

SAFESPORT

TRAINING

RESOURCES

DIFFERENCES BETWEEN LAWS AND POLICY

ORGANIZATIONAL POLICIES

- Set standards for behavior.
- Vary depending on your position in the organization.
- Prohibit criminal behavior and behavior that is not considered criminal.
- Have more requirements than the law.
- Set standards for discipline.



CRIMINAL LAWS



U.S. CENTER FOR SAFESPORT POLICIES



ORGANIZATIONAL POLICIES

TYPES OF MISCONDUCT

SEXUAL OR GENDER-RELATED HARASSMENT

NONCONSENSUAL SEXUAL CONTACT/INTERCOURSE

SEXUAL EXPLOITATION

CHILD SEXUAL ABUSE

INTIMATE RELATIONSHIP

EXPOSURE TO SEXUAL IMAGERY OR PRIVATE AREAS

SEXUAL OR GENDER-RELATED HARASSMENT

Sexual or gender-related harassment is any unwelcome sexual advance, request for sexual favors, or other unwanted conduct of a sexual nature, whether verbal, non-verbal, graphic, physical, or otherwise, related to gender, sexual orientation, gender identity, or gender expression when:

1. submission to or rejection of such conduct is made a condition of or limits employment or participation in sport; or
2. the conduct is sufficiently severe, persistent, or pervasive that it limits the opportunity to participate in sport.

EXAMPLE:

A coach practices alone with a player repeatedly, comments on the player's physical appearance, rubs the player's back and shoulders, and asks the player on a date. When the player rejects the date, the coach removes the player from the starting line-up.

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NONCONSENSUAL SEXUAL CONTACT/ INTERCOURSE

Contact behaviors of a sexual nature or sexual intercourse without consent.

Contact behaviors include: any intentional touching of a sexual nature, however slight, with any object or body part (as described below), by a person upon another person, including (a) kissing, (b) intentional touching of the breasts, buttocks, groin or genitals, whether clothed or unclothed, or intentionally touching of another with any of these body parts; and (c) making another touch themselves or someone else with or on any of these body parts.

Sexual Intercourse includes any penetration, however slight, with any object or body part of another's intimate areas.

EXAMPLE:

One player fondles another player's breast without consent.

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SEXUAL EXPLOITATION

Sexual Exploitation includes observing, allowing observation of, recording, or photographing private sexual activity or intimate parts without consent of all parties involved, or disseminating images of the same. Sexual Exploitation also includes engaging in prostitution, trafficking, or intentionally exposing another to a sexually transmitted disease without that person's knowledge.

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CHILD SEXUAL ABUSE

The U.S. Center for SafeSport utilizes the broadest possible definition of child sexual abuse under federal or state laws. Broadly, child sexual abuse includes the employment, use, persuasion, inducement, enticement, or coercion of a child to engage in, or assist another person to engage in, sexually explicit conduct or sexual exploitation of children, including child pornography.

Legal definitions vary by state or province. To find guidelines concerning your area, visit the U.S. or Canadian Sexual Abuse Laws by Jurisdiction by clicking on the resources button at the top right of the screen.

Non-sexual Child Abuse is also a violation of the SafeSport Code

EXAMPLE:

A coach sends nude photos of himself to a 12-year-old athlete.

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A close personal relationship (other than a familial relationship) that exists independently and outside of the sport relationship when there is a Power Imbalance. 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 or intimate contact and/or sexual conduct
- Identity as a couple
- Sharing of sensitive personal information, and/or intimate knowledge about each other's lives outside the sport relationship



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INTIMATE RELATIONSHIP

It is considered a serious breach the SafeSport Code for a coach (or someone in a similar position) to initiate or acquiesce to an intimate or sexual relationship with an athlete who is being instructed by that coach or whose performance is being supervised or evaluated by that coach.

EXAMPLE:

A 30 year-old soccer coach dating her 18-year-old athlete.

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EXPOSURE TO SEXUAL IMAGERY OR PRIVATE AREAS

An adult exposing a minor to sexual imagery. Also, an adult intentionally exposing breasts, buttocks, groin, or genitals (or induces another to do so) to a minor or another adult where there is a power imbalance that exists.

DEFINITION OF CONSENT

Consent is at the root of every allegation of sexual misconduct. As a coach, you may be faced with situations where an athlete describes an incident to you, and you need to make a report.

Example:

While traveling with your team out of town, you receive a report in the morning that an athlete believes they were incapacitated and had sexual intercourse.

By understanding the basics of consent, you will be better informed and better able to appropriately handle situations like this if they occur.

Let's consider what consent is. *Click the start button to answer questions about consent.*

START

CAPACITY TO CONSENT

INCAPACITATION

Consent cannot be obtained where a person is incapacitated.

A person lacks the ability to make informed, rational judgments about whether to engage in sexual activity. A person who is incapacitated is unable, temporarily or permanently, to give consent because of mental or physical helplessness, sleep, unconsciousness, or lack of awareness that sexual activity is taking place.

A person may be incapacitated because of consuming alcohol or other drugs, or due to a temporary or permanent physical or mental health condition.



CAPACITY TO CONSENT

Incapacitation is a state beyond drunkenness or intoxication. A person is not necessarily incapacitated merely because of drinking or using drugs. The impact of alcohol and other drugs varies from person to person and is evaluated under the specific circumstances of a matter.

A Respondent's being impaired by alcohol or other drugs is not a defense to any violation of the Code.

EXAMPLE:

After one too many drinks, an athlete passes out at a post-game party. The athlete wakes up to find one of her teammates on top of her. The athlete does not remember how she got here or agreeing to have sex with this person.

[RETURN](#)

CAPACITY TO CONSENT

COERCION

Consent cannot be obtained through coercion.

- Use of an unreasonable amount of pressure to gain intimate and/or sexual access.
- More than an effort to persuade, entice, or attract another person to engage in sexual activity.
- When a person makes clear their decision not to participate in a form of Sexual Contact or Sexual Intercourse, their decision to stop, or their decision not to go beyond a certain sexual interaction, continued pressure can be coercive.
- Whether conduct is coercive depends on: frequency, intensity, isolation, and duration of the pressure.



CAPACITY TO CONSENT

COERCION

EXAMPLE:

Two athletes have been dating for a few months. They have not yet engaged in sexual intercourse. One athlete repeatedly pressures the other to “go all the way,” threatening to circulate nude pictures of the athlete if they don’t finally have sex.

[RETURN](#)

CAPACITY TO CONSENT

FORCE OR THREATS

Consent cannot be obtained through the use of force or threats.

- Use of physical violence and/or imposing on someone physically to gain sexual access
- Use of physical threats or, for example, threatening to reveal private information

EXAMPLE:

After a make-out session on a date, an athlete decides things have gone far enough and wants to go home. Their date grabs them by the neck and says if they don't "finish what they started," they're in for a world of hurt.

[RETURN](#)

CAPACITY TO CONSENT

INTIMIDATION

Consent cannot be obtained through intimidation.

- Implied threat that menaces or causes reasonable fear in another person

EXAMPLE:

On a road trip, one athlete ends up in another's hotel room. After watching TV and getting pretty flirtatious, she decides they should probably call it a night. As she gets up to leave, her companion, who is much taller and stronger, bars the door with one arm and begins fondling her with the other, saying, "There's no way you're leaving here now."

CAPACITY TO CONSENT

POWER IMBALANCE

Consent cannot be obtained where there is a 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:

- 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 parties involved
- Significant disparity in age, size, strength, or mental capacity

CAPACITY TO CONSENT

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 until the athlete reaches 20 years of age.

EXAMPLE:

- A doctor who is responsible for evaluating and authorizing an athlete to return to play after a series of injuries.
- A 19-year-old's former coach (when they were 17-years-old) who had the authority to evaluate athletes and select them for a team.

MANAGING HIGH RISK SITUATIONS

ONE-ON-ONE INTERACTIONS

LOCKER ROOMS AND CHANGING AREAS

MEETINGS AND TRAINING SESSIONS

TRANSPORTATION

LODGING

IN-PROGRAM CONTACT

ELECTRONIC COMMUNICATIONS

ATHLETIC TRAINING MODALITIES, MESSAGES, AND RUBDOWNS

The Minor Athlete Abuse Prevention Policies (MAAPP) addresses high-risk situations by limiting one-on-one interactions between Adult Participants and Minor Athletes and by requiring abuse prevention training. The MAAPP is required for organizations within the U.S. Olympic and Paralympic Movement and recommended for all others. The following information is based on minimum requirements. Your organization may have MAAPP policies that are stricter; always follow your organization's policies.

For detailed information on the MAAPP, including definitions and exceptions, visit maapp.uscenterforsafesport.org.

Click each term on the left to learn more about the MAAPP policies.

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POLICY: ONE-ON-ONE INTERACTIONS

- One-on-one interactions between a Minor Athlete and an Adult Participant must be observable and interruptible.
- Certain exceptions apply, including when the Adult Participant is the Minor Athlete's Personal Care Assistant, when there is a Dual Relationship, and when there is less than a four-year age difference between the people involved.
- The MAAPP applies to all in-program contact between Adult Participants and Minor Athletes.

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POLICY: LOCKER ROOMS AND CHANGING AREAS

- One-on-one interactions between Adult Participants and Minor Athletes must be observable and interruptible.
- Minor Athletes must have access to semi-private or private places to change.
- Adult Participants can't shower around Minor Athletes (there are limited exceptions).
- Adult Participants can't change clothes around Minor Athletes or intentionally or recklessly expose their private body parts.
- Taking pictures or videos is not permitted in any area designated for changing clothes. There are exceptions for media and celebrations.
- Locker rooms and changing areas must be monitored.

MANAGING HIGH RISK SITUATIONS

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POLICY: MEETINGS AND TRAINING SESSIONS

- The one-on-one interaction policy applies to all meetings and training sessions with Minor Athletes.
- Parents must provide advance written consent for individual training sessions annually and be allowed to observe.
- Certain exceptions exist for meetings with health professionals. More information on the exceptions can be found in the MAAPP manual (linked at the end of this unit).

MANAGING HIGH RISK SITUATIONS

ONE-ON-ONE INTERACTIONS

LOCKER ROOMS AND CHANGING AREAS

MEETINGS AND TRAINING SESSIONS

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POLICY: TRANSPORTATION

- An Adult Participant cannot transport a Minor Athlete alone (except in very limited situations).
- At least two minors or another Adult Participant must be in the vehicle.
- Parents/guardians must provide written permission at least annually for an Adult Participant to transport their child one-on-one. They can withdraw consent at any time.

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POLICY: LODGING

- All one-on-one interactions between Adult Participants and Minor Athletes must be observable and interruptible at hotels and lodging sites.
- An Adult Participant cannot share or sleep in the same room with a Minor Athlete (with limited exceptions).
- At least two adults must be present during room checks.
- Written consent from a Minor Athlete's parent/ guardian must be obtained at least annually.

MANAGING HIGH RISK SITUATIONS

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ATHLETIC TRAINING MODALITIES, MESSAGES, AND RUBDOWNS

IN-PROGRAM CONTACT

- The MAAPP applies to all in-program contact between Minor Athletes and Adult Participants.
- This includes all activities related to participation in sport, such as competitions, practices, award banquets, travel, and community service.

MANAGING HIGH RISK SITUATIONS

ONE-ON-ONE INTERACTIONS

LOCKER ROOMS AND CHANGING AREAS

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ATHLETIC TRAINING MODALITIES, MESSAGES, AND RUBDOWNS

POLICY: ELECTRONIC COMMUNICATIONS

- All one-on-one electronic communication between Adult Participants and Minor Athletes must be open and transparent (with some exceptions).
- This means another Adult Participant, the Minor Athlete's parent/guardian, or another adult family member of the Minor Athlete must be copied or included on all messages.
- Communication must be professional in nature.
- Parents/guardians can opt out of allowing their child to receive electronic communications (emergency communications may still be sent).

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POLICY: ATHLETIC TRAINING MODALITIES, MASSAGES, AND RUBDOWNS

- These activities with Minor Athletes must be observable and interruptible.
- A second Adult Participant must be physically present for all sessions.
- Minor Athletes must be fully or partially clothed.
- Parents must give consent annually and be allowed to observe.

THE DO'S OF COMPLIANCE

Insist on compliance with the policies of your organization and the U.S. Center for SafeSport.

Make sure your organization's policies include:

- Background screening—including criminal background checks and the U.S. Center for SafeSport's centralized disciplinary database
- Mandatory reporting of actual or suspected child abuse
- Training for those working with athletes



- Limiting one-on-one interactions between Adult Participants who have regular contact with or authority over Minor Athletes
- Creating a safe physical environment in locker rooms, showers and other training areas
- Rules for overnight travel, including transportation, hotel room sharing, and monitoring Minor Athlete activities
- Communication transparency especially with social media, text, and email



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- Creating a safe physical environment in locker rooms, showers and other training areas
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- Communication transparency especially with social media, text, and email

THE DON'TS OF COMPLIANCE

Ignore boundary violations or other inappropriate behavior

Worry about hurting someone's feelings by insisting they follow your organization's policies.

- Enforcing policies protects athletes, everyone working with athletes and the organization

UNIT 1

RESOURCES

To review the corresponding resources to Unit 1, click any of the links below.

- [U.S. Center for SafeSport Code](#)
- [US Sexual Abuse Laws by Jurisdiction](#)
- [US Age of Consent Laws by State](#)
- [US Reporting Requirements by State](#)
- [Make a Report to the U.S. Center for SafeSport Response and Resolution Office](#)
- [Minor Athlete Abuse Prevention Policies](#)





REPORTER

VICTIM

OFFENDER

REPORTING TO AUTHORITIES

If you are a Participant 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. This section focuses on how to make a report to law enforcement authorities, but much of this information applies to making a report to the Center as well.

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.

Click the cards on the left to reveal information investigators typically request about the reporter, the victim, and the offender.



REPORTER

VICTIM

OFFENDER

REPORTING TO AUTHORITIES

TELL THE AUTHORITIES...

Reporter's name and contact information

- If you are comfortable doing so, provide your name and contact information. Authorities may need to reach you for follow-up information. This generates a record that you reported the concern about abuse in accordance with any mandatory reporting laws. 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 internally at your sport organization according to your organization's policies.



REPORTER

VICTIM

OFFENDER

REPORTING TO AUTHORITIES

TELL THE AUTHORITIES...

What you were told about the abuse

- Provide as much detail as possible about what the minor told you.
- Remember: Even if a minor tells you a friend has reported abuse to them, you must make a report. In this case, report what you were told by the victim's friend.

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.



REPORTER

VICTIM



OFFENDER

REPORTING TO AUTHORITIES

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, such as 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.

UNIT 2

RESOURCES

To review the corresponding resources to Unit 2, click any of the links below.

- [US Reporting Requirements by State](#)
- [US Federal Reporting Requirements](#)
- [US Federal Reporting Requirements for Covered Individuals](#)
- [Make a Report to the U.S. Center for SafeSport Response and Resolution Office](#)



UNDERSTANDING BULLYING BEHAVIOR

Bullying is defined as repeated and/or severe behavior(s) that are (a) aggressive (b) directed at a Minor, and (c) intended or likely to hurt, control, or diminish the Minor emotionally, physically or sexually.

What distinguishes bullying behavior from other incidents we might think of as mean or rude? After all, conflicts and disagreements do erupt between players on and off the field. How do we know when behaviors cross over into bullying?

Click the arrow to explore some of the key features that help identify a bullying situation.





UNDERSTANDING BULLYING BEHAVIOR

IMBALANCE OF POWER:

Bullying happens between peers, but a bully has more power than their target; physically, socially or emotionally.

REPETITION:

Typically, bullying is not a one-time incident. The behavior may not be severe but is repeated over and over. If severe enough, a single incident can also constitute bullying.

A HISTORY OF CONFLICT:

If two athletes already have a relationship marked by conflict, the behavior probably isn't friendly bantering.



UNDERSTANDING BULLYING BEHAVIOR

The Centers for Disease Control and Prevention (CDC) identifies four types of bullying:

- Verbal
- Social
- Physical
- Damage to Property



UNDERSTANDING BULLYING BEHAVIOR

VERBAL:

Using words, statement or insults in a negative way

- Name-calling
- Teasing
- Intimidation
- Threatening to cause harm





UNDERSTANDING BULLYING BEHAVIOR

SOCIAL:

Harming others through the manipulation and damage of their peer relationship

- Spreading rumors
- Leaving out individuals
- Embarrassing someone
- Ignoring a teammate





UNDERSTANDING BULLYING BEHAVIOR

PHYSICAL:

Any type of unwanted physical force

- Hitting
- Kicking
- Tripping
- Other forms of physical aggression





UNDERSTANDING BULLYING BEHAVIOR

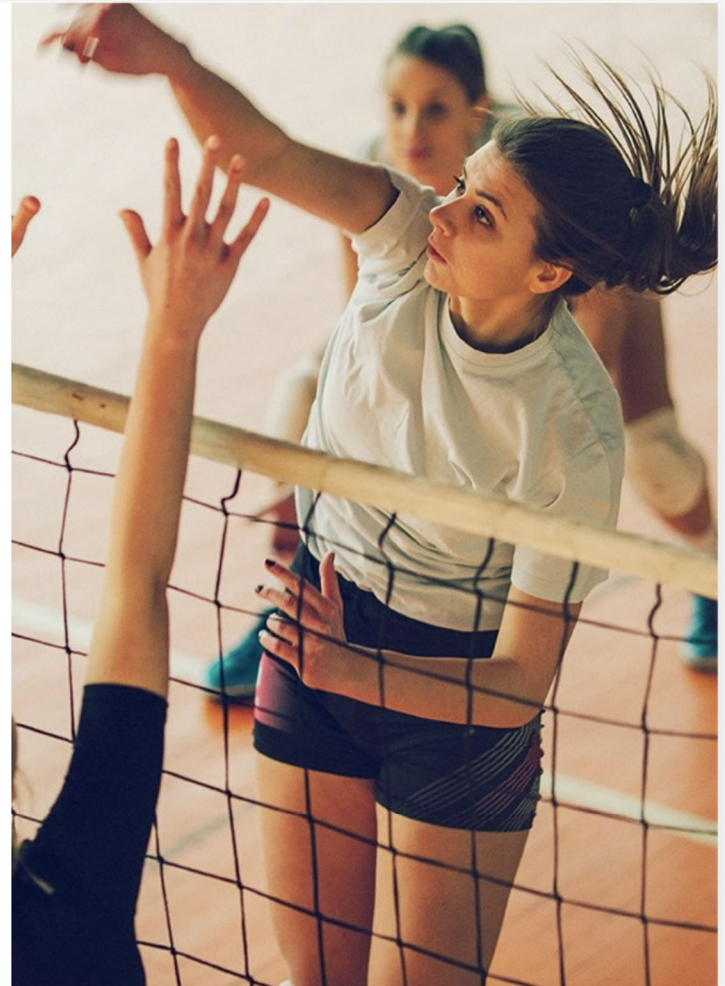
DAMAGE TO PROPERTY:

Damaging or threatening to damage an individual's personal belongings

UNDERSTANDING HARASSMENT

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 power over others based on a person's characteristics, like race, gender or other factors.

In the Sexual Misconduct Awareness Education unit, we covered the topic of sexual harassment. In this section, we will discuss other forms of harassment. Click the arrow below to continue.



WHAT MAKES AN ATHLETE VULNERABLE TO HARASSMENT?

Anything that could be perceived as making an athlete “different” can 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



WHAT IS EMOTIONAL MISCONDUCT

SafeSport defines emotional misconduct as (a) Verbal Acts, (b) Physical Acts, (c) Acts that Deny Attention or Support, (d) Criminal Conduct, and/or (e) Stalking. Emotional Misconduct is determined by the objective behaviors, not whether harm is intended or results from the behavior. Emotional Misconduct includes any act or conduct described as emotional abuse or misconduct under federal or state law (e.g. child abuse, child neglect).

Click the highlighted number below to learn more about the types of emotional misconduct.

1

2

3

4

WHAT IS EMOTIONAL MISCONDUCT

VERBAL ACTS

- Repeatedly and excessively yelling at a particular athlete or other participant in a manner that serves no productive training or motivational purpose

1

2

3

4

WHAT IS EMOTIONAL MISCONDUCT

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 later in this unit.

1

2

3

4

WHAT IS EMOTIONAL MISCONDUCT

ACTS THAT DENY ATTENTION OR SUPPORT

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

1

2

3

4

WHAT IS EMOTIONAL MISCONDUCT

STALKING

Stalking occurs when a person purposefully engages in a course of conduct directed at a specific person, and knows or should know, that the course of conduct would cause a reasonable person to (i) fear for their safety, (ii) the safety of a third person, or (iii) to experience substantial emotional distress. This includes cyberstalking - stalking through electronic media, such as social networks, blogs, and texts.

EXAMPLE:

After she has rebuffed his numerous sexual advances, a former friend begins texting a female athlete constantly, making it clear he knows her whereabouts and personal habits and has been following her.

1

2

3

4

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