

# YOUTH SEXUAL ABUSE PREVENTION POLICY & PROCEDURES



As a USASF Member Program, \_\_\_\_\_ considers the safety and well being of the youth in our program a top priority. We prohibit abuse and strive to proactively address reports of this type of conduct. We want to hear about problems or concerns, and we will strive to act on them in a fair way in accordance with our policies and those policies set forth by the U.S. All Star Federation.

***We will report suspected abuse to the proper law enforcement agencies.***

## POLICY AND PROCEDURES:

\_\_\_\_\_ has adopted the following Policy and Procedures in an effort to provide a safe environment for our coaches, athletes, and their families:

### 1 THE EMPLOYEE HIRING & VOLUNTEER APPOINTMENT PROCESS TO INCLUDE THE FOLLOWING:

- a) **Application** – Every individual that may have the opportunity to interact with youth must complete our organization’s written application that sets forth appropriate background information, requires disclosure of any prior claims or allegations of sexual abuse or other inappropriate conduct, and provides the names of at least two individuals as references.
- b) **Screening** – A designated representative(s) of the organization will interview each prospective employee and volunteer.
- c) **Background Check** – Prior to interacting with minors, any potential employee or volunteer will be subject to a background check, including appropriate inquiries regarding any previous record of sexual abuse or other unlawful activity. This background check will be updated at least every two (2) years for each employee or volunteer. All current employees and volunteers are required to update their background check every two (2) years. This is in addition to the required screening by the U.S. All Star Federation for all eligibility as program owners, coaches and personnel at USASF Sanctioned events.

### 2 OUTLINING PROHIBITED BEHAVIOR

As Member Program of the U.S. All Star Federation, we are bound by the USASF SafeSport Code which includes the Policies of the U.S. Center for SafeSport and outlines Abuse and Misconduct. Some examples of prohibited behavior are:

- a) Use of degrading language or behavior. Coaches are also responsible for stopping disrespectful behavior between team members, including sexual harassment.
- b) Threatening or intentionally inflicting physical injury upon anyone, especially a minor. Coaches are also responsible for stopping threatening behavior by athletes.
- c) Committing any sexual offense against a minor, or engaging in any sexual contact with a minor.
- d) Making any sexual advance, or engaging in other verbal, or physical conduct of a sexual nature with a minor.
- e) Non-related one-adult/one-child interaction except in an emergency where following this policy would be dangerous to the child. In an emergency situation, the coach or volunteer must contact a representative of the organization’s management to inform him or her of this contact and the reason for it. If a child is receiving individual instruction or working with a private coach, this activity must be in a public setting rather than behind closed doors.

### 3 EDUCATION AND AWARENESS TRAINING TO INCLUDE THE FOLLOWING:

- a) An Abuse Prevention Orientation conducted annually:  
A member of our management team will review this policy with coaches, volunteers and parents each year. The Positive Coaching Alliance/Kidpower video, “Protecting Youth Athletes from Sexual Abuse”, will be shown and the companion information sheet, “Protecting Youth Athletes From Sexual Abuse: Key Actions for Parents and Coaches”, will be distributed to every coach, volunteer and parent.
- b) The acknowledgment and support by our Program of the following statement: Parents are an important part of the solution, as we all work together to prevent abuse in sport. We will share with the parents in our program resources to educate themselves on preventative measures and steps to take if they believe misconduct has occurred. At minimum the program we will share via email and on our website links to such resources.
- c) Consistent and ongoing training for all adults in our Program who have interaction with minors. Our staff is educated on the prevention and reporting of child abuse as well as training that allows them to see and recognize problematic behaviors before a minor is abused

### 4 REPORTING OF SUSPECTED CHILD SEXUAL ABUSE

- a) A member of our management staff or other official representative will be designated to receive reports of sexual abuse or other inappropriate conduct. This representative will promptly notify the proper law enforcement agencies.
- b) All coaches, volunteers, parents and program participants are directed to report any incident of abuse or suspected abuse that they witness or that is reported to them to the designated representative. Note: This does not preclude individuals from reporting abuse or suspected abuse to the proper law enforcement authorities.
- c) The designated representative will keep the owner(s) and management members fully informed.
- d) The Program Owner or designated representative will report any incident of abuse or suspected abuse to the USASF. Note: This does not preclude individuals from reporting abuse or suspected abuse to the proper law enforcement authorities.
- e) Should a suspected incidence of abuse be reported, the coach/volunteer in question may be temporarily suspended from duties while an investigation takes place.

**This resource stems from a Positive Coaching Alliance Trusted Resource - Kidpower - a nonprofit leader in abuse and violence prevention for children and adults. The Positive Coaching Alliance granted permission to the U.S. All Star Federation to use the policy as a basis for creating this membership policy and inclusion of the video and handout they created.**