

RIVANNA ROWING CLUB AND ALBEMARLE HIGH SCHOOL CREW BOOSTERS MINOR ATHLETE ABUSE PREVENTION POLICIES

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INTRODUCTION

In October of 2013, USRowing adopted SafeSport policies aimed at eliminating any forms of sexual misconduct, emotional misconduct, physical misconduct, bullying, harassment and hazing in our sport.

USRowing's program is designed to assure athlete safety at their team camps and their sanctioned events, as well as in their member clubs and any affiliated organization, by promoting and enforcing policies and programs that address: bullying, hazing, harassment (including sexual harassment), emotional misconduct, physical misconduct and sexual misconduct (including child sexual abuse and/or grooming behaviors).

Working with the United States Olympic Committee, the program they developed is based on education and training, as well as reporting and enforcement policies that include criminal background checks. Their staff, coaches and volunteers who work on the front line with athletes are now part of this SafeSport process.

After establishing their own policy, USRowing asked all member organizations to join them in the SafeSport campaign to protect athletes across the country. Therefore, the Rivanna Rowing Club (RRC) as a member organization of USRowing and Albemarle High School (AHS) Crew Boosters as a sub-affiliate organization under RRC developed a local Minor Athlete Abuse Prevention Policy to support USRowing and The U.S. Center for SafeSport commitment to building a sport community where participants can work and learn together in an atmosphere free of emotional, physical, and sexual misconduct.

RRC and AHS Crew Boosters established the minor athlete abuse prevention policies in regards:

- One-on-One Interactions
- Massages and rubdowns/athletic training modalities
- Locker rooms and changing areas
- Social media and electronic communications
- Local travel
- Team travel

These policies are governed and supported by The U.S. Center for SafeSport. Information about The U.S. Center for Safe Sport, Safe Sport training, and Safe Sport requirements are included in Appendices I-III.

TERMINOLOGY

Applicable Adult - full and part time employees, administrators, board members, coaches, adult athletes (18 years and older) who have *REGULAR* contact with minor athletes.

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

NOTE - all youth members of the crew team supported by the AHS Crew Boosters are considered minor athletes while they are still high school students, regardless if they have passed their 18th birthday. These youth are not considered applicable adults.

Facility: shall include all areas of the facilities partially or fully under the control of RRC, to include the boathouse, its grounds and river and any other locations used by the team supported by the AHS Crew Boosters for their team related activities.

Jurisdiction: Authority or control.

SCREENING AND EDUCATION POLICIES

Screening - Background Checks

All Applicable Adults will submit to a Background Check. USRowing has partnered with the National Center for Safety Initiatives (NCSI) to provide background checks for all USRowing covered individuals. These will be conducted before Applicable Adults begin regular contact with minor athletes. Applicable Adults may submit Background Checks obtained from other organizations (ie, school, workplace) at the discretion of RRC and AHS Crew Boosters.

Education and Training

All Applicable Adults are required to take the online SafeSport training program. This training will be completed prior to beginning regular contact with the minor athletes. In addition, the Applicable Adults are required to complete a refresher course annually, effective the calendar year following the completion of the base course.

Learn How to Row participants, RRC Junior Members not in AHS Crew, and parents of all minor athletes are recommended to view the online SafeSport training program provided for them by the U.S. Center for SafeSport.

AHS Crew members, subject to parental consent, are required to take the online SafeSport training program annually.

The online SafeSport training is located at <https://www.athletesafety.org/training/index>.

Exemptions

Exemptions from this Education & Training Policy may be made on a case-by-case basis for victims/survivors. Requests may be made directly to the U.S. Center for SafeSport, ngbservices@safesport.org, or to US Rowing.

RRC and AHS Crew Boosters will work with The Center regarding appropriate accommodations for persons with disabilities to satisfy the training requirements herein.

Documentation

RRC and AHS Crew Boosters shall track:

- A description of the training, including how it was offered and taken,
- The date the training(s) was offered and given

MINOR ATHLETE ABUSE PREVENTION POLICIES

One-on-one Interaction Policy

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

Observable and Interruptible

One-on-one interactions between a minor athlete and an Applicable Adult (who is not the minor's legal guardian) at the facility are PERMITTED if they occur at an observable and interruptible distance by another adult.

All other one-on-one interactions between minor athletes and an Applicable Adult (who is not the minor's legal guardian) at the facility are PROHIBITED, except in the circumstances described in subpart "Meetings with Mental Health Care Professionals and Health Care Providers" of this section and under emergency circumstances.

Monitoring

When one-on-one interactions between Applicable Adults and minor athletes occur at the facility, other Applicable Adults will monitor these interactions. Monitoring includes: knowing that the one-on-one interaction is occurring, the approximate planned duration of the interaction, and randomly dropping in on the one-on-one.

Meetings with Mental Health Care Professionals and Health Care Providers

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

Individual Training Sessions

Individual training sessions between Applicable Adults and minor athletes are permitted at the facility if the training session is observable and interruptible by another adult. It is the responsibility of the Applicable Adult to obtain the written permission of the minor's legal guardian in advance of the individual training session if the individual training session is not observable and interruptible by another adult. Permission for individual training sessions must be obtained at least every 6 months. Parents, guardians, and other caretakers must be allowed to observe the training session.

Out-of-program contacts

Applicable Adults are prohibited from interacting one-on-one with unrelated minor athletes in settings outside of the program that are not observable and interruptible (including, but not limited to, one's home and individual transportation), unless parent/legal guardian consent is

provided for each out-of-program contact. Nonetheless, such arrangements are strongly discouraged.

Massages and Rub Downs/Athletic Training Modalities

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

Written consent by a legal guardian shall be provided before providing each massage or rubdown/athletic training modality on a minor athlete. Parents must be permitted to be in the room as an observer.

Locker Rooms and Changing Areas

Non-exclusive Facility

If our organization uses a facility not fully under our jurisdiction (for, e.g., training or competition or similar events) and the facility is used by multiple constituents, Applicable Adults are nonetheless required to adhere to the rules set forth herein.

Minor athletes are not permitted to use the locker rooms of Virginia Rowing Association.

Use of Recording Devices

Use of any device's (including a cell phone's) recording capabilities, including voice recording, still cameras and video cameras in locker rooms, changing areas, or similar spaces at the facility is prohibited.

Undress

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

One-on-one Interactions

At no time is an Applicable Adult permitted to be alone with a minor athlete in a locker room or changing area, except under emergency circumstances.

Since our facility has only a single locker room or changing area, we will designate separate times for use by Applicable Adults.

Monitoring

Our organization regularly and randomly monitors the use of locker rooms and changing areas at facilities under our jurisdiction to ensure compliance with these policies.

Applicable Adults make every effort to recognize when a minor athlete goes to the locker room or changing area during practice and competition and, if they do not return in a timely fashion, will check on the minor athlete's whereabouts.

We discourage parents from entering 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.

Social Media and Electronic Communications

Content

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

Open and Transparent

Absent emergency circumstances, if an Applicable Adult needs to communicate directly with a minor athlete via electronic communications (including social media), another Applicable Adult or the minor's legal guardian will be copied.

If a minor athlete communicates to the Applicable Adult privately first, said Applicable Adult should respond to the minor athlete with a copy to another Applicable Adult or the minor's legal guardian.

When an Applicable Adult with authority over minor athletes communicates electronically to the entire team, said Applicable Adult will copy another adult.

Minor athletes may "friend" the organization's official page.

Requests to Discontinue

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

Prohibited electronic communications

Applicable Adults are not permitted to maintain private social media connections with unrelated minor athletes and such Applicable Adults are not permitted to accept new personal page requests on social media platforms from amateur athletes who are minors. Existing social media connections on personal pages with minor athletes shall be discontinued.

Monitoring

AHS Crew Boosters maintains a facebook page and is responsible to monitor this social media page and removes any posts that violate the organization's policies and practices for appropriate behavior.

The organization will inform the legal guardian of a minor athlete of any prohibited posts, as well as the organization's administrator.

Local Travel

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

Transportation

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

Parents/legal guardians are encouraged to pick up their minor athlete first and drop off their minor athlete last in any shared or carpool travel arrangement.

Team Travel

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

Team/Competition Travel

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

Hotel Rooms

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

Meetings

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

APPENDIX I: THE US CENTER FOR SAFE SPORT

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

Authority: Prevention Training and Policies

Federal law authorizes the Center to address the risk of emotional, physical, and sexual abuse of amateur athletes in the U.S. Olympic and Paralympic Movements. See Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017.

Prevention Training

Federal law authorizes the Center to develop training to prevent abuse, including emotional, physical, and sexual abuse, of any amateur athlete. At a minimum, national governing bodies and paralympic sports organizations must offer and give consistent training related to the prevention of child abuse to: (1) adult members who are in regular contact with amateur athletes who are minors and (2) subject to parental consent, to members who are minors.

Prevention Policies

Federal law also authorizes the Center to develop policies and procedures for implementation by national governing bodies or paralympic sports organizations to prevent abuse, including emotional, physical, and sexual abuse, of any amateur athlete. As a part of these policies and procedures, national governing bodies and paralympic sports organizations must implement reasonable procedures to limit one-on-one interactions between an amateur athlete who is a minor and an adult (who is not the minor's legal guardian) at a facility under the jurisdiction of a national governing body or paralympic sports organization without being in an observable and interruptible distance from another adult, except under emergency circumstances.

Application and Implementation

The U.S. Olympic Committee and national governing bodies (collectively, "Covered Organizations") are required to follow these Minor Athlete Abuse Prevention Policies. At a minimum, these policies are also strongly recommended for National Member Organizations and Local Affiliated Organizations, and, at a maximum, the NGBs may require said organizations to follow them. Covered Organizations are responsible for implementing and monitoring compliance with these policies.

The policies and procedures set forth herein are promulgated by the Center to assist Covered Organizations in meeting their obligations under federal law. If, in implementing the required components identified here, these Covered Organizations are nonetheless not in compliance with federal requirements, the Organization shall implement policies and procedures sufficient to meet such requirements.

Terminology

Covered Organizations: The U.S. Olympic Committee and a national governing body.

Local Affiliated Organization (LAO): Rivanna Rowing Club. A regional, state, or local club or organization that is directly affiliated with a NGB or that is affiliated with a NGB by its direct affiliation with a regional or state affiliate of a NGB.

National Governing Body (NGB): USRowing. An amateur sports organization affiliated with a sport included on the program of the Olympic, Paralympic, or Pan-American Games, which is also recognized by the United States Olympic Committee (USOC) pursuant to the Ted Stevens Olympic and Amateur Sports Act, 36 U.S.C. §§ 220501-220529. This definition shall also apply to the USOC, or other sports entity approved by the USOC, when they have assumed responsibility for the management and/or governance of a sport included on the program of the Olympic, Paralympic, or Pan-American Games.

National Member Organization: A national organization that is directly affiliated with an NGB, over which the NGB has jurisdiction (without respect to whether the NGB has disciplinary authority over individual members of that national organization), and is: (a) an Amateur Sports Organization requesting sanction from a NGB; or (b) an Applicable Amateur Sports Organization under the Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017.

APPENDIX II: SAFE SPORT TRAINING

Access

The U.S. Center for SafeSport makes required prevention training free to those individuals to whom the Education & Training Policy applies. Free access for individuals with National Member Organizations should be submitted by the relevant NGB and approved in writing by the Center.

Requirements

Free access is contingent on Covered Organizations complying with the following training access requirements. In delivering the training, Covered Organizations shall not:

- Post the access code, coupon, or other access information publicly;
- Post U.S. Center for SafeSport Core or Refresher online training content developed by the Center on a public site without the Center's prior written consent;
- Make such training available to organizations other than Covered Organizations, as submitted to and approved by the Center;
- Charge a separate fee for the Center's training;
- Advertise the Center's training as free to anyone other than those individuals to whom the policy applies; and
- Refer to the Center's training as a "certification," or to individuals who have completed the training as "certified" or "licensed." Instead, it shall be referred to as a "completion".

Additional Training

A Covered Organization may choose to provide training in addition to the Core Center for SafeSport Training (i.e., the Center's online training or the Center's approved in-person training). In so doing, however, the Covered Organization shall not use the term "SafeSport" to describe any such training.

Fees

The Center may impose a fee, including retroactively, and/or revoke access to the training for failing to comply with these training access requirements.

APPENDIX III: SAFE SPORT PREVENTION POLICY REQUIREMENTS

Required Policies

Covered Organizations are required to implement the following athlete prevention policies by June 23, 2019:

- One-on-One Interactions, including meetings and individual training sessions (Covered Organizations are required to establish reasonable procedures to limit one-on-one interactions, as set forth in federal law)
- Massages and rubdowns/athletic training modalities
- Locker rooms and changing areas
- Social media and electronic communications
- Local travel
- Team travel

To satisfy these requirements, these policies (including the mandatory components identified in the model policies) are strongly recommended for implementation by National Member Organizations and Local Affiliated Organizations, and NGBs may require them to do so.

Model Policies

To satisfy these requirements, the Center provides model policies to assist Covered Organizations in developing and implementing the required policies. These model policies include mandatory components (which any policy must, at a minimum, include) and recommended components. Given the uniqueness of each sport, some recommended components may not be appropriate or feasible. Covered Organizations may choose to implement stricter standards consistent with the implementation guidance below. Stricter standards may include applying the policy to additional constituents and may also include additional restrictions.

If a Covered Organization does not develop its own policy, the mandatory components will become the default policy for the Covered Organization.

Implementation

The mandatory components set forth in the model policies set a minimum standard. In implementing the required policies, a Covered Organization may choose to implement a policy that is stricter than the Model Policy, if it includes or is stricter than the mandatory component. If, in implementing the required policies identified here, Covered Organizations are not in compliance with federal requirements, the organization shall implement policies and procedures sufficient to meet such requirements.

If a Covered Organization proposes a policy that varies from the policies provided herein, such policies must be submitted to ngbservices@safesport.org for review and approval. Covered Organizations must submit proposed policies to the Center by March 23, 2019. Policies will be approved, approved with modification or denied by the Center. If the proposed policy is denied by the Center, the mandatory components of the model policy will continue to serve as the default unless and until the Center approves any future proposed policy.

Minor athletes who become adult athletes

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

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