

Bay Area Disc Association

SafeSport Policies

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Introduction

There are many reasons to engage in the sport of Ultimate at any level, from the beginner to the international worlds athlete to coaches, trainers, and staff members. We share a love for the sport and the Spirit of the Game. In addition, ultimate encourages a healthy lifestyle, builds a strong sense of community, and teaches valuable life skills like respect, empathy, and self-confidence.

Unfortunately, sports in general can also be a high-risk environment for abuse. All forms of abuse are both intolerable and in direct conflict with Bay Area Disc Association's mission: to serve, strengthen, and grow the Ultimate community by creating opportunities for athletes of all ages and backgrounds to interact, develop, and compete.

Abuse damages an athlete's psychological well-being. Participants who have been mistreated may experience social embarrassment, emotional turmoil, psychological scars, loss of self-esteem, and a negative effect on relationships with family and friends. Abuse often hurts a competitor's performance and may cause them to drop out of the sport entirely.

The U.S. Center for SafeSport (the "Center") is recognized by the United States Congress, the United States Olympic Committee ("USOC"), and Bay Area Disc Association ("BADA") as the official safe sport organization for all Olympic, Paralympic, Pan American, and Para Pan American sports in the United States. The Center promulgated [SafeSport Code for the U.S. Olympic and Paralympic Movement](#) (the "Code") binds all participants, as defined below, and subjects them to discipline for Code violations. Participants are responsible for knowing the information outlined herein and in the Center's Code, and by virtue of being a Participant, have expressly agreed to this Safe Sport Policy and the Code, including the applicable practices and procedures.

In addition to being bound by the Center's Code and this Safe Sport Policy, all Participants in Ultimate are bound by and must comply with the Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017, and BADA's [Athlete Protection Policies](#).

All suspected child abuse, including sexual abuse and neglect, must be reported to the appropriate law enforcement. Additionally, suspected sexual misconduct during a USA Ultimate sanctioned event organized by BADA in violation of the Center's Code or this Safe Sport Policy must be [reported directly to USA Ultimate](#). For a list of the hotline numbers of the counties BADA currently serves, please refer to section 3.4.3

Note: Nothing in this Policy shall be construed to require a victim of child abuse or other misconduct to self-report.

1. Definitions

1.1 Athlete

An individual recognized as a player by BADA under its bylaws, rules, regulations, registration, guidelines, or other governing documents.

1.2 Covered Individual

Any individual who: (a) currently is, or was at the time of a possible violation of the Code, within the governance or disciplinary jurisdiction of BADA or who is seeking to be within the governance or disciplinary jurisdiction of BADA (e.g., through registration on a BADA program), (b) is an Athlete or Non-athlete individual that BADA formally authorizes, approves or appoints to a position of authority over Athletes or to have frequent contact with Athletes, or (c) BADA identifies as being within its jurisdiction.

1.3 Coach

An individual recognized as the adult responsible for the team by BADA under its bylaws, rules, regulations, registration, guidelines, or other governing documents.

1.4 Participant

An individual who is a covered individual and is considered an athlete and/or a coach.

2. Jurisdiction

2.1 Exclusive Jurisdiction

2.1.1 USA Ultimate has exclusive jurisdiction to investigate all claims specifically for USA Ultimate-sanctioned events organized through BADA and resolve allegations involving a Participant engaged in one or more of the following:

- a) Sexual Misconduct, including without limitation, child sexual abuse and any misconduct that is reasonably related to an underlying allegation of Sexual Misconduct;
- b) Criminal Charges or Dispositions involving Child Abuse or Sexual Misconduct;
- c) Misconduct Related to Reporting, where the underlying allegation involves Child Abuse or Sexual Misconduct;
- d) Aiding and Abetting, when it relates to the USA Ultimate's process;
- e) Misconduct Related to the USA Ultimate's Process;
- f) Other Inappropriate Conduct, as defined in the Code.

2.1.2 All incidents related to BADA events that are not USA Ultimate sanctioned are under the jurisdiction of the appropriate law enforcement agency. An appropriate law enforcement agency may be one of the following:

- a) A Police or Sheriff's Department (not including a school district police department or school security department).
- b) A County Probation Department, if designated by the county to receive child abuse reports.
- c) A County Welfare Department/County Child Protective Services.

3. Reporting

3.1 Anyone Can Report

3.1.1 Anyone who becomes aware of possible sexual misconduct under the Code by a Covered Individual may report to the appropriate law enforcement agency or entity and is encouraged to do so.

3.2 Mandatory Reporters

3.2.1 A mandated reporter is a person who, because of their profession, is legally required to report any suspicion of child abuse or neglect to the relevant authorities. Mandated reporters are required by the State of California to report any known or suspected instances of child abuse or neglect to the county child welfare department or to a local law enforcement agency (local police/sheriff's department).

3.3 Required Statement of Mandatory Reporters

3.3.1 Mandatory Reporting is defined as "knowledge of or observes a child whom the reporter knows or reasonably suspects has been the victim of child abuse or neglect." Child abuse is defined as:

- a) Non-accidental injury/death
- b) Sexual abuse
- c) Neglect
- d) Willful harming/injuring or endangering a child
- e) Unlawful corporal punishment

3.3.2 Reports must be filed within 24 hours via phone or online form (if reporter made all attempts to utilize phone reporting system); report may include evidence if applicable but not necessary. For USAU-sanctioned events, a report must also be filed at the same time with USA Ultimate. Reporting to USA Ultimate does not take the place of reporting to an appropriate local law enforcement agency.

3.4 Reporting

3.4.1 Mandatory Reporters must report to the appropriate law enforcement agency when the incident occurred in USA Ultimate-sanctioned events organized by BADA. They must report conduct of which they become aware that could constitute:

- a) sexual misconduct,
- b) misconduct that is reasonably related to the underlying allegation of sexual misconduct,
- c) and retaliation related to an allegation of sexual misconduct:

In addition, Mandatory Reporters should report directly to USA Ultimate:

- Phone: (719) 219-8339

- Email: ReportConcerns@usultimate.org

3.4.2 Mandatory Reporters must report to the appropriate law enforcement agency when the incident occurred during a BADA-sanctioned event that is not USAU sanctioned, in addition to informing the appropriate BADA staff member of this concern. An appropriate law enforcement agency may be one of the following:

- a) A Police or Sheriff's Department (not including a school district police department or school security department).
- b) A County Probation Department, if designated by the county to receive child abuse reports.
- c) A County Welfare Department/County Child Protective Services.

3.4.3 You may also use a search engine to research "Child abuse reporting California" for state reporting information. Below is a list of the hotline numbers in the counties we currently work in. A full list of numbers can be found [here](#).

Alameda County: (510) 259-1800

Contra Costa County: (877) 881-1116

Marin County: (415) 473-7153

Napa County: (800) 464-4216

San Francisco County: (415) 558-2650

San Mateo County: (650) 595-7922

Santa Clara County: (650) 493-1186 [North]

Solano County: (800) 544-8696

Sonoma County: (800) 870-7064

3.5 Anonymous Reporters

3.5.1 Reports may be made anonymously to BADA or USA Ultimate. Anonymity means that the identity of the individual who makes the report is not known to the reporting agency. It does not mean that the information provided will be protected. However, an anonymous report may limit the ability to investigate and respond to a complaint. And if a Mandatory Reporter reports anonymously, it may not be possible for the reporting agency to verify that mandatory reporting obligations have been satisfied. Consequently, we strongly discourage Mandatory Reporters from reporting anonymously.

3.5.2 Mandated reporters are required to give their names when making a report to the law enforcement agency. However, the reporter's identity is kept confidential. Reports of suspected child abuse are also confidential. Mandated reporters have immunity from state criminal or civil liability for reporting as required. This is true even if the mandated reporter acquired the knowledge, or suspicion of abuse or neglect, outside their professional capacity or scope of employment.

3.6 No assessment of credibility or validity

3.6.1 No one should investigate suspicions or allegations of child abuse or other Prohibited Conduct (as defined in the Code) or attempt to evaluate the credibility or validity of allegations as a condition of reporting to appropriate authorities. Mandatory reporters should report allegations of child abuse, including sexual abuse, to appropriate law enforcement agency and USA Ultimate and/or BADA.

3.7 Ongoing obligation

3.7.1 The obligation to report is an ongoing one and is not satisfied simply by making an initial report. The obligation includes reporting, on a timely basis, all information about which a Mandatory Reporter becomes aware.

3.7.2 If a Mandatory Reporter learns additional information, including information regarding the nature of an incident, the identity of witnesses, statements regarding the incident (including statements by the Reporting Party, Responding Party, or a Third-Party Reporter), or the existence of evidentiary material (including any documents, electronic communications, emails, text messages, medical reports, photographs, audio or video recordings, or social media activity), it must be reported promptly to the appropriate law enforcement agency and BADA and/or USA Ultimate.

3.7.3 The ongoing obligation does not require, and persons should not attempt to conduct, an investigation into possible sexual misconduct.

3.8 Failing to Report

3.8.1 No one can be punished for making a report of suspected child abuse and the State Board of Control will pay for up to \$50,000 for reasonable attorney's fees, so that you can hire a lawyer to help defend you if you are sued for making a report.

3.8.2 Failing to report can result in 6 months of jail and \$1,000 fine as well as being deemed "civilly liable," which could result in much higher fees/settlements/costs.

3.8.3 Reporting to a supervisor or coworker at your place of employment does not constitute a report; you must report through the appropriate law enforcement agency.

3.9 No statute of limitations

3.9.1 Civil or criminal statutes of limitations do not affect or negate the obligation of a Mandatory Reporter to report possible sexual misconduct to the appropriate law enforcement agency and BADA/USA Ultimate under the Code and should be reported regardless of when it occurred.

4. Confidentiality and Privacy

4.1 Information will be shared only as necessary with investigators, witnesses, and the Responding Party. It may be necessary for the BADA to notify the National Governing Body ("NGB") or other local disc organization of an allegation involving a Mandatory Reporter from that

entity. But BADA will not disclose the identity of a Reporting Party to other entities unless necessary to the case.

5. Athlete Protection Policies

5.1 BADA established the following Athlete Protection Policies to help prevent sexual, emotional, and physical misconduct or neglect of an Athlete or Participant at BADA-sanctioned events and activities. BADA requires BADA employees, BADA volunteers, BADA-sponsored clubs and participants of BADA-sanctioned events, programs, and activities to implement, monitor, and report violations of the policies contained within this document.

5.2 Two-Deep Leadership

5.2.1 Two-Deep Leadership is a mandatory policy that requires at least one other person, preferably an Adult, be present at all times with Adult Participant and athlete when the interaction between the Adult Participant and Athlete is not within a public viewing area where interactions can be easily observed and at an interruptible distance from another Adult. Two-Deep Leadership helps prevent emotional and physical abuse by making it difficult for an Adult to isolate an Athlete and avoid detection.

5.3 Coach and Player Interaction

5.3.1 A coach must not be alone with a player in a space that cannot be observed by others (e.g., an office with no windows, an automobile).

5.3.2 A coach must not socialize with a student or group of students outside of the field or team-bonding related activities.

5.3.3 A coach must not conduct private, personal communication of any kind with a current student on any social media platform (e.g. “friending” a student on Facebook, following a student on Twitter).

5.3.4 A coach must not interact with current players by text or email, unless the communication is exclusively related to the adult’s professional work with the player.

5.3.5 A coach must not offer preferential treatment or disproportionate/excessive personal attention to any player.

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

5.3.7 If a coach encounters a situation that requires an exception to any of these guidelines, they must inform their immediate supervisor in advance. If it is not possible to provide the information in advance, the coach must inform their immediate supervisor as soon as possible after the exceptional event occurs.

5.3.8 The above guidelines apply not just to interactions with current athletes, but any interactions with minors with whom a BADA Adult Employee interacts as part of their employment with BADA.

5.4 Rubdown or Massage

5.4.1 Any rubdown or massage performed on an athlete by any coach or Adult volunteer, excluding the spouse, parent, guardian, sibling, or personal assistant of such athlete, is prohibited unless such adult is a licensed massage therapist or other certified professional with a SafeSport certification.

5.4.2 Any rubdown or massage performed at a BADA tournament venue by a licensed professional must be conducted in open/public locations and must never be done with only the athlete and licensed professional in the room.

5.4.3 Even if a coach is a licensed massage therapist, the coach shall not perform a rubdown or massage of an athlete under any circumstances.

5.5 Locker Rooms and Changing Areas

5.5.1 **Use of Recording Devices:** Use of any device's (including a cell phone's) recording capabilities, including voice recording, still cameras, and video cameras in locker rooms, restrooms, changing areas, or similar space at a facility is prohibited.

5.5.2 **Undress:** Under no circumstances shall a coach be undressed in front of minor athletes. Coaches should avoid at all times changing jerseys, pants, shorts, etc, when a minor athlete is present.

5.5.3 **Monitoring:** During BADA-sanctioned events, BADA regularly and randomly will monitor the use of locker rooms, restrooms, and changing areas to ensure compliance with these policies.

Coaches and Chaperones must make every effort to recognize when an athlete goes to the locker room, changing area, or restroom during practice and competition and, if they do not return in a timely fashion, they must check on the athlete's whereabouts.


5.6 Social Media and Communications

5.6.1 **Content:** All communication, including calls, emails, video meetings, text messages, social media etc. originating from coaches to Minor Athletes must be professional in nature and content.

5.6.2 Coaches are not permitted to communicate privately with Minor Athletes about content that is not related to their professional nature, except under emergency circumstances.

5.6.3 Coaches are not permitted to "private message", "instant message", "direct message", or send photos via social media platforms to Minor Athletes privately.

5.6.4 Coaches are not permitted to maintain social media connections with minors; such adults are not permitted to accept new personal page requests on social media platforms from Minor Athletes and existing social media connections should be discontinued.



5.6.5 All communication from coaches to the team will be made via a BADA approved channel (e.g BADA listserv, BADA email, TeamSnap, Slack, GroupMe). Coaches are not allowed to contact players through any other form of communication, absent emergency circumstances.

5.6.6 **Request to discontinue:** The parent or legal guardian of a Minor Athlete may request in writing that their child not be contacted through any form of electronic communication by BADA or their staff. BADA will abide by any such request that their child not be contacted via electronic communication, absent emergency circumstances.

5.6.7 **Hours:** Communications between coaches and Minor Athletes will only be sent between the hours of 8:00 am and 10:00 pm, absent emergency circumstances.

5.7 Local Travel

5.7.1 Players and/or parents are responsible for making all arrangements for local travel. It is the parent's or legal guardian's responsibility to ensure the person transporting their child 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.

5.7.2 In an effort to limit one-on-one interactions, coaches shall not drive alone with Minor Athletes unless the coach is an immediate family member or legal guardian of the Minor Athlete. Two-Deep Leadership must be adhered to at all times.

5.7.3 Where a coach is involved in an unrelated Minor Athlete's local travel, efforts should be made to ensure that the adult coach is not alone with the unrelated player, by, e.g., picking up or dropping off the players in groups. In any case where a coach is involved in the player's local travel, a parental release should be obtained in advance.


5.7.4 The coach who is also a Minor Athlete's immediate family member or legal guardian may provide shared transportation for any player(s) if they pick up their player first and drop off their player last in any shared or carpool travel arrangement.

5.8 Team Travel

5.8.1 Team travel is overnight travel that occurs when there is an arrangement that requires travel so that our teams can compete locally, regionally, nationally, or internationally. Because of the greater distances, coaches, staff, volunteers, and chaperones will often travel with the players.

5.8.2 A sponsored club team is a BADA run program that operates with more autonomy and BADA staff is not directly involved in the day-to-day operations of the club.

5.8.3 When possible, the club will provide reasonable advance notice before team travel. Travel notice will also include designated team hotels for overnight stays as well as a contact person within BADA or the sponsored club team. This individual will be the point of contact to confirm your intention to travel and to help with travel details.



5.8.4 BADA or the sponsored club team will post specific travel itineraries when they become available. These will include a more detailed schedule as well as contact information for team travel chaperones.

5.8.5 BADA or the sponsored club team will make efforts to provide adequate supervision through coaches and other adult chaperones.

5.8.6 BADA or the sponsored club team will make efforts so that there is at least one coach or adult chaperone for every ten players. If a team is composed of players of different genders, then BADA or the sponsored club team will attempt to arrange chaperones of those genders. However, we rely on parents to serve as chaperones and may be limited in providing this match.

5.8.7 **Hotel Rooms:** Regardless of gender, a coach shall not share a hotel room or other sleeping arrangement with a minor player (unless the coach is the parent, guardian, or sibling of the player).

5.8.8 Players should share rooms with other players of the same gender, with the appropriate number of players assigned per room depending on accommodations.

5.8.9 The coach will establish a curfew when all players must be in their hotel rooms or in a supervised location. Regular monitoring and curfew checks will be made of each room by a properly screened adult.

5.8.10 **Meetings:** Individual meetings between a player and coach may not occur in hotel sleeping rooms and must be held in public settings or with additional adults present.

5.8.11 Meetings shall be conducted consistent with BADA's Two-Deep Leadership policy.

5.8.12 Meetings shall be observable and interruptible.

5.8.13 **Rules:** Prior to any travel, coaches will endeavor to make players and parents aware of all expectations and rules.

5.8.14 Coaches will also support chaperones and/or participate in the monitoring of the players for adherence to curfew restrictions and other travel rules.

6. Minors in Adult Programs

6.1 Eligibility

6.1.1 BADA's adult programs are intended for legal adults ages 18 years or older. This rule is strictly enforced for reasons of liability, safety, and level of play. Those found to be in violation of this policy will be immediately expelled from the program/event.

6.1.2 Youth club teams may receive special permission from a BADA staff member to participate in adult "bring your own team" tournaments. They must also have a certified coach (See Section 7)

and 2 SafeSport certified chaperones registered on BADA's website and on-site at all times during the tournament.

7. Youth Leagues and Youth Tournaments

7.1 Requirements

7.1.1 All teams must have individuals with the role of "coach" or "assistant coach" complete every requirement and certification prior to the start of each BADA event. Coaches must be over the age of 20, SafeSport certified, complete Concussion Training and properly register on the BADA website. Teams without this requirement won't be considered as registered and are subject to losing their bid or being denied participation in the program.

7.1.2 Coaches and adults responsible for the team must read the Athlete Protection Policies and sign an agreement form to abide by BADA's policies during BADA-sanctioned events.

7.1.3 Teams are required to pay for any SafeSport credentialing in order to participate in BADA events. BADA will not pay SafeSport certification fees, background check fees, or fingerprint fees, unless the individual is a current BADA employee.

7.1.4 All league and tournament directors for youth programs must be SafeSport certified and must have cleared a background check at least 7 days before engaging in their duties. Background checks take two to three weeks to clear.

8. Underage BADA Employees and Volunteer

8.1 BADA adult employees who supervise underage BADA staff due to the nature of their job must be SafeSport Certified and have cleared a background check and/or LiveScan before the start of the program. LiveScans can take up to a week to clear.

8.2 BADA adult employees and/or adult volunteers must follow the policies detailed in section 5 when dealing with a minor athlete or underage employee or volunteer to ensure their safety.

9. SafeSport Certification

9.1 Expiration

9.1.1 All SafeSport certificate holders must have a current certification to be considered SafeSport certified. A SafeSport certificate expires two years upon completion of the SafeSport training.

9.2 Certifications Accepted

9.2.1 BADA accepts SafeSport certificates from:

- a) US Center for SafeSport, including refresher courses

- b) USA Ultimate, including refresher courses

10. Terms and Conditions

10.1 By participating in any BADA-sanctioned event, the coaches and team managers understand their responsibilities as mandatory reporters, that they have taken all the steps necessary to inform themselves about their duties towards minor protection, and that they agree to follow the prevention policies recommended by the US Center for SafeSport and BADA.

10.2 Violation of the BADA SafeSport Policies can result in disciplinary action by the manager or supervisor, participation suspension from BADA programs, and/or termination of BADA employment/volunteering.

11. Resources

11.1 Official Bill: *Protecting Young Victims From Sexual Abuse And Safe Sport Authorization Act Of 2017* ([LINK](#))

11.2 [New Safe Sport Act Applies to Most Amateur Sports Organizations](#)

11.3 [Safe Sport Website](#)

11.3.1 Instructions to complete SafeSport Training: Click “Login” at the top right of your screen. If you are new, click “Sign Up” or if you are returning, login using your user name and password. Once logged in, scroll down to see the Catalog of Courses and click the \$20.00 Cart button underneath “SafeSport Trained - Not Affiliated - FFS”

11.3.2 BADA also accepts refresher training through the US Center for SafeSport, so long as the initial 90 minute training has been completed.

11.4 [California Ultimate’s Safe Sport Page](#)

11.5 US DHHS [List of Mandatory Reporters & Laws](#) (By State)

11.6 [Reporting Phone Numbers](#) (by County)

11.7 [California Child Abuse Reporting Guidelines](#)

11.8 [Free Training on Mandatory Reporting](#) (4 hours) **To be used only as an additional resource. BADA does not accept this training as a SafeSport certificate.**

12. Organization’s Policies

For full description of BADA’s other policies, please visit our website <https://bayareadisc.org/policies>



13. Contacts

Daniela Lopez Carter

Executive Director

dani.lopez@bayareadisc.org

Dennis McCartney

Competition & Development
Manager

dennis.mccartney@bayareadisc.org



I have received and read the SafeSport Policies, seen above. I understand its content and agree to abide by the protocols.

Coach's name and signature