasts, buttocks, groins, or genitals to a Minor Athlete.
- c. Adult Participants must not shower with Minor Athletes unless:
  - i. The Adult Participant meets the Close-in-Age Exception; or
  - ii. The shower is part of a pre- or post-activity rinse while wearing swimwear.
- d. Parents/guardians may request in writing that their Minor Athlete(s) not change or shower with Adult Participant(s) during In-Program Contact. USRowing, Member Organizations, and the Adult Participant(s) must abide by this request.

### 3. Media and Championship Celebrations in Locker Rooms

USRowing or Member Organization may permit recording or photography in locker rooms for the purpose of highlighting a sport or athletic accomplishment if:

- a. Parent/legal guardian consent has been obtained; and
- b. USRowing or Member Organizations approves the specific instance of recording or photography; and
- c. Two or more Adult Participants are present; and
- d. Everyone is fully clothed.

### 4. Personal Care Assistants

Adult Participant Personal Care Assistants are permitted to be with and assist Minor Athlete(s) in locker rooms, changing areas, and similar spaces where other Minor Athletes are present, if they meet the requirements in subsection (1)(c) above.

### 5. Availability and Monitoring of Locker Rooms, Changing Areas, and Similar Spaces

- a. USRowing or Member Organizations must provide a private or semi-private place for Minor Athletes that need to change clothes or undress at sanctioned events or facilities partially or fully under the USRowing or Member Organization's jurisdiction.
- b. USRowing or Member Organizations must monitor the use of locker rooms, changing areas, and similar spaces to ensure compliance with these policies at sanctioned events or facilities partially or fully under the USRowing or Member Organization's jurisdiction.

### 6. Recommended Best Practices

- a. Adult Participants should make every effort to recognize when a minor athlete goes to a locker room or changing area during practice and competition and, if they do not return in a timely fashion, check on the minor athlete's whereabouts.
- b. Parents should not enter locker rooms and changing areas unless it is truly necessary. In those instances, it should only be a same-sex parent when other minor athletes are changing in the same locker room or changing area. If this is necessary, parents should let a coach or administrator know about this in advance.

## **E. ELECTRONIC COMMUNICATIONS**

### 1. Open and Transparent

- a. All one-on-one electronic communications between an Adult Participant and a Minor Athlete must be Open and Transparent except:
  - i. When a Dual Relationship exists; or
  - ii. When the Close-in-Age Exception applies; or
  - iii. If a Minor Athlete needs a Personal Care Assistant and: (1) the Minor Athlete's parent/guardian has provided written consent to USRowing or the Member Organization for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and (2) the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and (3) the Adult Participant Personal Care Assistant has complied with USRowing's background screening policy.
- b. Open and Transparent means that the Adult Participant copies or includes the Minor Athlete's parent/guardian, another adult family member of the Minor Athlete, or another Adult Participant.  
NOTE: If a Minor Athlete communicates with the Adult Participant first, the Adult Participant must follow this policy if the Adult Participant responds.
- c. Only platforms that allow for Open and Transparent communication may be used to communicate with Minor Athletes.

## 2. Team Communication

When an Adult Participant communicates electronically to the entire team or any number of Minor Athletes on the team, the Adult Participant must copy or include another Adult Participant or the Minor Athletes' parents/guardians.

## 3. Content

All electronic communication originating from an Adult Participant(s) to a Minor Athlete(s) must be professional in nature unless an exception in (1)(a) exists.

## 4. Requests to Discontinue

Parents/guardians may request in writing that the Organization or an Adult Participant subject to this policy not contact their Minor Athlete through any form of electronic communication. USRowing/Member Organization and the Adult Participant must abide by any request to discontinue, absent emergency circumstances.

## 5. Recommended Best Practices

USRowing recommends the following components:

a. Hours: Electronic communications should 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.

b. Social Media Connections: Adult Participants, except those with a Dual Relationship or who meet the Close-in-Age Exception, are not permitted to maintain private social media connections with Minor Athletes and should discontinue existing social media connections with Minor Athletes.

## **F. TRANSPORTATION**

### 1. Transportation

a. An Adult Participant cannot transport a Minor Athlete one-on-one during In-Program travel, except if:

i. A Dual Relationship exists; or

ii. The Close-in-Age Exception applies; or

iii. A Minor Athlete needs a Personal Care Assistant and: (1) The Minor Athlete's parent/guardian has provided written consent to USRowing or the Member Organization for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and (2) the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and (3) the Adult Participant Personal Care Assistant has complied with USRowing's background screening policy; or

iv. The Adult Participant has advance, written consent to transport the Minor Athlete one-on-one obtained at least annually from the Minor Athlete's parent/guardian.

b. Minor Athlete(s) or their parent/guardian can withdraw consent at any time.

c. An Adult Participant meets the In-Program transportation requirements if the Adult Participant is accompanied by another Adult Participant or at least two minors.

d. Written consent from a Minor Athlete's parent/guardian is required for all transportation sanctioned by USRowing or a Member Organization at least annually.

## **G. LODGING**

### 1. Hotel Rooms and Other Sleeping Arrangements

a. All In-Program Contact at a hotel or lodging site between an Adult Participant and a Minor Athlete must be observable and interruptible, and an Adult Participant cannot share a hotel room or otherwise sleep in the same room with a Minor Athlete(s), except if:

i. A Dual Relationship Exists, and the Minor Athlete's parent/guardian has provided USRowing or the Member Organization with advance, written consent for the lodging arrangement.

- ii. The Close-in-Age Exception applies, and the Minor Athlete's parent/guardian has provided USRowing or the Member Organization with advance, written consent for the lodging arrangement; or
  - iii. The Minor Athlete needs a Personal Care Assistant, and: (1) The Minor Athlete's parent/guardian has provided advance, written consent to USRowing or the Member Organization for the Adult Participant Personal Care Assistant to work with the Minor Athlete and for the lodging arrangement. (2) The Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and (3) The Adult Participant Personal Care Assistant has complied with USRowing's background screening policy.
- b. Written consent from a Minor Athlete's parent/guardian must be obtained for all In-Program lodging at least annually.

2. Monitoring or Room Checks During In-Program Travel

If USRowing, Member Organization, or team performs room checks during In-Program lodging, the one-on-one interaction policy must be followed and at least two adults must be present for the room checks.

3. Additional Requirements for Lodging Authorized or Funded by the Organization

- a. Adult Participants traveling with USRowing, or Member Organizations must, at least annually, agree to and sign the lodging policy of USRowing and, if applicable, the Member Organization.
- b. Adult Participants that travel overnight with Minor Athlete(s) are deemed to have Authority over Minor Athlete(s) and thus must comply with the USRowing's Education & Training Policy.

## **H. ADDITIONAL RECOMMENDED POLICIES FOR KEEPING YOUNG ATHLETES SAFE**

1. Out-of-Program Contact

Adult Participants, who do not meet the Close-in-Age Exception nor have a Dual Relationship with a Minor Athlete, should not have out-of-program contact with Minor Athlete(s) without legal/parent guardian consent, even if the out-of-program contact is not one-on-one.

2. Gifting

- a. Adult Participants, who do not meet the Close-in-Age Exception nor have a Dual Relationship with a Minor Athlete, should not give personal gifts to Minor Athlete(s).
- b. Gifts that are equally distributed to all athletes and serve a motivational or education purpose are permitted.

3. Photography/Video

- a. Photographs or videos of athletes may only be taken in public view and must observe generally accepted standards of decency.
- b. Adult Participants should not publicly share or post photos or videos of Minor Athlete(s) if the Adult Participant has not obtained the Parent/Guardian and Minor Athlete's consent.

## **PART 4: PROHIBITED CONDUCT**

### **A. GENERAL INFORMATION**

All Participants are bound by and must comply with this Policy as well as the Code. Participants are responsible for knowing the information outlined herein, and in the Code, and by virtue of being a Participant, have expressly agreed to this Policy and the Code, including the applicable policies and procedures.

Participation in USRowing licensed and sanctioned activities is a privilege, not a right. Such participation may be limited, conditioned, suspended, terminated, or denied if a Participant's conduct is or was inconsistent with the Code, this Policy, and/or the best interests of the sport of rowing and those who participate in it.

It is a violation of this Policy for a Participant to engage in or tolerate: (i) Prohibited Conduct; (ii) any conduct that would violate any current or previous Center or USRowing standards analogous to Prohibited Conduct that existed at the time of the alleged conduct; or (iii) any conduct that would violate community standards analogous to Prohibited Conduct that existed at the time of the alleged conduct, including then-applicable criminal and/or civil laws.

USRowing formally adopts the definitions of Prohibited Conduct contained in the Code. Any changes to the Code's categories and definitions of misconduct are immediately adopted by USRowing and effective upon the Center's publication of them unless otherwise noted.

Prohibited Conduct includes:

- Criminal Charge or Disposition
- Child Abuse
- Sexual Misconduct
- Emotional and Physical Misconduct, including Stalking, Bullying, Hazing, and Harassment
- Aiding and Abetting
- Misconduct Related to Reporting
- Other Inappropriate Conduct
- Violation of USRowing MAAPP

All Participants must familiarize themselves with each form of misconduct and the policies herein and in the Code and must refrain from engaging in misconduct and/or violating any of these policies.

## **B. CRIMINAL CHARGE OR DISPOSITION**

It is a violation of this Policy for a Participant to have a Criminal Charge or Disposition. Criminal Conduct is relevant to an individual's fitness to participate in sport. The age of a Criminal Charge or Disposition is not relevant to whether a violation of this Policy occurred but may be considered for sanctioning purposes.

Sex Offender Registry: A Participant who is currently on any state, federal, territorial, or tribal sex offender registry is ineligible to be a Participant

## Section III: SafeSport

USRowing has joined the United States Olympic Committee in its SafeSport campaign aimed at raising awareness, stopping child abuse in sport and creating a safe culture in sports programs across the country.

All WRB board members, coaches, and volunteers with direct contact with the student-athletes must complete the SafeSport training program.

WRB is committed to creating a safe and positive environment for athletes' physical, emotional, and social development and to ensuring that it promotes an environment free of misconduct. In the event any employee, volunteer or participant observes inappropriate behaviors, suspected physical or sexual abuse or misconduct, it is the personal responsibility of each to immediately report his or her observation to a board member at [info@whiterockrowing.org](mailto:info@whiterockrowing.org) or [lisahenry@whiterockrowing.org](mailto:lisahenry@whiterockrowing.org). You may start and stop the training whenever necessary until you complete the course. Forward a copy of your certificate to our SafeSport Committee, at [lisahenry@whiterockrowing.org](mailto:lisahenry@whiterockrowing.org).

Organizational members, as well as parents and athletes may use the online training course to educate themselves of the SafeSport Code. The Center for SafeSport online program may be accessed as follows:

1. Create your SafeSport account at <https://safesporttrained.org>
2. IMPORTANT: When creating your account:
  - a. Use the USRowing enrollment key NGBUSR-RFKt8f to ensure your training is linked to USRowing
  - b. Provide your member number when prompted to ensure your training links to your USRowing Membership.

The SafeSport online training covers six areas of misconduct: bullying, hazing, harassment, emotional misconduct, physical misconduct, and sexual misconduct, including grooming and child sexual abuse. All forms of misconduct are in direct conflict with the principles and ethics adhered to by WRB.

**Bullying** is defined as repeated and/or severe aggressive behavior among minors (under age 18) that is intended or likely to hurt, control or diminish another person emotionally, physically, or sexually.

Some of the key features that help identify a bullying situation are:

- **Imbalance of power:** Bullying happens between peers, but a bully has more power than their target- physically, socially, or emotionally.
- **Repetition:** Bullying is not a one-time incident; the behavior must have been repeated and have been sufficiently severe.
- **A history of conflict:** If two athletes already have a relationship marked by conflict, the behavior probably isn't friendly teasing or taunting.
- **Specific behaviors:** The Centers for Disease Control and Prevention (CDC) identifies four types of bullying:
  - Verbal: Using words, statements, or insults in a negative way, such as name calling, teasing, intimidation, and threatening to cause harm;
  - Physical: Any type of unwanted physical force, such as hitting, kicking, tripping, or any other form of physical aggression;
  - Social: Harming others through the manipulation and damage of their peer relationships, such as spreading rumors, leaving out individuals, embarrassing someone, or ignoring a teammate; and
  - Damage to property: Damaging or threatening to damage an individual's personal belongings

### Cyberbullying

24/7 connections to social media and text messaging make cyberbullying pervasive. Because it happens away from practice and competition settings, coaches are often unaware cyberbullying is going on.

Examples include text messages, email, Instagram, Facebook, Twitter, and Snapchat.

### Effects of bullying

Bullying can have real negative consequences for athletes' physical and mental health; effects can be both immediate and long-term.

- **Psychological effects:** Anger, depression, anxiety, panic attacks, insomnia, suicidal thoughts, difficulty trusting, low self esteem

- **Physiological effects:** Digestive issues, stomachaches, dizziness, headaches, exhaustion, muscle pain, stress, circulatory damage, immune damage

SafeSport defines **hazing** as any conduct that subjects another person- physically, mentally, emotionally, or psychologically- to anything that may endanger, abuse, humiliate, degrade, or intimidate the person as a condition of joining or being socially accepted by a group, team, or organization.

Hazing is similar to bullying in that it may involve negative physical, emotional, or social behaviors. But while bullying is typically an attempt to exclude a person, hazing is way to include someone on a team by uniting everyone through a shared negative experience. Hazing used to be a tolerated part of the culture of many kinds of organizations, including sports teams.

SafeSport defines **harassment** as repeated and/or severe conduct that causes fear, humiliation, or annoyance, offends, or degrades, creates a hostile environment, or reflects discriminatory bias in an attempt to establish dominance, superiority or power over an individual athlete or group based on age, gender, sexual orientation, gender expression, gender identity, race, ethnicity, culture, religion, national origin, or mental or physical disability.

Harassment, like bullying, is meant to degrade an individual and can create a hostile environment. But harassment also includes an element of bias or discrimination. The harasser tries to establish superiority or dominance based on a person's characteristics, such as race, gender, or other factors.

Anything that could be perceived as making an athlete "different" may also make them a target for harassment. Athletes are typically harassed over issues of race, ethnicity, culture, national origin, religion, age, gender/gender expression/gender identity, sexual orientation, physical or mental illness or disability.

It may seem like the best thing to do when you have diverse athletes is to just ignore their differences but acknowledging differences can go a long way to making everyone feel comfortable with them and understanding that your sport program is a welcoming place.

SafeSport defines **emotional misconduct** as repeated and/or severe non-contact behavior involving verbal acts, physical acts and/or acts that deny attention or support. Emotional misconduct is determined by objective behaviors, not whether harm is intended or results from the behavior.

Emotional misconduct also includes any act or conduct (e.g., psychological abuse, emotional abuse, mental abuse, child abuse) that can be described as emotional abuse under applicable federal or state law.

#### **Verbal acts**

- Verbal assault that repeatedly attacks someone personally (e.g., calling a person worthless, fat or disgusting, taunting a person for being too effeminate)
- Repeatedly and excessively yelling at a particular athlete or other participant in a manner that serves no productive training or motivational purpose

#### **Physical acts**

- Physically aggressive behaviors, such as throwing sport equipment, water bottles or chairs at or in the presence of others, or punching walls or other objects
- Physical misconduct—where the behavior involves contact—is addressed below

#### **Acts that deny attention or support**

- Ignoring or isolating a person for extended periods of time
- Routinely or arbitrarily excluding a participant from practice

SafeSport defines **physical misconduct** in specific ways for Olympic and Paralympic national governing bodies. Keep in mind that physical misconduct may also occur between athletes.

Physical misconduct also includes any act or conduct described as physical abuse or misconduct under jurisdictional laws (e.g., child abuse, child neglect, assault).

## Contact violations

- Punching, beating, biting, striking, choking, or slapping another person
- Intentionally hitting someone with objects, such as sporting equipment
- Encouraging or knowingly permitting an athlete to return to play prematurely following a serious injury (e.g., a concussion) and without the clearance of a medical professional

## Non-contact violations

- Isolating a person in a confined space, such as locking an athlete in a small space
- Forcing an athlete to assume a painful stance or position for no athletic purpose (e.g., requiring an athlete to kneel on a harmful surface)
- Withholding, recommending against, or denying adequate hydration, nutrition, medical attention, or sleep
- Providing alcohol to a person under the legal drinking age
- Providing illegal drugs or non-prescribed medications to an athlete

**Sexual misconduct** includes a wide range of behaviors and actions involving behaviors of an intimate or sexual nature.

The term “sexual misconduct” is used to include all the behaviors that someone can experience, whether physical violence is involved or not.

To be clear, any non-consensual sexual conduct is sexual misconduct and is a violation of the SafeSport Code and may also violate criminal law.

Several specific behaviors fall under the umbrella of sexual misconduct, including sexual harassment, non-consensual sexual conduct (including both contact and non-contact behaviors), intimate relationships involving a power imbalance, and child sexual abuse.

## Sexual Conduct

Contact behaviors include any intentional bodily contact of a sexual nature, however slight, whether clothed or unclothed, of a person’s intimate body parts with any object or body part up to and including a completed or attempted penetration.

Non-contact behaviors include exposure to sexual situations (e.g., pornography, voyeurism, exhibitionism), sexual comments, sexually explicit photographs, filming, taking, or disseminating photographs of a sexual nature.

## Sexual Harassment

Conduct behaviors include sexual advances, requests for sexual favors, or other verbal or physical behaviors of a sexual nature, or is sufficiently severe, persistent, or pervasive and objectively offensive that it negatively affects an individual’s performance.

## Stalking

Stalking is conduct directed at a specific person that would cause a reasonable person to fear for his or her safety or the safety of others, or to suffer substantial emotional distress.

Stalking generally involves a course of conduct which includes two or more acts, involving persistent and frequent unwanted in-person contact, surveillance, or unwanted telephone and/or other electronic contact.

## Exploitation

Exploitation is non-contact behavior of a sexual nature that takes sexual advantage of another to benefit or gratify one’s self or any person other than the person or persons being exploited. It includes but is not limited to:

- Voyeurism or spying on persons engaged in intimate or sexual behavior
- Exposing genitals or inducing another person to expose his or her genitals without consent
- Taking pictures or video or audio recordings of another in a sexual act or in any other private activity, without the consent of all involved in the activity
- Disseminating or threatening to disseminate pictures, video recordings or audio recordings of another person in a sexual act or any other private activity

## **Power Imbalance**

Whether someone occupies a position of power such that there is a power imbalance depends on several factors, including:

- Nature and extent of the supervisory, evaluative, or other authority over the person
- Actual relationship between the parties
- Parties' respective roles
- Nature and duration of the relationship
- Age of the adult
- Age of the people involved

Where there is a power imbalance, SafeSport prohibits sexual relationships between coaches and athletes, regardless of the ages of the athlete and coach involved.

Once a coach-athlete relationship is established, a power imbalance is presumed to exist throughout the coach-athlete relationship (regardless of age) and is presumed to continue for minor athletes (under age 18) after the coach-athlete relationship terminates and until the athlete reaches 20 years of age.

## **Intimate Relationship (sport context)**

An intimate relationship is a close personal relationship that exists independently and outside of the sport relationship. Whether a relationship is intimate is based on the totality of the circumstances, including:

- Regular contact and/or interactions outside of or unrelated to the sport relationship (electronically or in person)
- Parties' emotional connectedness
- Exchange of gifts
- Ongoing physical contact and/or sexual conduct
- Identity as a couple
- Sharing of sensitive personal information, and/or knowledge about each other's lives outside the sport relationship

## **Child Sexual Abuse**

Child sexual abuse involves any sexual activity with a child where consent is not or cannot be given. This includes sexual contact with a minor that is accomplished by deception, manipulation, force, or threat of force regardless, of whether there is deception, or the child understands the sexual nature of the activity. The sexually abusive acts may include sexual penetration, sexual touching, or non-contact sexual acts such as verbal acts, sexually suggestive written or electronic communications, exposure, or voyeurism. Sexual contact between minors can also be abusive if there is a significant imbalance of power or disparity in age, development, or size, such that one child is the aggressor. For example, one athlete might be significantly older and have much more experience on the team, creating an imbalance of power to the victim.

## **Consent**

- Consent is informed, knowing and voluntary and clear words or actions that give permission for specific sexual activity.
- Consent is active, not passive; silence, in and of itself, cannot be interpreted as consent.
- Consent isn't a permanent arrangement; if someone consents to sexual contact in one situation or relationship, it doesn't mean they have consented to it in subsequent situations.

### **To give consent means:**

- One must be of legal age (varies by state or province; in Texas the legal age is 18 years old).
- Consent to sexual activity is required no matter the gender, gender identity or sexual orientation of persons involved.

### **Without consent means:**

- An act was committed against a person either by force (threat, coercion, intimidation) or without the person's agreement or permission.
- A person is incapable of giving consent if they are unconscious, unaware, or asleep during any part of the act.
- Age of consent is the age at which a person is considered legally capable of consenting to sexual contact.
- Consent cannot be obtained when a power imbalance exists.

Under SafeSport policies, a minor is defined as anyone under the age of 18.

## Incapacitation

- Incapacitation is a state beyond drunkenness or intoxication.
- Incapacitation is a state where someone cannot make informed, rational, judgements about whether to engage in sexual activity (e.g., they cannot understand the “who, what, when, where, why, or how” of their sexual interaction).
- It can occur mentally or physically, from developmental disability, by alcohol or other drug use or blackout.
- It includes incapacity from mental disability, sleep, unconsciousness, involuntary physical restraint or from the consumption of date rape drugs.
- A person being impaired by alcohol or other drugs is not a defense to any violation of the code.

## Coercion

- Consent cannot be obtained through coercion.
- Coercion is the use of unreasonable pressure to gain intimate and/or sexual access.
- It is more than an effort to persuade, entice, or attract another person to engage in sexual activity.
- Whether pressure is unreasonable depends on frequency, intensity, isolation, duration (and/or a power imbalance).
- When someone makes clear they do not want sex, they want to stop, or they do not want to go past a certain point of sexual interaction, continued pressure beyond that point can be coercive.

## Force or threats

- Consent cannot be obtained through force or threats.
- Force is the use of physical violence and/or imposing on someone physically to gain sexual access and includes threats, intimidation (implied threats) and coercion that overcomes free will or resistance or that produces consent.
- This may also include the use of physical threats (e.g., threatening to reveal private information).

## Intimidation

- Consent cannot be obtained through coercion.
- Intimidation is implied threats or acts that lead to a reasonable belief of harm.

## Child Sexual Abuse

Under the SafeSport Code:

### **Sexual conduct between an adult and a minor is sexual misconduct, regardless of any purported consent:**

- Sexual conduct between an adult and minor (where the age difference is three or more years)

Example: Sexual conduct between a 21-year-old athlete and a 17-year-old athlete would be considered sexual misconduct.

- Intimate relationships between an adult and a minor (where the age difference is three or more years) and a power imbalance exists

Example: Sexual conduct between a 20-year-old assistant coach and a 17-year-old athlete would be considered sexual misconduct.

- Child sexual abuse, as defined by state/provincial/territorial laws and federal laws.
- Peer-to-peer sexual offenses, which may or may not be defined as abuse, depending on the ages of the athletes involved.

### **Child Sexual Abuse: Adult Offender**

- Each jurisdiction defines sexual abuse against children within its own criminal code. It is generally divided based on the type of contact and the age of the child.
- Each jurisdiction (usually, the state/province/territory) determines the age of consent for sexual activity.
- When there is a report of sexual abuse against a child, law enforcement and the Department of Human Services (DHS) may be involved.

## **Child Sexual Abuse: Offender and Victim Under Age 18**

- Sexual conduct between peers is defined by each jurisdiction. It is important to clearly understand the laws of your jurisdiction. In some cases, a teen engaging in sexual activity with a slightly younger teen, even in a dating relationship, may be committing a criminal offense.
- Sexual conduct between young children may be experimentation, but don't assume it is. It is important to clearly understand the laws of your jurisdiction.
- Sexual conduct between young children and older children is very often criminal behavior particularly if there is an age difference of more than four years. How that behavior is handled by law enforcement will depend on the ages of the children. Even if there was no criminal conduct, when use of force or severe conduct (penetration involved) occurs between children of disparate ages, evaluation by a medical and/or mental health professional is strongly recommended.

**Grooming** is an internationally accepted term used to describe the complex process whereby a person engages in a series of patterned behaviors with a goal of sexually abusing a child. Grooming is initiated when an offender seeks out a vulnerable child who has emotional, familial, or social voids in their life.

- Once a child has been selected, the offender will earn the trust of the child (and potentially their family) by filling the voids in their life. This isolates the child from family and friends.
- The offender then sexually abuses the child and engages in behavior to maintain control over the child.
- Grooming can occur through direct in-person contact or online. The internet provides a sense of anonymity, giving offenders greater and private access to children.

**SafeSport is focused on preventing abuse, by increasing awareness and helping organizations develop policies that discourage the kinds of behaviors and situations that can lead to abuse.**

It is the responsibility of everyone working with athletes to be aware of reporting guidelines and know what to do if a minor discloses sexual abuse to you or if you are concerned abuse is occurring or has occurred.

You are legally required to report to authorities when you have a reasonable suspicion or belief that abuse is occurring or has occurred. "Reasonable suspicion or belief" means:

- If a minor discloses abuse to you, make a report. Report to authorities if a minor tells you they have been touched inappropriately, propositioned, asked to send sexual photos, received sexual photos, asked to engage in inappropriate email or other electronic communications.
- Report to authorities if a minor tells you a friend reported being abused. It's common for children and teens to share this information with each other, often requesting the friend keep it a secret.
- Simply tell the reporting agency what you have been told.

**If you have reason to believe abuse is occurring (or has occurred), make a report.**

Make a report anytime you see something or hear something that makes you think abuse is happening, such as:

- You observe sexual contact between an adult and minor
- You observe sexual contact between minors significantly different in age (such as a teen and an elementary-age child)
- Even if the abuse that's disclosed to you happened in the past, report it. It doesn't matter how long ago the suspicious behavior occurred.

**Report boundary violations to your organization.**

If you observe someone in your organization consistently violating these policies, report it, either to your organization, or if the violation is criminal, to authorities.

The behavior may not be criminal, but still concerning. Examples include:

- Non-therapeutic contact (such as shoulder rubs)
- Tickling
- Texting individual athletes at late hours
- Engaging with athletes in one-on-one situations

Report concerning behavior between athletes. Concerning behavior that isn't criminal should still be reported to your organization.

## **You don't have to be certain that sexual abuse is occurring to make a report.**

- Never attempt to conduct your own investigation.
- Don't question the person accused or anyone else.
- Don't extensively question a child who discloses abuse to you.
- Do leave the investigating and questioning to the authorities.

## **Manage high risk situations.**

By its nature, sport presents special situations which offenders may use to groom and abuse victims. Promote athlete safety by clearly defining acceptable boundaries.

- Conduct meetings where others are present and where interactions can be easily observed and/or interrupted.
- If possible, meet in a publicly visible and open area.
- If an individual meeting needs to take place in an office, keep the door unlocked and open.

## **For local (day) travel:**

- Maximize two-deep leadership and reduce or eliminate isolated one-to-one interactions.
- Maintain good communication with parents so they can arrange for their child's transportation.
- Don't transport an unrelated athlete by yourself—have your own child, another athlete, or an adult ride along.
- Encourage parents to share transportation duties, so that more than one adult is responsible

## **For overnight travel:**

- Identify an appropriate chaperone-to-athlete ratio based on the type of travel.
- Conduct bed checks in pairs with another adult (do this in mixed-gender pairs if possible).
- Encourage regular contact between athletes and parents during the trip.

## **Out-of-program contacts**

- Reduce or eliminate isolated one-on-one interactions; keep off-site events safe.
- Set and enforce policies that limit out-of-program contact (such as at a coach's home).
- Make it clear what kinds of off-site activities are allowed, and what supervision is required for these events.
- Set rules around the presence of alcohol at organization events.

## **Social media and electronic communications**

- Balance this primary method of communication with risks for privacy and access
- Limit interaction on social media sites to organization or team pages. Athletes should not join or "like" a coach or volunteer's personal page.
- Keep electronic communication (texts, posts, emails, instant messaging, etc.) professional and related to team or organizational activities.
- Use organizational accounts (such as organizational email addresses) to communicate to athletes, rather than using a personal account.

## **Massage**

- Ensure appropriate physical contact by qualified professionals.
- Massages should only be performed by a licensed massage therapist or other certified professional.
- Even if a coach is a certified massage professional, don't allow the coach to massage an athlete.
- In event settings/venues, massages and rubdowns should happen in areas that are visible to others, so the massage professional and athlete are not alone.

## **Photography**

- Prevent misuse of images of children and others through common-sense approaches.
- Publish photography of individuals under the age of 18 only with notice and caretaker consent.
- Photography should not be taken or saved if there are any displaced uniforms/clothing and should never be taken in locker rooms, changing areas or bathrooms.
- Sport photography should not include sexualized imagery.

## Reporting to Authorities

If you are a Covered Individual as defined by the U.S. Center for SafeSport, you must report child sexual abuse to the Center's Response & Resolution Office as well as to law enforcement.

When you report child sexual abuse, you will be asked to provide some basic information. Being prepared to provide these details will help investigators, but even if you do not have this information, you can and should still make a report.

### If you are a reporter:

- If you are comfortable doing so, provide your name and contact information; authorities may need to reach you for follow-up information.
- Provide as much detail as possible about what the minor told you.
- If a minor tells you a friend has reported abuse you must make a report. In this case, report what you were told by the victim's friend.
- A record that you reported the concern about abuse in accordance with any mandatory reporting laws will be generated.
- Most jurisdictions keep reporters' names confidential.
- The agency representative you speak to will be able to confirm the confidentiality laws in your area.
- AFTER you have reported the abuse to the appropriate law enforcement authorities, report the incident to the board member responsible for SafeSport.

A note about contacting parents or guardians:

- The authorities will usually contact parents or guardians.
- If the offender is a parent or guardian, authorities will typically follow procedures to make sure the child is protected and permitted to speak to law enforcement.

### If you are a victim:

Contact the authorities and tell them as much detail as possible as possible about the incident.

### About the Offender:

Tell the authorities...

- Offender's identity
- Provide as much detail as possible for investigators—such as a first and last name and any contact information you have (address, phone number or email address).
- Whether the victim is or will soon be around the offender
- This will allow authorities to take steps to ensure the victim is safe.

## Reporting Procedure

All complaints must be immediately reported to a supervisor, coach, or Board Member in writing. If a coach or supervisor receives a report, they must immediately forward it to a board member who will then convene a meeting. Reports should include the name(s) of the complainant(s), name(s) of the individual(s) allegedly involved in the misconduct, and the type(s) of alleged misconduct. Reports or incidents warranting confidentiality will be handled appropriately, and information will be disclosed to others only on a need-to-know basis. Results of the investigation and a determination regarding the alleged incident(s) will be made and communicated to the complainant(s) and respondent(s). In the event that mediation fails, an appeals hearing may be scheduled by a mutually agreeable panel comprised of parents, club participants, and/or board members. If the decision of this panel is still unsatisfactory to either party, a final decision, agreed upon by both parties, may be made by the full board of directors or through a formal complaint filed through USRowing. For any questions regarding the reporting of suspected misconduct, please email [lisahenry@whiterockrowing.org](mailto:lisahenry@whiterockrowing.org).

## Additional

Pursuant to the SafeSport Act as implemented by the Code, and USRowing's Bylaws, the Center has exclusive jurisdiction over all issues involving Sexual Misconduct and Child Abuse (hereinafter defined). Such issues are to be reported directly to the Center and appropriate local authorities. Such reports to the Center should be made through the reporting form found here: <https://uscenterforsafesport.org/report-a-concern/>

While non-sexual misconduct issues may be reported directly to the Center, USRowing encourages initial reporting of such matters to the relevant Member Organization using the Member Organization's internal reporting processes. If, following review by the Member Organization, the issue remains unresolved or is not susceptible to resolution at the Member Organization level, It may be reported to USRowing using the USRowing reporting form found here:  
[https://usrowing.org/sports/2018/4/13/18827\\_132107104230772015.aspx](https://usrowing.org/sports/2018/4/13/18827_132107104230772015.aspx)

## **Section IV: Jurisdiction**

USRowing and Member Organizations must have a reporting mechanism to accept reports that an Adult Participant is violating USRowing's minor athlete abuse prevention policies. USRowing and Member Organizations must appropriately investigate and resolve any reports received, unless the violation is reported to the Center, and it exercises jurisdiction over the report. This requirement is in addition to requirements to report abuse under the SafeSport Code.

### **A. EXCLUSIVE JURISDICTION**

The Center has the exclusive jurisdiction to investigate and resolve allegations that a Participant engaged in one or more of the following:

- Sexual misconduct, including, without limitation, child sexual abuse and any misconduct that is reasonably related to an underlying allegation of Sexual Misconduct
- Criminal charges involving child abuse or sexual misconduct
- Misconduct related to reporting, where the underlying allegation involves child abuse or sexual misconduct
- Aiding and abetting when it relates to the Center's process
- Misconduct related to the Center's process
- Other inappropriate conduct, as defined in the Code.

### **B. DISCRETIONARY JURISDICTION**

USRowing has jurisdiction, and the Center has discretionary jurisdiction, to investigate and resolve allegations that a Participant engaged in one or more of the following:

- Non-sexual child abuse
- Emotional and physical misconduct, including stalking, bullying behaviors, hazing and harassment
- Criminal charges not involving child abuse or sexual misconduct

USRowing Minor Athlete Abuse Prevention Policies (MAAPP) or other similar Proactive Policy violations. USRowing has the authority and jurisdiction to investigate and address any allegations of violations of this Policy and/or the Code that are not within the Center's exclusive jurisdiction, provided that, in the event that the Center does exercise its jurisdiction, USRowing, and/or Organizational Member shall no longer exercise jurisdiction over the matter.

## Section V: Determining Chaperone-Student Ratio

Chaperones on student trips can help prevent students from wandering off, control student behavior, provide back-up during emergencies, and assess any situation that seems unusual. Some state or local laws or venues set minimum chaperone-to-student ratios and should be reviewed during trip planning. When ratios are not mandated, organizations should consider the trip's risk and duration, distance traveled, and participants' ages in determining the appropriate number of chaperones.

If a volunteer chaperone will have unsupervised access to children, background checks and SafeSport online training must be successfully completed before the trip.

### Best Practices

- Each trip should have at least two chaperones; larger groups may require more.
- If a chaperone becomes sick or unavailable during an emergency, another chaperone should be available to participate.
- If a trip is co-educational, there should be a chaperone of each gender.
- At least one chaperone should be an employee, such as a coach. This person is responsible for following the organization's policies and procedures and notifying appropriate contacts in an emergency.
- Consider setting a minimum age for volunteer chaperones, such as 21, to ensure responsible behavior.
- To reduce distractions, limit the ability of volunteer chaperones bringing children not involved in the trip.

### Determining Ratios

As a rule, logistically complex trips require higher chaperone-to-student ratios, and organizations may want to exceed their standard practices or legal minimums. For example:

- Overnight trips may require increased supervision to handle sleeping arrangements, coordinate meals, disperse medicine, and oversee behavior. In addition, the increased risks associated with longer trips may require additional chaperones.
- International travel requires more adults to organize trip logistics, manage student health problems, and respond to emergencies.
- Physically challenging trips and inherently risky activities can increase potential for injuries.
- Use of public transportation or facilities increases the chances that students will become separated from the group or encounter undesirable strangers.
- Students with disabilities may require additional chaperones for assistance with mobility or closer supervision if the student has cognitive disabilities.

### Resources

Educator Sexual Misconduct: A Policy and Audit Guide for Protecting Children

*Independent School News*: Managing Volunteers to Prevent Sexual Abuse in Schools

*Public School News*: Managing Volunteers to Prevent Sexual Abuse in Schools

ACA Standards that Relate to Staff Screening, Supervision, and Training

## Section VI: Definitions used in MAAPP and SafeSport

The definitions below apply to all sections of MAAPP and SafeSport.

**Adult or adult** – Any individual 18 years of age or older.

**Adult Participant** – Any adult (18 years or older) who is:

- A member or license holder of USRowing or its Member Organizations
- An employee or board member of USRowing or its Member Organizations
- Within the governance or disciplinary jurisdiction of USRowing or its Member Organizations or Authorized, approved, or appointed by USRowing or its Member Organizations to have regular contact with or authority over Minor Athletes. This may include volunteers, medical staff, trainers, chaperones, monitors, contract personnel, bus/van drivers, officials, adult athletes, staff, board members, and any other individual who meets the Adult Participant definition.
- An adult athlete

**Adult Participant Personal Care Assistant (PCA)**– An Adult Participant who assists an athlete requiring help with activities of daily living (ADL) and preparation for athletic participation. This support can be provided by a Guide for Blind or visually impaired athletes or can include assistance with transfer, dressing, showering, medication administration, and toileting. Personal Care Assistants are different for every athlete and should be individualized to fit their specific needs. When assisting a Minor Athlete, Adult Participant PCAs must be authorized by the athlete’s parent/guardian.

**Amateur Athlete** – An athlete who meets the eligibility standards established by the National Governing Body or Paralympic sports organization for the sport in which the athlete competes.

**Athlete** – Any rower who participates in an USRowing licensed competition or USRowing sanctioned event.

**Authority** – When one person’s position over another person is such that, based on the totality of the circumstances, they have the power or right to direct, control, give orders to, or make decisions for that person.

**Center** – The U.S. Center for Safe Sport.

**Close-In-Age-Exception** – An exception applicable to certain policies when an Adult Participant does not have authority over a Minor Athlete and is not more than four years older than the Minor Athlete (e.g., a 19-year-old and a 16-year-old). Note: this exception only applies within the prevention policies and not regarding conduct defined in the SafeSport Code.

**Child, Children, Minor, and Youth** – An individual who is, or is believed by the Respondent to be, under the age of 18. The terms child, children, minor and youth are used interchangeably throughout this policy.

**Child Abuse** – The term “child abuse” has the meaning set forth in Section 203 of the Victims of Child Abuse Act of 1990 (34 U.S.C. § 20341) or any applicable state law.

**Claimant** – The person who is alleged to have experienced conduct that constitutes a Code violation, or a violation of this Policy.

**Coach** – Any adult who has or shares the responsibility for instructing, teaching, training, or advising an athlete in the context of rowing.

**Code** – The policies and procedures adopted by the Center for the U.S. Olympic and Paralympic Movement’s National Governing bodies, which can be found at <https://www.uscenterforsafesport.org>. 7 4820-0726-7042.2

**Criminal Charge or Disposition** – Means that a Participant (a) is or has been subject to any disposition or resolution of a criminal proceeding, other than an adjudication of not guilty, including, but not limited to: an adjudication of guilt or admission to a criminal violation, a plea to the charge or a lesser included offense, a plea of no contest, any plea analogous to an “Alford” or “Kennedy” plea, the disposition of the proceeding through a diversionary program, deferred adjudication, deferred prosecution, disposition of supervision, conditional dismissal, juvenile delinquency adjudication, or similar arrangement; (b) is subject to a pending criminal charge(s) or warrant(s) for arrest. Criminal Charges may be evaluated by USRowing upon the original charges, amended charges, or those to which a plea was entered.

**Dual Relationship** – An exception applicable to certain policies when an Adult Participant has a dual role or relationship with a Minor Athlete and the Minor Athlete’s parent/guardian has provided written consent at least annually authorizing the exception.

**Event** – USRowing sanctioned or organized travel, lodging, practice, competition, health or medical treatment, and the meaning set forth in the Victims of Child Abuse Act of 1990 (34 U.S.C. § 20341).

**Facility** – Any facility (including docks, gyms, or other locations used by a team or rowing organization), when at such time the Facility is either owned or being leased, rented, or used by USRowing or Member Organization.

**Interaction with Athletes** – Contact in association with any USRowing licensed or sanctioned activity or Event.

**In-Program-Contact** – Any contact (including communications, interactions, or activities) between an Adult Participant and any Minor Athlete(s) related to participation in sport. Examples of In-Program Contact include, but are not limited to:

- Competition / competition site visits
- Camps/clinics
- Training/instructional sessions / practices
- Pre/post game meals or outings
- Team travel
- Review of game film
- Team- or sport-related relationship building activities
- Celebrations / Award ceremonies / Banquets
- Team or sport-related fundraising or community service
- Sport education

**Local Affiliated Organization (LAO)** - A regional, state, or local club or organization that is directly affiliated with an NGB or that is affiliated with an NGB by its direct affiliation with a regional or state affiliate of said NGB. LAO does not include a regional, state, or local club or organization that is only a member of a National Member Organization of an NGB (see Member Organization definition below).

**Member Organization** – A rowing organization with active USRowing organizational membership. This also includes any organization that hosts a property or event that USRowing sanctions, including competitions, training programs, clinics and courses.

**Minor Athlete** – is an amateur athlete under 18 years of age who participates in, or participated within the previous 12 months in, an event, program, activity, or competition that is part of, or partially or fully under the jurisdiction of USRowing or its Member Organizations.

**National Governing Body (NGB)** – A U.S. Olympic National Governing Body, Pan American Sport Organization, or Paralympic Sport Organization recognized by the U.S. Olympic & Paralympic Committee pursuant to the Ted Stevens Olympic and Amateur Sports Act, 36 U.S.C. §§ 220501, et seq. This definition shall also apply to the USOPC, or other sports entity approved by the USOPC, when they have assumed responsibility for the management or governance of a sport included on the program of the Olympic, Paralympic, or Pan-American Games.

**Paralympic Sport Organization (PSO)** – An amateur sports organization recognized and certified as an NGB by the USOPC.

**Partial or Full Jurisdiction** – Includes any sanctioned Event (including all travel and lodging in connection with the event) by the NGB, PSO, USOPC, or LAO, or any facility that the NGB, PSO, USOPC, or LAO owns, leases, or rents for practice, training or competition.

**Participant** – Any individual who: (a) currently is, or was at the time of a possible SafeSport violation, within the governance or disciplinary jurisdiction of USRowing, (b) is an Athlete or USRowing Designee, (c) a participant or attendee of a USRowing licensed competition or sanctioned event, including team staff, medical or paramedical personnel, administrator, official, or other athlete support personnel, employee, or volunteer, or (d) USRowing employees, contractors, volunteers, officials, board and committee members and other designees, members and organizational members.

**Power Imbalance** – A Power Imbalance may exist where, based on the totality of the circumstances one person has supervisory, evaluative, or other authority over another. Whether there is a Power Imbalance depends on several factors, including but not limited to: the nature and extent of the supervisory, evaluative, or other authority over the person; the actual relationship between the parties; the parties' respective roles; the nature and duration of the relationship; the age of the parties involved; where there is an aggressor, whether there is a significant disparity in age, size, strength, or mental capacity. Once a Coach-Athlete relationship is established, a Power Imbalance is presumed to exist throughout the Coach-Athlete relationship (regardless of age) and is presumed to continue for Minor Athletes after the Coach-Athlete relationship terminates until the Athlete reaches 20 years of age. A Power Imbalance may exist, but it is not presumed, where an Intimate Relationship existed before the sport relationship (e.g., a relationship between two spouses or life partners that preceded the sport relationship).

**Regular Contact** – Ongoing interactions during a 12-month period wherein an Adult Participant is in a role of direct and active engagement with any Minor Athlete(s). NOTE: NGBs, PSOs, and the USOPC must submit/include categories of members/individuals that fall under the definition including specific volunteer designations.

**Respondent** – A Participant who is alleged to have violated the Code or this Policy.

**Sexual Misconduct** – Offenses (further described in Section IV of this Policy including, but not limited to:

- Sexual or gender-related harassment
- Non-consensual sexual contact (or attempts to commit the same)
- Non-consensual sexual intercourse (or attempts to commit the same)
- Sexual exploitation
- Bullying or hazing, or other inappropriate conduct of a sexual nature

**Third-Party Reporter** – Individual other than the Claimant bringing reports (“third-party report”) under this Policy.

**U.S. Olympic & Paralympic Committee (USOPC)** – A federally chartered nonprofit corporation that serves as the National Olympic Committee and National Paralympic Committee for the United States.

**USRowing Designee** – USRowing Staff, USRowing Licensed Officials, USRowing Board members, USRowing National Team Coaches and Technical Advisors, USRowing Trainers, Athletes selected by USRowing to select the United States, or any other individual that USRowing formally authorizes, approves, or appoints to (a) serve in a position of authority over, or (b) have regular contact with any Athlete.

## Section VII: White Rock Boathouse SafeSport Incident Reporting Form

Please complete this form as completely and accurately as possible. Save a copy and attach the form and email to: [info@whiterockrowing.org](mailto:info@whiterockrowing.org) or [lisahenry@whiterockrowing.org](mailto:lisahenry@whiterockrowing.org).

You may also mail the form to:

Safety Committee  
White Rock Boathouse, Inc.  
PO Box 140935  
Dallas, Texas 75214

**Section 1 Please provide your information.** You may remain anonymous, but authorities may need to contact you for further information. Most jurisdictions keep the reporter's name confidential. Anyone reporting alleged misconduct should not fear any retribution by reporting what he/she believes to be true.

Name (first and last):

Email:

Cell phone number:

Your relationship to the victim:

**Section 2 Please provide as much information as possible about the individual you are reporting on.** If the offender is a parent or guardian, authorities will typically follow procedures to make sure the child is protected and permitted to speak to law enforcement.

Name (first and last):

Approximate age:

Gender:

Address (city, state):

Position this person holds (or held):

**Section 3 Please provide as much specific information about the incident(s) you are reporting about.**

Date and approximate time the incident occurred?

Where did the incident take place (city, state, local area)?

Please describe what you observed. Be as specific as possible.

**Section 4 Please provide as much information about the victim(s) as possible.** If you are the victim, you may remain anonymous, however authorities may not be able to contact you for further information. The authorities will usually contact parents or guardians if the victim is a minor (under 18 years of age).

Victim's name (first and last):

Victim's approximate age:

Victim's contact information (if victim is a minor, please provide contact information for a parent or guardian):

Email:

Cell phone:

**Section 5 Please include any other information you feel may be relevant to the investigation of the alleged misconduct.**