MINOR ATHLETE ABUSE PREVENTION POLICIES

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TERMINOLOGY

Adult Participant: Any adult (18 years of age or older) who is:

1. A member or license holder of USAFB;
2. An employee or board member USAFB;
3. Within the governance or disciplinary jurisdiction of USAFB;
4. Authorized, approved, or appointed by USAFB to have regular contact with or authority over Minor Athletes.[1]

Adult Participant Personal Care Assistant: An Adult Participant who assists a parasport 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 for the sport in which the athlete competes.

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. Also see the Power Imbalance definition in the SafeSport Code. *NOTE: NGBs and the USOPC must submit/include categories of members/individuals that fall under the definition including specific volunteer designations.*

Center: U.S. Center for SafeSport.

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.

Dual Relationships: An exception applicable to certain policies when an Adult Participant has a relationship with a Minor Athlete outside of the sport program and the Minor Athlete's parent/guardian has provided written consent at least annually authorizing the exception.

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, practices, camps/clinics, training/instructional sessions, pre/post game meals or outings, team travel,

[1] 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.

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, or competition site visits.

Local Affiliated Organization (LAO): A regional, state, or local club or organization that is directly affiliated with USAFB or that is affiliated with USAFB by its direct affiliation with a regional or state affiliate of USAFB. LAO does not include a regional, state, or local club or organization that is only a member of a National Member Organization of USAFB. USAFB does not have LAOs at this time.

Minor Athlete: 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 USAFB[2].

Partial or Full Jurisdiction: Includes any sanctioned event (including all travel and lodging in connection with the event) by USAFB, or any facility that USAFB owns, leases, or rents for practice, training or competition.

National Governing Body (NGB): A U.S. Olympic National Governing Body or Pan American 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.

OPTC: An Olympic & Paralympic Training Center.

Participant: Any individual who is seeking to be, currently is, or was at the time of any alleged Code violation

1. Any member or license holder of USAFB;
2. An employee or board member of USAFB;
3. Within the governance or disciplinary jurisdiction of USAFB; or
4. Authorized, approved, or appointed by USAFB to have regular contact with or authority over Minor Athletes

Prohibited Conduct includes, but is not limited to:

A. Criminal Charges or Dispositions

B. Child Abuse

C. Sexual Misconduct

[2] This term shall also include any minor who participates in, or participated within the previous 12 months in, a non-athlete role partially or fully under the jurisdiction of an NGB, USOPC, or LAO. Examples include, but are not limited to: officials, coaches, or volunteers.

D. Emotional and Physical Misconduct, including Stalking, Bullying, Hazing, and Harassment

E. Other Inappropriate Conduct

F. Aiding and Abetting

G. Misconduct Related to Reporting

H. Misconduct Related to the Center's Process

I. Retaliation

J. Violation of Minor Athlete Abuse Prevention Policies / Proactive Policies

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

Residential Environment: A place in which participants live or stay temporarily. Residential environments include, but are not limited to, onsite housing at training facilities, billeting, hotel stays, or rentals (i.e., Airbnb, VRBO, HomeToGo, etc.).

> **Billeting:** A residential environment facilitated by an Adult Participant, USAFB, or sanctioned event staff in which a Minor Athlete is temporarily housed in a private home with an adult or family who is not related to or known by the Minor Athlete. This lodging arrangement is in conjunction with an activity related to sport.

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.

USOPC Delegation Event: Events to which the USOPC officially sends an individual or group of individuals on behalf of the USOPC and/or the United States.

USOPC Sponsored Event: Olympic and Paralympic Trials, and any other event or competition organized, operated, sanctioned, or formally authorized by the USOPC.

INTRODUCTION

USA Football ("USAFB") in partnership with 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. Throughout this document the most commonly used terms are defined in the Terminology section in the beginning of this document.

Authority

The Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017 authorizes the Center to develop training and policies to prevent abuse—including physical, emotional, and sexual abuse—within the U.S. Olympic & Paralympic Movement. 36 U.S.C. § 220542(a)(1). Federal law requires that, at a minimum, national governing bodies and paralympic sports organizations *must offer and give consistent training related to the prevention of child abuse: (1) to all adult members who are in regular contact with amateur athletes who are minors and (2) subject to parental consent, to members who are minors.* 36 U.S.C. § 220542(a)(3). Federal law requires that these policies contain reasonable procedures to limit unobservable and uninterruptible 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. 36 U.S.C. § 220542(a)(2).

What is the MAAPP?

To that end, the Center has developed, and USAFB has adopted, the Minor Athlete Abuse Prevention Policies ("MAAPP"). The MAAPP is a collection of proactive prevention and training policies for the U.S. Olympic & Paralympic Movement. It has four primary components:

1. Organizational Requirements for Education & Training and Prevention Policies;
2. An Education & Training Policy that requires training for certain Adult Participants within the Olympic & Paralympic Movement;
3. Required Prevention Policies, focused on limiting one-on-one interactions between Adult Participants and Minor Athletes, that Organizations within the Olympic & Paralympic Movement must implement to prevent abuse;
4. Recommended Prevention Policies.

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 intended to be enforceable and reasonable, acknowledging, for example, that when a 17-year-old athlete turns 18, they become an adult athlete, and a complete prohibition of one-on-one interactions may not be necessary or practical. Additionally, there may be other instances when one-on-one interactions

could occur, and in those cases, these policies provide strategies so parents/guardians can provide informed consent if they choose to allow a permitted interaction. **The Center recommends that parents first complete training on abuse prevention to be informed about potential boundary violations and concerns before consenting to the interaction.**

While the MAAPP will help organizations implement these policies to greatly improve minor athlete safety, in no way can they guarantee athlete safety in all circumstances, especially when the policies are not fully implemented, followed, or monitored. These policies are not comprehensive of all prevention strategies, nor are they intended to be. These policies should be implemented alongside the SafeSport Code. Additionally, other resources are available that may assist organizations in improving athlete safety.[3]

How Does the Center Ensure Compliance with the MAAPP?

Federal law requires the Center to conduct regular and random audits of the NGBs to ensure compliance with these policies. 36 U.S.C. § 220542(a)(2)(E). More specific organizational compliance requirements can be found in Part II. Additionally, it is the responsibility of the USOPC and each NGB, LAO, and Adult Participant to comply with the MAAPP. USAFB can act in their respective programs for violations of the MAAPP by Adult Participants. Adult Participants also have an independent responsibility to comply with these MAAPP provisions. Violations of these provisions can result in sanctions under the SafeSport Code.

Is the MAAPP Different from the SafeSport Code?

Yes. The SafeSport Code works alongside the MAAPP to prevent abuse. The MAAPP includes proactive prevention policies for organizations and individuals, while the SafeSport Code contains misconduct policies for individuals. However, violations of the MAAPP can violate the SafeSport Code, and violators can be sanctioned.

Prohibited Conduct

All participants of USAFB are required to comply with the SafeSport Code. It is essential that all participants review and understand the types of behavior that are prohibited. For complete details, refer to **Section IX – Prohibited Conduct** of the SafeSport Code.

Prohibited Conduct includes, but is not limited to:

A. Criminal Charges or Dispositions

B. Child Abuse

C. Sexual Misconduct

[3] Saul, J., & Audage, N.C. (2007). *Preventing Child Sexual Abuse Within Youth-Servicing Organization: Getting Started on Policies and Procedures*. Atlanta, GA: Centers for Disease Control and Prevention. Canadian Centre for Child Protection. (2014). *Child Sexual Abuse: It Is Your Business*. Winnipeg, Manitoba: Canadian Centre for Child Protection. The Australian Royal Commission Into Institutional Responses to Child Sexual Abuse. (2017). *Final Report*.

D. Emotional and Physical Misconduct, including Stalking, Bullying, Hazing, and Harassment

E. Other Inappropriate Conduct

F. Aiding and Abetting

G. Misconduct Related to Reporting

H. Misconduct Related to the Center's Process

I. Retaliation

J. Violation of Minor Athlete Abuse Prevention Policies / Proactive Policies

SCOPE

The MAAPP Applies to "In-Program Contact" Within the Olympic & Paralympic Movement

The MAAPP, or a policy containing the minimum required components of the MAAPP, is required for the U.S. Olympic & Paralympic Committee (USOPC), National Governing Bodies (NGB), and Local Affiliated Organizations (LAO) within the Olympic and Paralympic Movement (each an "Organization").

Some policies within the MAAPP impose requirements on USAFB sanctioned events and facilities partially or fully under USAFB's jurisdiction. For example, USAFB must monitor locker rooms at their facilities and sanctioned events. Other policies impose certain requirements on Adult Participants under USAFB's jurisdiction when the Adult Participant is having "In-Program Contact." For example, Adult Participants cannot have one-on-one meetings with a Minor Athlete unless it is observable and interruptible.

Who is a Minor Athlete?[4]

A **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, USAFB.

Partial or Full Jurisdiction: Includes any sanctioned event (including all travel and lodging in connection with the event) by USAFB, or any facility that the USAFB owns, leases, or rents for practice, training, or competition.

Who is an Adult Participant?

An **Adult Participant** is any adult (18 years of age or older) who is:

1. A member or license holder of USAFB;
2. An employee or board member of USAFB;
3. Within the governance or disciplinary jurisdiction of USAFB;
4. Authorized, approved, or appointed by USAFB to have regular contact with or authority over minor athletes[5].

To include the following categories:

- USA Football Board of Directors
- USA Football Committees and Councils
- USA Football Staff

[4] This term shall also include any minor who participates in, or participated within the previous 12 months in, a non-athlete role partially or fully under the jurisdiction of USAFB. Examples include, but are not limited to: officials, coaches, or volunteers.
[5] 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.

- USA Football Volunteers
- USA Football Contracted Staff
- USA Football Medical Providers**
- USA Football National Team/National Team Development Program Athletes
- USA Football National Team/National Team Development Program Coaches
- USA Football Coach ID Holders
- USA Football Official ID Holders
- USA Football Adult Athlete ID Holders

Regular Contact: Ongoing interactions within a 12-month period wherein an Adult Participant is in a role of direct and active engagement with any Minor Athlete.

**Adult Participants, who are medical providers, required to take training under the U.S. Center for SafeSport Minor Athlete Abuse Prevention Policies can take the Health Professionals Course in lieu of the *SafeSport Trained* Core Course.

What is In-Program Contact?

In-Program Contact includes sanctioned events and facilities, but it also applies more broadly to sport-related interactions. **The MAAPP defines "In-Program Contact" as**:

Any contact (including communications, interactions, or activities) between an Adult Participant and any Minor Athlete(s) related to participation in sport.

Examples of activities related to participation in sport that could be identified as In- Program Contact include, but are not limited to: competition, practices, camps/clinics, training/instructional sessions, 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, or competition site visits.

Am I required to take SafeSport Training?

Certain Adult Participants within the Olympic & Paralympic Movement who have (i) regular contact with amateur athletes who are minors, (ii) authority over amateur athletes who are minors, or (iii) are employees or board members of the USOPC, NGBs, LAOs, are required to take training. The specific training requirements can be found in Part II, noted below.

PART I

ORGANIZATIONAL REQUIREMENTS FOR EDUCATION & TRAINING AND PREVENTION POLICIES

The organizational requirements for implementation of proactive policies designed to prevent abuse are described below.

A. Organizational Requirements for Education & Training

1. USAFB must track whether Adult Participants under the organization's jurisdiction complete the required training listed in Part II.
2. USAFB must, every 12 months, 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, USAFB must track a description of the training and how the training was offered and provided to minor athletes.
    b. USAFB are not required to track individual course completions of minor athletes.
3. USAFB must, every 12 months, offer training to parents on the prevention and reporting of child abuse.
    a. For training to parents, USAFB must track a description of the training and how the training was offered and provided to parents.
    b. USAFB are not required to track individual course completions of parents.

B. Required Prevention Policies and Implementation

1. USAFB must develop minor athlete abuse prevention policies to limit one-on-one interactions between a Minor Athlete and an Adult Participant. These policies must contain the mandatory components of the Center's model policies in Part III. These model policies cover:
    a. Meetings
    b. Individual training sessions
    c. Therapeutic and Recovery Modalities and Manual Therapy
    d. Locker rooms and changing areas
    e. Electronic communications
    f. Transportation
    g. Lodging and Residential Environments
2. The policies must be approved by the Center as described in subsection (C) below. The policies may include the recommended components in Part III and the recommended policies in Part IV. Given the uniqueness of each sport, however, some recommended components or policies may not be feasible or appropriate. USAFB may choose to implement stricter standards than the model policies.
3. USAFB must also require that its LAOs implement these policies within each LAO. USAFB does not have LAOs at this time

4. USAFB must implement these policies for all In-Program Contact.
    a. At sanctioned events and facilities partially or fully under USAFB's jurisdiction, the Organization must take steps to ensure the policies are implemented and followed.
    b. For In-Program Contact that occurs outside a USAFB's sanctioned event or facilities, implementing these policies means:
        i. Communicating the policies to individuals under USAFB's jurisdiction;
        ii. Establishing a reporting mechanism for violations of the policies;
        iii. Investigating and enforcing violations of the policies.
5. USAFB must have a reporting mechanism to accept reports that an Adult Participant is violating USA Football's Minor Athlete Abuse Prevention Policies. USAFB 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.

C. Policy Approval and Submission Process

1 USAFB may adopt the mandatory minimum requirements of the MAAPP as-is or adapt it to fit their needs. Regardless, USAFB must submit their policies to the Center at compliance@safesport.org for review and approval. The Center will approve, approve with modifications, or deny the policies. If the Center denies the proposed policy, the mandatory components of Part III of the Center's Model MAAPP become the default policy until the Center approves the policy.

2. The mandatory components of Part III will serve as the default policy for any Organization that fails to develop its own policy as required by this section.

Any changes made to USAFB's MAAPP after the policy is approved must be submitted to the Center for approval. The previously approved MAAPP will remain in effect until written approval is provided to USAFB from the Center.

Part II 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 Course through the Center's online 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 USAFB

USA FOOTBALL ADULT PARTICIPANTS ROLE	REGULAR CONTACT	AUTHORITY
USA Football Board of Directors		X
USA Football Committees and Councils		X
USA Football Staff		X
USA Football Volunteers	X	
USA Football Medical Providers	X	
USA Football Contracted Staff	X	X
USA Football National Team / National Team Development Program Coaches	X	X
USA Football National Team / National Team Development Program Athletes	X	
USA Football Adult Athlete ID	X	
USA Football Coach ID	X	
USA Football Official ID	X	

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

2. Adult Participants Not Required to Complete Training but Must Follow Required Prevention Policies

The following individuals are not required to complete the *SafeSport Trained* Core Course unless their role changes to include regular contact or authority over minor athletes. However, they must adhere to all Required Prevention Policies (RPPs) if they have any interaction with Minor Athletes.

USA FOOTBALL ADULT PARTICIPANTS ROLE	TRAINING REQUIRED	MUST FOLLOW RPPs
Volunteers (no regular contact)	No	Yes
Vendors	No	Yes
Media Personnel (no regular contact[6])	No	Yes

[6] Media Personnel are determined to have regular contact when covering five (5) or more USAFB events in a calendar year.

USA FOOTBALL ADULT PARTICIPANTS ROLE	TRAINING REQUIRED	MUST FOLLOW RPPs
USA Football Adult Athletes not on a team with minors	No	Yes
Event Guests	No	Yes

3. Timing of Training Adult Participants must complete this training before regular contact with an amateur athlete who is a minor begins; **or** within the first 45 days of either initial membership or upon beginning a new role subjecting the adult to this policy, whichever comes first.
4. Refresher Training The above-listed Adult Participants must complete a refresher course every 12 months, beginning the calendar year after completing the *SafeSport Trained* Core Course. Every four years, Adult Participants will complete the *SafeSport Trained* Core Course training. Medical providers can take the Health Professionals Course in lieu of the *SafeSport Trained* Core Course 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. USAFB, every 12 months, must offer and, subject to parental consent, give training to Minor Athletes on the prevention and reporting of child abuse.
2. The Center offers youth courses, located at SafeSportTrained.org that meet this requirement.

C. Parent Training Must Be Offered

1. USAFB, every 12 months, must offer training to parents on the prevention and reporting of child abuse.
2. The Center offers a parent course, located at SafeSportTrained.org that meets this requirement.

D. Optional Training

1. Adult Participants serving in a volunteer capacity, who will **not** have regular contact with or authority over Minor Athletes, should take the Center's brief Volunteer Course (or *SafeSport Trained* Core Course) before engaging or interacting with any Minor Athlete(s).
2. USAFB may provide training *in addition to* the *SafeSport Trained* Core Course, although they cannot refer to this training as "SafeSport" training. **Training other than the *SafeSport Trained* Core Course 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

The Center's online training courses contain information about various forms of abuse. The courses do not include graphic descriptions of abuse or show violent images or video. The content may be uncomfortable or trigger trauma for some participants.

1. Exemptions to the online training requirement may be requested by survivors of abuse and misconduct. Survivors of abuse can request an exemption by contacting USAFB at compliance@usafootball.com or can choose to contact the Center directly to request an exemption at exemptions@safesport.org. All exemptions granted by the Center or USAFB in this category are considered indefinite and do not need to be re-requested every year.
2. Exemptions to the online training requirement for reasons other than survivor of abuse and misconduct are limited to cognitive or physical disability or language barrier. Requests for these exemptions must be made by the individual to USAFB at compliance@usafootball.com. USAFB will determine whether to grant the exemption. If USAFB grants the exemption, it must track the exemption to ensure it is appropriately applied to the individual's membership status. USAFB must preserve documentation that the exemption was granted and for what duration.
3. The Center has several options available to assist individuals in completing the online training courses, including screen reader-compatible versions and course availability in several languages, including English, Spanish, French, Mandarin, Russian, German, and Japanese. If none of the available options will fit the individual's needs, USAFB may determine whether to grant an exemption.

PART III

REQUIRED POLICIES FOR ONE-ON-ONE INTERACTIONS

The U.S. Center for SafeSport recognizes that youth-adult relationships can be healthy and valuable for development. Policies on one-on-one interactions protect children while allowing for these beneficial relationships. As child sexual abuse is often perpetrated in isolated, one-on-one situations, it is critical that organizations limit such interactions between youth and adults and implement programs that reduce the risk of sexual abuse.

All one-on-one In-Program Contact between an Adult Participant and a Minor Athlete must be *observable and interruptible*, except in emergency circumstances or with a documented exception.

EXCEPTIONS

There are certain relationships and situations in which one-on-one interactions may be allowed or necessary. This section identifies policy exceptions for close-in-age relationships, Personal Care Assistants, dual relationships, and emergencies.

The following exceptions are applicable within all Required Prevention Policies unless otherwise noted.

A. Mandatory Components

1. A Close-in-Age Exception The purpose of this exception is to allow for continued relationships among athletes on the same team.

   This exception allows for one-on-one In-Program Contact between an Adult Participant and a Minor Athlete if:

   a. The Adult Participant has **no** authority over the Minor Athlete; and
   b. The Adult Participant is not more than 4 years older (determined by birth date) than the Minor Athlete.

   Note: This exception is different than the close-in-age exception in the SafeSport Code pertaining to misconduct.

2. Exceptions for Adult Participant Personal Care Assistants Working with a Minor Athlete This exception exists for Adult Participants who also assist a para-sport athlete with activities of daily living and preparation for athletic participation.

   This exception allows for one-on-one In-Program Contact between an Adult Participant and a Minor Athlete if the following requirements are met:

      a. the Minor Athlete's parent/guardian has provided written consent to USAFB for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and

b. the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and

c. the Adult Participant Personal Care Assistant has complied with the USAFB screening policy.

3. Exceptions for Dual Relationships This exception allows for one-on-one In-Program Contact when the Adult Participant has a relationship with a Minor Athlete that is outside of the sport program. The exception requires written consent of the Minor Athlete's parent/guardian at least annually. The consent must identify for which Required Prevention Policies the parent/guardian is allowing the one-on-one In-Program Contact.

4. Emergency Exception This exception applies to all Required Prevention Policies for situations where an Adult Participant must violate requirement(s) of the MAAPP due to an emergency. Adult Participants must carefully consider whether specific circumstances meet the threshold of "emergency." Adult Participants should document emergency situations in accordance with USAFB's protocols. Any emergency or unforeseen deviation from the Required Prevention Policies must be promptly reported and documented at https://usafootball.com/coaches-organizations/athlete- protection.

The Center recommends parents take training on child abuse prevention before providing consent to the above exceptions. The Center offers a free Parent Course at safesporttrained.org.

ONE-ON-ONE INTERACTIONS

A. Appropriate 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, unless an exception exists.

2. Prohibited One-on-One Interactions

Except as set forth above, Minor Athletes and Adult Participants will not be left unattended or unsupervised during events and activities. Adult Participants are prohibited from being alone with an individual athlete in any room or building, unless an exception listed above applies.

Physical Contact with Athletes

Appropriate physical contact between Minor Athletes and Adult Participants, particularly coaches, is a productive and inevitable part of football. Minor Athletes are more likely to acquire advanced physical skills through appropriate physical contact. However, guidelines for appropriate physical contact reduce the potential for misconduct.

USAFB adheres to the following principles and guidelines in regard to physical contact with Minor Athletes:

Common Criteria for Appropriate Physical Contact

Physical contact with Minor Athletes – for safety, consolation and celebration – has multiple criteria in common which make them both safe and appropriate. These include:

1. The physical contact takes place in public;
2. There is no potential for, or actual, physical or sexual intimate contact during the physical contact; and
3. The physical contact is for the benefit of the Minor Athlete, not to meet an emotional or other need of an adult.

Prohibited Physical Contact Prohibited forms of physical contact, which shall be reported immediately include, without limitation:

1. Asking or having a Minor Athlete sit in the lap of any Adult Participant
2. Lingering or repeated embraces of Minor Athletes that go beyond the criteria set forth above for acceptable physical contact
3. Slapping, hitting, punching, kicking or any other physical contact meant to discipline, punish or achieve compliance from a Minor Athlete
4. "Cuddling" or maintaining prolonged physical contact during any aspect of training, travel or overnight stay
5. Playful, yet inappropriate contact that is not a part of regular training, (e.g., tickling or "horseplay" wrestling)
6. Continued physical contact that makes a Minor Athlete obviously uncomfortable, whether expressed or not
7. Any contact that is contrary to a previously expressed personal desire for decreased or no physical contact, where such decreased contact is feasible in a competitive training environment.

Any emergency or unforeseen deviation from this policy must be promptly reported and documented at https://usafootball.com/coaches-organizations/athlete-protection.

MEETINGS AND INDIVIDUAL TRAINING SESSIONS

1. Observable and Interruptible Adult Participants must follow the one-on-one interaction policy in all In-Program meetings and training sessions where Minor Athlete(s) are present, unless an exception exists.
2. Individual Meetings An individual meeting may be necessary to address an athlete's concerns, training program, or competition schedule. Under these circumstances any Adult Participant are to observe the following requirements:

a. Any individual meeting must occur when others are present and where interactions can be easily observed

b. Where possible, an individual meeting must take place in a publicly visible and open area

c. If an individual meeting is to take place in an office, the door must remain unlocked and open

d. If a closed-door meeting is necessary, Adult Participants must inform the athlete and their parent/guardian, require another Adult Participant to be present in the room and ensure the door remains unlocked. If an office has a window, blinds and/or curtains, they should remain open at all times during the meeting.

3. Meetings with licensed mental health care professionals and health care providers (other than athletic trainers[7])

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 USAFB'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. USAFB 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. Individual Training Sessions One-on-one, In-Program, individual training sessions must be observable and interruptible, unless an exception exists.

a. 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

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

5. Monitoring If a permitted meeting or training session takes place between an Adult Participant and a Minor Athlete at a facility partially or fully under USAFB's jurisdiction, another Adult Participant will monitor each meeting or training 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.

6. Parent Training Parents/guardians must 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.

Any emergency or unforeseen deviation from this policy must be promptly reported and documented at https://usafootball.com/coaches-organizations/athlete-protection.

[7] Athletic trainers who are covered under these policies must follow the "Manual Therapy and Therapeutic and Recovery Modalities" policy.

MANUAL THERAPY AND THERAPEUTIC AND RECOVERY MODALITIES[8]

Many athletes require therapies to prevent or treat injuries. However, these treatment sessions can place children in vulnerable positions, especially if they involve physical contact with adults. This section establishes standards for therapeutic and recovery modalities and manual therapy to reduce the risk of inappropriate contact between youth and adults.

Note: Only the emergency exception applies within this policy.

1. Observable and Interruptible Adult Participants must ensure that all In-Program Contact during manual therapy and therapeutic modalities and recovery modalities with Minor Athletes must be observable and interruptible, except in emergency circumstances.
2. Manual Therapy and Therapeutic and Recovery Modalities Requirements Adult Participants must ensure all In-Program manual therapy and therapeutic and recovery modalities meet the following requirements:
    a. Have another Adult Participant physically present for the modality or manual therapy; and
    b. Have documented consent as explained in subsection (3) below; and
    c. Be performed with the Minor Athlete fully or partially clothed, ensuring that the breasts, buttocks, groin, or genitals are always covered; and
    d. Allow parents/guardians in the room as an observer, except for competition or training venues that limit credentialing; and
    e. The provider must narrate the steps in the modality before taking them, seeking assent of the Minor Athlete throughout the process.
3. Consent
    a. Providers of manual therapy, therapeutic modalities, or recovery modalities or USAFB, when applicable, must obtain consent at least annually from Minor Athletes' parents/guardians before providing any manual therapy, therapeutic modalities, or recovery modalities.
    b. Minor Athletes or their parents/guardians can withdraw consent at any time.
4. Permissible Providers
    a. Only licensed providers may administer a massage, rubdown, or athlete training modality.

Any emergency or unforeseen deviation from this policy must be promptly reported and documented at https://usafootball.com/coaches-organizations/athlete-protection.

[8] Manual therapy and therapeutic and recovery modalities can be different for each sport. They can include, but are not limited to: first aid, massage, taping, cupping, stretching, cryotherapy, neuromuscular stimulations, electrical stimulation, or other modalities within the scope of a Healthcare Provider's credentials.

LOCKER ROOMS AND CHANGING AREAS

Young athletes may be especially vulnerable to abuse in changing areas where they are undressing and possibly showering. Appropriate monitoring is necessary in these areas to prevent abuse and other inappropriate conduct. This section outlines policies for locker rooms and changing areas to ensure privacy and safety.

USAFB is concerned with (1) locker room activities between Minor Athletes, (2) locker room activities between Minor Athletes and Adult Participants, (3) Adult Participants being alone with Minor Athletes in locker rooms and changing areas, (4) non-official or non-related adults having unsupervised access to Minor Athletes, and (5) inappropriate behavior among Adult Participants in locker rooms.

1. Observable and Interruptible Adult Participants must ensure that all 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, unless an exception exists.
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 remove their clothes or behave in a manner that intentionally or recklessly exposes their breasts, buttocks, groins, or genitals to a Minor Athlete in a locker room or changing area.
    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. USAFB and the Adult Participant(s) must abide by this request.
3. Media and Championship Celebrations in Locker Rooms USAFB 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. USAFB 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 found on pages 17 and 18.
5. Availability and Monitoring of Locker Rooms, Changing Areas, and Similar Spaces

a. USAFB 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 USAFB's jurisdiction.

b. USAFB 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 USAFB's jurisdiction.

6. Mixed-Gender Teams If a team consists of both male and female Minor Athletes, privacy rights of all athletes must be respected and protected. USAFB ensures that appropriate arrangements are made to uphold these rights.

   a. **Pre-Game/Meeting**: Where facilities allow, male and female Minor Athletes will change in separate private or semi-private areas. After dressing, they may convene in a shared team space for meetings or pre-game discussions.

   b. **Post-Game:** Following the game, Minor Athletes may return to a common team area before proceeding to their respective private or semi-private dressing areas to undress and shower, if such facilities are available.

   c. **Limited Facilities**: If separate locker rooms are not available, then Minor Athletes will use the designated private or semi-private changing areas on a rotating basis. At no time should male and female athletes occupy the locker room simultaneously.

7. Monitoring USAFB has predictable and limited use of locker rooms and changing areas (e.g., immediately before and following practices and competitions). This allows for direct and regular monitoring of locker room areas. While constant monitoring inside of locker rooms and changing areas might be the most effective way to prevent problems, we understand this would likely make athletes uncomfortable and may even place our staff at risk for unwarranted suspicion.

We discourage parents from entering locker rooms and changing areas unless it is truly necessary. In those instances, it is only a same-sex parent. If this is necessary, parents should let USAFB Staff know about this in advance. If a Minor Athlete needs assistance with his or her uniform or gear (for example, a child under the age of eight), or an athlete's disability warrants assistance, then we ask that parents or Personal Care Assistant let the coach or a USAFB Staff know beforehand that he or she will be helping the athlete.

Any emergency or unforeseen deviation from this policy must be promptly reported and documented at https://usafootball.com/coaches-organizations/athlete-protection.

ELECTRONIC COMMUNICATIONS [9]

Technology has made it easier for teams to communicate and share information. Unfortunately, it also makes it easier for abusers to contact children without supervision or share inappropriate images and video. This section sets standards for appropriate electronic communications between youth and adults.

1. Open and Transparent
    a. All one-on-one electronic communications between an Adult Participant and a Minor Athlete must be Open and Transparent, unless an exception exists.
    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 on every communication.
        - 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 the Minor Athlete's parents/guardians, another adult family member of the Minor Athletes, or another Adult Participant.
3. Content All electronic communication originating from an Adult Participant(s) to a Minor Athlete(s) must be professional in nature unless an exception exists.
4. Requests to Discontinue Parents/guardians may request in writing that USAFB or an Adult Participant not contact their Minor Athlete through any form of electronic communication. USAFB and the Adult Participant must abide by any request to discontinue, absent emergency circumstances.
5. Hours Electronic communications may generally be sent only between the hours of 8:00 a.m. and 8:00 p.m. local time for the location of the Minor Athlete.
6. 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.

Additional Responsibilities for USAFB Staff Only

Facebook, X, Instagram, Blogs and Similar Sites

USAFB Staff may not have current USAFB athletes join a personal social media page. It is encouraged that all communications and football development staff create a USAFB "alter ego" social media account (e.g., "John Doe – USA Football National Teams Coordinator"). This account

[9] Electronic communications include, but are not limited to: email, phone calls, videoconferencing, video coaching, texting, social media, or through any other electronic medium.

will be subject to inspections by USAFB and must be used for any communication with current USAFB athletes or their parents. The account will be associated with the USAFB staff members @USAFootball.com email address.

Athletes and parents/guardians may friend the official USAFB page and USAFB Staff's USAFB alter ego accounts. USAFB Staff may "follow" each other. USAFB Staff may communicate with athletes solely through official USAFB social media sites or through their USAFB alter ego accounts, provided that these communications must be open and transparent.

7. Email, Texts, Instant Messaging, and Similar Electronic Communications

Athletes and USAFB Staff may use social media posts, messages, email and texts to communicate, provided that these communications must be open and transparent. All content between USAFB Staff and athletes must be professional in nature and for the purpose of communicating information about USAFB activities. Email from USAFB Staff to any athlete should come from USAFB's email system whenever possible (the return email address will contain "@USAFootball.com").

8. Electronic Imagery

From time to time, digital photos, videos of practice or competition, and other publicly obtainable images of athletes – individually or in groups – may be taken. These photos and/or videos may be submitted to local, state or national publications, used in marketing or promotional videos, posted on USAFootball.com or USA Football-associated websites or social media, or offered to families seasonally in an electronic form. It is the default policy of USAFB to allow the capture of such imagery as long as the athlete or athletes are in public view and such imagery is both appropriate and in the best interest of the athlete and USAFB.

Request to Discontinue Imagery

The parents/guardians of a Minor Athlete may request in writing that their Minor Athlete not appear in any imagery captured and used by USAFB.

Any emergency or unforeseen deviation from this policy must be promptly reported and documented at https://usafootball.com/coaches-organizations/athlete-protection.

TRANSPORTATION

USAFB has established policies to guide our travel, minimize one-on-one interactions and reduce the risk of misconduct. Adherence to these travel guidelines will increase athlete safety and improve the competitive experience while keeping travel a fun and enjoyable experience. We distinguish between travel to training, practice and local competition ("Local Travel"), and team travel involving overnight travel to an activity that is planned and supervised by USAFB ("Team Travel").

1. Observable and Interruptible

Adult Participants must ensure that all In-Program Contact during transportation is observable and interruptible or:

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

b. The Adult Participant is accompanied by another Adult Participant or at least two minors who are at least 8 years of age.

2. Additional Requirements for Transportation Authorized or Funded by USAFB

a. Written consent from a Minor's Athlete's parent/guardian is required for all transportation authorized or funded by USAFB at least annually.

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

3. 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 USAFB 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

4. Local Travel

Local travel occurs when USAFB does not sponsor, coordinate, or arrange for travel. For local travel, Minor Athletes or their parents/guardians are responsible for making all travel arrangements. In these instances, it is the responsibility of the Minor Athlete or his/her parents/guardians to ensure the person transporting the Minor Athlete maintains all safety and legal requirements, including, but not limited to, a valid driver's license, proper insurance, well maintained vehicle, and compliance with all state laws.

In an effort to minimize one-on-one interactions, Adult Participants, who are not also acting as a parent, should not drive alone with a Minor Athlete and should only drive with at least two other minors who are at least 8 years of age or another Adult Participant at all times, unless otherwise agreed to in writing by the Minor Athlete's parent/guardian in advance of travel. In any case where an Adult Participant is involved in the Minor Athlete's local travel, a parental release is required in advance. Efforts must be made to ensure that the Adult Participant is not alone with

a Minor Athlete (e.g., picking the athletes up in groups). In the rare instance that one- on-one travel with a Minor Athlete is necessary, written consent must be obtained in advance from the Minor Athlete's parent or guardian, and it must specifically authorize that individual Adult Participant to travel one-on-one with the Minor Athlete.

USAFB Staff who are also a Minor Athlete's parent/guardian may provide shared transportation. We encourage parent/guardians to pick up their athlete first and drop off their athlete last in any shared or carpool travel arrangement. A shared travel declaration form signed by the parents/guardians of any Minor Athlete who is being transported as part of such a carpool arrangement must also be completed.

5. Team Travel

Team travel is overnight travel that occurs when USAFB sponsors, coordinates or arranges for travel so that teams can compete locally, regionally, nationally or internationally. Because of the greater distances, an Adult Participant will often travel with the Minor Athletes. However, under no circumstances will Adult Participants engage in team travel without the proper safety requirements in place, including valid drivers' licenses, proper insurance, well-maintained vehicles and compliance with all state laws.

USAFB makes efforts to provide adequate supervision. Appropriate adult-to-athlete ratios will depend on the age of Minor Athletes and other participants. USAFB evaluates its programs to determine its supervisory needs. For team travel, hotels and air travel will be booked in advance by USAFB if required by the event.

6. Travel Notification

When possible, USAFB will provide reasonable advance notice before team travel. Notice will include the dates, location, and duration of competition. Travel notice will also include designated team hotels for overnight stays as well as a contact person within USAFB. This individual will be the point of contact to confirm Minor Athlete's intention to travel and to assist with travel details.

USAFB will post specific travel itineraries when they become available. These will include a more detailed itinerary as well as contact information for team travel chaperones.

Chaperone Responsibilities

Chaperones help ensure that athletes, coaches, staff, and volunteers adhere to this Policy. However, chaperones may not be in attendance at all events.

Chaperones must complete the required criminal background check and the *SafeSport Trained Core* Course prior to serving in a chaperone role. Chaperones are prohibited from engaging in one-on-one

interactions with Minor Athletes. All interactions must be observable and interruptible unless an exception exists.

If a chaperone will be operating a private car for team travel, a copy of the chaperone's valid driver's license is required.

If attending an event, chaperones help monitor the activities of all coaches, staff members, volunteers and athletes during team travel. Specifically, chaperones will:

1. Familiarize themselves with all travel itineraries and schedules before team travel;
2. Monitor for adherences to USAFB policies during team travel;
3. Encourage Minor Athletes to participate in regular, at least daily, scheduled communications with their parents/guardians;
4. Help athletes be on time for all team commitments (as possible);
5. Assist coaches, staff and other volunteers with team travel logistical needs (as possible);
6. Monitor athletes for adherence to curfew restrictions set based on age and competition schedule as listed in travel itinerary;
7. Ensure athletes comply with hotel room restrictions based on gender or age bracket requirements;
8. Not use drugs or alcohol in the presence of minors or be under the influence of alcohol or drugs while performing their chaperone duties; and
9. Make certain that athletes are not alone in a hotel room with any adult apart from a family member; this includes coaches, staff and chaperones.

Recommended

1. Shared or Carpool Travel Arrangement

USAFB encourages parents/guardians to pick up their Minor Athlete first and drop off their Minor Athlete last in any shared or carpool travel arrangement.

2. Parent Training

Parents/guardians should receive the U.S. Center for SafeSport education and training on child abuse prevention before providing consent for their Minor Athlete to travel one-on-one with an Adult Participant.

Additional Responsibilities for USAFB Staff Only

When not practicing, training, competing, or preparing for competition, USAFB Staff will monitor the activities of athletes and Adult Participants during team travel. USAFB Staff will:

1. Prepare athletes for team travel and make athletes aware of all expectations. Supplemental information will be given to parents/guardians of athletes who are considered inexperienced travelers, new or relatively new to team travel, or who are under the age of 14;

2. Familiarize themselves with all travel itineraries and schedules before the initiation of team travel;
3. Conform to, and monitor for others' adherence, this Policy and all policies during team travel;
4. Encourage Minor Athletes to participate in regular, at least daily, scheduled communications with their parents/guardians;
5. Help athletes be on time for all team commitments (as possible);
6. Assist with team travel logistical needs (as possible);
7. Support chaperones and/or participate in the monitoring of athletes for adherence to curfew restrictions set based on age and competition schedule as listed in travel itinerary;
8. Ensure athletes are complying with hotel room restrictions based on gender or age bracket requirements;
9. Make certain that athletes are not alone in a hotel room with any Adult Participant apart from a family member;
10. Not use drugs or alcohol in the presence of minors or be under the influence of alcohol or drugs while performing their coaching or other duties;
11. Immediately report any concerns about physical or sexual abuse, misconduct, or policy violations; and
12. Notify parents/guardians before taking any disciplinary action against a Minor Athlete if the athlete is traveling without his or her parents.

Any emergency or unforeseen deviation from this policy must be promptly reported and documented at https://usafootball.com/coaches-organizations/athlete-protection.

LODGING AND RESIDENTAL ENVRIONMENTS

Youth athletes traveling overnight face greater risk of sexual abuse if they are traveling without their parent/guardian. Abusers can take advantage of the situation by trying to have unsupervised time alone with children. This section sets rules for sleeping arrangements and room monitoring to protect athletes during overnight travel.

1. Observable and Interruptible All In-Program Contact during lodging must be observable and interruptible unless an exception exists.

a. Lodging arrangements covered under this policy include, but are not limited to, hotel stays, rentals (i.e., Airbnb, VRBO, HomeToGo, etc.), and long-term residential environments, including lodging at training sites and billeting.

2. Hotel Rooms and Other Sleeping Arrangements

a. An Adult Participant cannot share a hotel room or otherwise sleep in the same room with a Minor Athlete(s), unless an exception exists **and** the Minor Athlete's parent/guardian has provided USAFB or Adult Participant with advance, written consent for each specific lodging arrangement.

b. Written consent from a Minor Athlete's parent/guardian must be obtained for all In-Program lodging at least annually.

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

d. Athletes may share rooms, with two (2) to four (4) Minor Athletes assigned per room depending on accommodations. USAFB will notify hotel management should any special arrangements be warranted. For instance, USAFB will ask hotels to block pay per view channels and, when practical, will request an additional large room or suite so that athletes may socialize as a group. Team meetings will occur in public areas in the hotel. When practical, USAFB will reserve a separate space for Adult Participants and Minor Athletes to conduct meetings and socialize.

e. USAFB encourages family members who wish to stay in the team hotel to do so, if eligible. If family members do not stay in the team hotel, we encourage all athletes to call parents and guardians regularly and allow for any unscheduled calls by either the athlete or parent/guardian.

3. Monitoring or Room Checks During In-Program Travel If USAFB 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.

4. Additional Requirements for Lodging Authorized or Funded by USAFB

a. Adult Participants traveling with USAFB must agree to and sign USAFB's Lodging Policy at least annually.

b. Adult Participants that travel overnight with Minor Athlete(s) are assumed to have Authority over Minor Athlete(s) and thus must comply with the Center's Education & Training Policy outlined in Part II, unless the Adult Participant meets the Close-in- Age exception.

5. Mixed-Gender and Mixed-Age Travel

USAFB is made up of male and female athletes across various ages. Minor Athletes will only share a room with other Minor Athletes of the same gender and age group. Minor Athletes will also be grouped by age and gender for the purposes of assigning an appropriate chaperone. USAFB often relies on staff or coaches to serve as chaperones.

Regardless of gender, Adult Participants shall not share a hotel room or other sleeping arrangement with Minor Athletes (unless the Adult Participant is the parent, guardian, or spouse of that particular athlete). Where an adult is registered both as a coach and an athlete of USA Football, and is functioning primarily as a coach, he or she may only share sleeping arrangements with another registered coach.

6. Parent Training Parents/guardians receive the U.S. Center for SafeSport's education and training on child abuse prevention before providing consent for lodging arrangements under this policy.

Any emergency or unforeseen deviation from this policy must be promptly reported and documented at https://usafootball.com/coaches-organizations/athlete-protection.

PART IV

ADDITIONAL RECOMMENDED POLICIES FOR KEEPING YOUNG ATHLETES SAFE

A. 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.

B. Gifting

1. 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).
2. Gifts that are equally distributed to all athletes and serve a motivational or education purpose are permitted.

C. Photography/Video

1. Photographs or videos of athletes may only be taken in public view and must observe generally accepted standards of decency.
2. 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 V

MONITORING USA FOOTBALL'S POLICY

By monitoring the interactions among USAFB Staff, athletes, and others, USAFB works to prevent, recognize and respond to inappropriate and harmful behaviors as set forth in this Policy, while reinforcing appropriate behaviors.

Monitoring Compliance with Policies and Procedures

USAFB monitors for compliance with its policies and procedures, including without limitation *SafeSport Trained* Core Course, Travel, Locker Room and Changing Areas, and Physical Contact Policies.

Monitoring Methods

USAFB utilizes multiple monitoring methods to observe how individuals are interacting, including without limitation (1) formal supervision, including regular evaluations; (2) informal supervision, including regular and random observation (e.g., roving and checking interactions throughout practices), and (3) maintaining frequent contact with staff members, volunteer and athletes who interact off-site.

Responding to Interactions

While USAFB has a formal reporting policy (the USA Football Response and Resolution Policy), USAFB Staff should be prepared to respond immediately to inappropriate or harmful behavior, potential risk situations and potential boundary violations.

USAFB Staff will redirect inappropriate behaviors to promote positive behaviors, confront inappropriate or harmful behaviors, and report behaviors if necessary.

Reporting

USAFB Staff are required to report policy violations, misconduct and physical and sexual abuse consistent with this policy. **USAFB does not investigate suspicions or allegations of child physical or sexual abuse or attempt to evaluate the credibility or validity of such allegations as a condition for reporting to appropriate law enforcement authorities and the Center.**

APPENDIX A

USA FOOTBALL'S BACKGROUND CHECK CRITERION OFFENSES

A reportable record or disclosure that contains a disposition or resolution of a criminal proceeding, other than an adjudication of not guilty, for any of the below criminal offenses will be flagged as a Red-Light, meaning it does not meet the initial screening criteria and the individual will be subject to the Company's policies and procedures to determine eligibility:

1) CRL-1. Any felony;

Any misdemeanor involving:

2) CRL-2. All sexual crimes, criminal offenses of a sexual nature to include but not limited to; rape, child molestation, sexual battery, lewd conduct, possession and distribution of child pornography, possession and distribution of obscene material, prostitution, indecent exposure, public indecency, and any sex offender registrant;
3) CRL-3. Any drug related offenses;
4) CRL-4. Harm to a minor, including, but not limited to, offenses such as child abandonment, child endangerment/neglect/abuse, contributing to the delinquency of a minor, and DUI with a minor;
5) CRL-5. Violence against a person (including crimes involving a deadly weapon and domestic violence); Also includes crimes of violence that are amended to disorderly conduct and all weapons offenses except minor hunting violations.
6) CRL-6. Stalking, harassment, blackmail, violation of a protection order, and/or threats;
7) CRL-7. Destruction of property, including arson, vandalism, and criminal mischief; and
8) CRL-8. Animal abuse, cruelty, or neglect.

APPENDIX B

ATHLETE SAFETY POLICY

Section 1: Communication to USOPC

1.1 Allegations

USAFB must notify the USOPC's Security and Athlete Safety Office as soon as possible but no later than 24 hours after learning of an allegation of Prohibited Conduct that occurred at an Olympic and Paralympic Training Center (OPTC), a USOPC Sponsored Event, or at any third party-sponsored event in which the USOPC sends a delegation (a USOPC Delegation Event). Any temporary measure(s) imposed by USAFB and/or the Center in response to an allegation must be included in the required notification.

1.2 Sanctions and Temporary Measures

USAFB must notify the USOPC's Security and Athlete Safety Office as soon as possible but no later than 24 hours of imposing its own or being notified of Center-imposed sanction(s) and/or temporary measure(s), affecting Participants who USAFB knows, or reasonably expects to:

- Be nominated for or selected as a Participant to a USOPC Delegation Event
- Be a Participant at a USOPC Sponsored Event
- Have access to an OPTC, and/or Receive a benefit and/or service from the USOPC as outlined in the USOPC Athlete
- Safety Policy

Section 2: Jurisdictional Requirements

USAFB is committed to protecting opportunities for athletes participating in sport. USAFB will continue to collaborate with various stakeholders with oversight responsibilities, e.g., IOC, IPC, international federations, to ensure that women have a fair and safe competition environment consistent with Executive Order 14201 and the Ted Stevens Olympic & Amateur Sports Act, 36 U.S.C § 22501, et. Seq.