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## **USBC Registered Volunteer Policies**

The USBC has adopted policies, created by the U. S. Center for SafeSport, designed to protect minor athletes from abuse. Adherence to these policies by Registered Volunteers is a crucial step in ending abuse.

### **RVP Policy #1: Report a Concern**

#### **Reporting**

The U. S. Center for SafeSport handles ALL reports of sexual abuse within the U.S. Olympic and Paralympic Movements. Make a report to the Center if you have a reasonable suspicion of sexual misconduct such as child sex abuse, non-consensual sexual conduct, sexual harassment or intimate relationships involving an imbalance of power.

#### **Contact local authorities**

Contact your local authorities if you have a reasonable suspicion that child sexual abuse or neglect has occurred. All reports of child abuse or sexual assault of a minor must also be reported to local authorities. Reports of abuse not involving a minor may also be reported to local authorities.

#### **Contact USBC**

Contact USBC to report other forms of misconduct such as emotional or physical misconduct, bullying, hazing or harassment.

### **RVP Policy #2: One-on-One Interactions**

#### **Observable and interruptible**

- One-on-one interactions between minors and an Adult (who is not the minor's legal guardian) at a facility under the jurisdiction of USBC are permitted, if they occur at an observable and interruptible distance by another adult.
- Isolated, one-on-one interactions between minors and an Adult (who is not the minor's legal guardian) at a facility under the jurisdiction of USBC are prohibited, except under emergency circumstances.

#### **Meetings**

- Meetings between Adults and minors at a facility under the jurisdiction of USBC may only occur if another adult is present, except under emergency circumstances. Such meetings must occur where interactions can be easily observed and at an interruptible distance from another adult.

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- If a one-on-one meeting takes place in an office, the door to the office must remain unlocked and open. If available, it will occur in an office that (if available) has windows, with the windows, blinds, and/or curtains remaining open during the meeting.

### **Meetings with mental health care professionals**

If a mental health care professional meets with minors at a facility under the jurisdiction of USBC, a closed-door meeting may be permitted to protect patient privacy – provided that

- 1) the door remains unlocked,
- 2) another adult is present at the facility,
- 3) the other adult is advised that a closed-door meeting is occurring, and
- 4) written legal guardian consent is obtained by the mental health care professional, with a copy provided to USBC.

### **Individual training sessions**

Individual training sessions between Adults and minors are permitted at a facility under the jurisdiction of USBC if the training session is observable and interruptible by another adult. The Adult must obtain the written permission of the minor's legal guardian in advance of the individual training session. Parents, guardians, and other caretakers must be allowed to observe the training session. Permission for individual training sessions must be obtained at least every six months.

### **Monitoring**

When one-on-one interactions between Adults and minors occur at a facility under the jurisdiction of USBC, adults will monitor these interactions. Monitoring includes: knowing that the one-on-one interaction is occurring, the approximate planned duration of the interaction, and randomly dropping in on the one-on-one.

### **Out-of-program contacts**

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

## **RVP Policy #3: Massages and Rubdowns**

### **Licensed, certified professional**

- Any massage or rubdown performed by an Adult on a minor athlete at a facility under the jurisdiction of USBC is prohibited unless such Adult is a licensed massage therapist.
- Any massage or rubdown performed at a facility under the jurisdiction of USBC by a licensed professional must be conducted in open and interruptible locations. Any massage of a minor

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athlete must be done with at least one other adult present and must never be done with only the minor athlete and licensed massage therapist in the room.

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

### **Written consent**

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

## **RVP Policy #4: Locker Rooms and Changing Areas**

### **Use of recording devices**

Use of any recording device, including a cell phone, including voice recording, still cameras, and video cameras in locker rooms, restrooms, changing areas, or similar spaces at a facility under the jurisdiction of USBC is prohibited. Exceptions may be made for media and championship celebrations, provided that such exceptions are approved by USBC and two or more adults are present.

### **Undress**

Under no circumstances shall an unrelated Adult at a facility under the jurisdiction of USBC be undressed (disrobed or partial or full nudity where private body parts are exposed) in front of minor athletes.

### **Isolated one-on-one interactions**

- At no time are unrelated Adults permitted to be alone with a minor in a locker room, restroom, or changing area when at a facility under the jurisdiction of USBC, except under emergency circumstances.
- If USBC is using a facility that has access to a single set of such facilities, we will designate times for use by Adults, if any.

### **Monitoring**

USBC regularly and randomly monitors the use of locker rooms, restrooms, and changing areas at a facility under the jurisdiction of USBC to ensure compliance with these policies.

### **Non-exclusive facility**

If USBC uses a facility not under the jurisdiction of USBC (for, e.g., training or competition or similar events) and the facility is used by multiple constituents, Registered Volunteers are nonetheless required to adhere to the rules set forth here.

### **Other Components**

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- To minimize the risk of bullying and hazing, USBC uses locker room monitors to ensure minors are not left unattended in locker rooms, restrooms, and changing areas.
- Adults make every effort to recognize when an athlete goes to the locker room or changing area during practice and competition and, if they do not return in a timely fashion, we will check on the athlete's whereabouts.
- We discourage parents from entering locker rooms and changing areas unless it is truly necessary. In those instances, it should only be a same-sex parent. If this is necessary, parents should let a coach or administrator know about this in advance.

## **RVP Policy #5: Electronic Communications**

### **Content**

All electronic communication originating from Registered Volunteers to minor athletes must be professional in nature.

### **Open and transparent**

- If a Registered Volunteer needs to communicate directly with an amateur athlete who is a minor via electronic communications, another Registered Volunteer or the minor's legal guardian will be copied.
- If a minor athlete communicates to the Registered Volunteer privately first, the Registered Volunteer's response to the minor athlete will include copying another Registered Volunteer or the minor's legal guardian.
- A Registered Volunteer communicating electronically to the entire team will copy another Registered Volunteer.
- Minor athletes may "friend" the organization's official page.

### **Prohibited electronic communications**

- Registered Volunteers are not permitted to communicate privately via electronic communications with minor athletes, except under emergency circumstances.
- Registered Volunteers are not permitted to "private message," "instant message," "direct message", or send photos via Snapchat or Instagram to a minor athlete privately.
- Registered Volunteers are not permitted to maintain social media connections with minors; such adults are not permitted to accept new personal page requests on social media platforms from minor athletes and existing social media connections with minor athletes shall be discontinued

### **Requests to discontinue**



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Legal guardians may request in writing that their child not be contacted through any form of electronic communication by USBC or by the Registered Volunteers. USBC will abide by any such request that their child not be contacted via electronic communication, absent emergency circumstances.

### **Hours**

Electronic communications will only be sent between the hours of 8:00 a.m. and 8:00 p.m. except for emergencies or during competition that is outside the established hours.

### **Monitoring**

- USBC monitors its social media pages and removes any posts that violate the organization's policies and practices for appropriate behavior.
- USBC will inform the legal guardian of a minor athlete of any prohibited posts, as well as the organization's administrator.

## **RVP Policy #6: Local Travel**

### **Transportation**

- USBC does not arrange for local travel.
- Registered Volunteers who are not also acting as a legal guardian, shall not ride in a vehicle alone with an unrelated athlete who is a minor, absent emergency circumstances, and may only drive with at least two other minor athletes or another adult at all times, unless otherwise agreed to in writing by the minor athlete's parent/legal guardian in advance of each local travel.

### **Shared or Carpool Travel Arrangement**

- We encourage parents/legal guardians to pick up their minor athlete first and drop off their minor athlete last in any shared or carpool travel arrangement.

## **RVP Policy #7: Team Travel**

### **Team/competition travel**

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

### **Hotel rooms**

Registered Volunteer shall not share a hotel room or other sleeping arrangement with a minor athlete (unless the Registered Volunteer is the legal guardian, sibling, or is otherwise related to the minor athlete).

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### **Meetings**

- Meetings shall be conducted consistent with the organization’s policy for one-on-one interactions – i.e., any such meeting shall be observable and interruptible.
- Meetings shall not be conducted in a hotel room.

### **Other Components**

- Team travel policies must be signed and agreed to by all minor athletes, parents, and Registered Volunteers traveling with USBC.
- During team travel, when doing room checks, attending team meetings and/or other activities, two-deep leadership and observable and interruptible environments should be maintained.