

Athletic Adventures Activity Center SafeSport EDUCATION & TRAINING POLICY

All adults who are employed by Athletic Adventures that have regular contact with minors will complete SafeSport Training. The following course(s) will be required:

- US Center for SafeSport's Core Center for SafeSport Training
- Annual refresher after initial Core Training

The course will be completed:

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

Athletic Adventures; subject to parental consent, will annually offer and give training to members who are minors regarding the prevention and reporting of child abuse.

Athletic Adventures shall track:

- A description of the training(s);
- The date the training(s) was offered and given; and
- A description of how the training(s) was offered and given.

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, ngbervices@safesport.org, or to the relevant NGB. The Center will work with Covered Organizations regarding appropriate accommodations for persons with disabilities to satisfy the training requirements herein.

SafeSport PREVENTION POLICIES

1. One-on-One Interactions, including meetings and individual training sessions (Athletic Adventures is required to establish reasonable procedures to limit one-on-one interactions, as set forth in federal law).
2. Massages and rubdowns/athletic training modalities
3. Locker rooms and changing areas
4. Social media and electronic communications
5. Local travel
6. Team travel.

ONE-ON-ONE INTERACTIONS

This policy shall apply to:

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

Observable and interruptible

- One-on-one interactions between a minor athlete and an Applicable Adult (who is not the minor’s legal guardian) at a facility partially or fully under our jurisdiction are permitted if they occur at an observable and interruptible distance by another adult.
- One-on-one interactions between minor athletes and an Applicable Adult (who is not the minor’s legal guardian) at a facility partially or fully under our jurisdiction are prohibited, except in the circumstances described below of this section and under emergency circumstances.

Meetings

- Meetings between Applicable Adults and minor athletes at a facility partially or fully under our jurisdiction may only occur if another adult is present, except under emergency circumstances. Such meetings must occur where interactions can be easily observed and at an interruptible distance from another adult.
- If a one-on-one meeting takes place in an office at a facility partially or fully under our jurisdiction, the door to the office must remain unlocked and open. If available, it will occur in an office that has windows, with the windows, blinds, and/or curtains remaining open during the meeting.

Meetings with mental health care professionals and health care providers

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

Individual training sessions

- Individual training sessions between Applicable Adults and minor athletes are permitted at a facility partially or fully under our jurisdiction if the training session is observable and interruptible by another adult. There is no exception; all individual training sessions must be interruptible by another adult.

Additional Athletic Adventures components:

- When one-on-one interactions between Applicable Adults and minor athletes occur at a facility partially or fully under our jurisdiction, 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.
- Applicable Adults are prohibited from interacting one-on-one with unrelated minor athletes in settings outside of the program.

MASSAGES & RUBDOWNS

This policy shall apply to:

- 1) Adult members at a facility that is either partially or fully under the jurisdiction of Athletic Adventures;
 - 2) Adult members who have regular contact with amateur athletes who are minors;
 - 3) Any adult authorized by Athletic Adventures to have regular contact with or authority over an amateur athlete who is a minor; and
 - 4) Adult staff and board members of Athletic Adventures.
- (Collectively "Applicable Adult" for the purposes of this policy.)

Massage or rubdown/athletic training modality

- There will be no massage, rubdowns, or athletic training modalities in the Athletic Adventures training facility or at any facilities we may be attending.

LOCKER ROOMS & CHANGING AREAS

This policy shall apply to:

- 1) Adult members at a facility that is either partially or fully under the jurisdiction of Athletic Adventures;
 - 2) Adult members who have regular contact with amateur athletes who are minors;
 - 3) Any adult authorized by Athletic Adventures to have regular contact with or authority over an amateur athlete who is a minor; and
 - 4) Adult staff and board members of Athletic Adventures.
- (Collectively "Applicable Adult" for purposes of this policy.)

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 in categories 1 through 4 are nonetheless required to adhere to the rules set forth herein.

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 a facility under our organization's jurisdiction is prohibited.

One-on-one interactions

- Except for athletes on the same team, at no time are unrelated Applicable Adults permitted to be alone with a minor athlete in a locker room or changing area when at a facility under our partial or full jurisdiction, except under emergency circumstances.
- If our organization is using a facility that only has a single locker room or changing area, we will designate separate times for use by Applicable Adults, if any.

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.

Additional Athletic Adventures components:

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

This policy shall apply to:

- 1) Adult members who have regular contact with amateur athletes who are minors;
 - 2) Any adult authorized by Athletic Adventures to have regular contact with or authority over an amateur athlete who is a minor; and
 - 3) Adult staff and board members at Athletic Adventures.
- (Collectively "Applicable Adult" for the purposes of this policy.)

Content

- No electronic communication shall be made from Applicable Adults to minor athletes. However; in emergency situations, any electronic communication originating from Applicable Adults to minor athletes must be professional in nature and again only in emergency situations.

Open and transparent

- Absent emergency circumstances, if an Applicable Adult with authority over minor athletes needs to communicate directly with a minor athlete via electronic communications (including social media), another Applicable Adult or the minor's legal guardian will be copied.
- If a minor athlete communicates to the Applicable Adult (with authority over the minor athlete) privately first, said Applicable Adult should respond to the minor athlete with a copy to another Applicable Adult or the minor's legal guardian.
- When an Applicable Adult with authority over minor athletes communicates electronically to the entire team, said Applicable Adult will copy another adult.
- Minor athletes may "friend" the organization's official page, but may not "friend" coaches or other staff and vice-a-versa.

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 with authority over minor athletes 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, unless the Applicable Adult has a fan page, or the contact is deemed as celebrity contact vs. regular contact. Any existing social media connections on personal pages with minor athletes shall be discontinued.

LOCAL TRAVEL

This policy shall apply to:

- 1) Adult members who have regular contact with amateur athletes who are minors;
 - 2) Any adult authorized by a Covered Organization to have regular contact with or authority over an amateur athlete who is a minor; and
 - 3) Adult staff and board members at a Covered Organization.
- (Collectively "Applicable Adult" for the purposes of this policy.)

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.

Additional Shared or Carpool Travel Arrangement

- We encourage parents/legal guardians to pick up their minor athlete first and drop off their minor athlete last in any shared or carpool travel arrangement.
- Parents/legal guardians receive education concerning child abuse prevention before providing consent for their minor athlete to travel alone with an Applicable Adult who is subject to these policies.

TEAM TRAVEL

This policy shall apply to:

- 1) Adult members who have regular contact with amateur athletes who are minors;
 - 2) Any adult authorized by Athletic Adventures to have regular contact with or authority over an amateur athlete who is a minor; and
 - 3) Adult staff and board members at Athletic Adventures.
- (Collectively "Applicable Adult" for the purposes of this policy.)

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).

Team 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).

Additional Athletic Adventures components:

- Team travel policies must be signed and agreed to by all minor athletes, parents, and Applicable Adults traveling with the organization.
- Applicable Adults who travel with the organization must successfully pass a criminal background check and other screening requirements consistent with the organization's policies.
- During team travel, when doing room checks, attending team meetings and/or other activities, two-deep leadership (two Applicable Adults should be present) and observable and interruptible environments should be maintained.
- Meetings should not be conducted in a hotel room.
- Parents/legal guardians receive education concerning child abuse prevention before providing consent for their minor athlete to travel alone with an Applicable Adult who is subject to these policies.