

Slippery Rock Swim Team MAAPP Policy

(U.S. Center for SafeSport, Minor Athlete Abuse Protection Policy)

Adopted by SRST: June 1, 2019

Rational: The U.S. Center for SafeSport (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. (U.S. Center for SafeSport: Minor Athlete Abuse Prevention Policies, P. 3)

Mandate: Federal law authorizes the U.S. Center for SafeSport to address the risk of emotional, physical, and sexual abuse of amateur athletes in the U.S. Olympic and Paralympic Movements. (U.S. Center for SafeSport: Minor Athlete Abuse Prevention Policies, P. 3)

Prevention Training Federal law authorizes the Center to develop training to prevent abuse, including emotional, physical, and sexual abuse, of any amateur athlete. At a minimum, national governing bodies and paralympic sports organizations must offer and give consistent training related to the prevention of child abuse to: (1) adult members who are in regular contact with amateur athletes who are minors and (2) subject to parental consent, to members who are minors. (U.S. Center for SafeSport: Minor Athlete Abuse Prevention Policies, P. 3)

Prevention Policies Federal law also authorizes the Center to develop policies and procedures for implementation by national governing bodies or paralympic sports organizations to prevent abuse, including emotional, physical, and sexual abuse, of any amateur athlete. As a part of these policies and procedures, national governing bodies and paralympic sports organizations must implement reasonable procedures to limit one-on-one interactions between an amateur athlete who is a minor and an adult (who is not the minor's legal guardian) at a facility under the jurisdiction of a national governing body or paralympic sports organization without being in an observable and interruptible distance from another adult, except under emergency circumstances. (U.S. Center for SafeSport: Minor Athlete Abuse Prevention Policies, P. 3)

Slippery Rock Swim Team's Action Plan for implementation of: The U.S. Center for SafeSport, Minor Athlete Abuse Protection Policy			
Timeline	Individuals(s) Responsible	Actions: (what will we do)	Description
June 1, 2019	- SRST Board of Directors - SRST Safe Sport Chair	MAAPP Training Minor Athlete Abuse Protection Policy Adoption	U.S. Center for Safe Sport, Minor Athlete Abuse Protection Policy (MAAPP) adopted by the SRST Board of Directors.
June 1, 2019	- SRST Board of Directors - SRST Safe Sport Chair	MAAPP posted online (SRST Website)	MAAP Policies posted online, with links to the U.S. Center for Safe Sport and USA Swimming's Safe Sport Initiative.
June 1, 2019 – Ongoing	- SRST Board of Directors - SRST Safe Sport Chair	MAAPP Online Training	Minor Abuse Athlete Protection Training (MAAP) begins for all adult athletes and non-athlete USA Swimming members.
September 2019 (First Practice)	- SRST Coaching Staff	MAAPP Athlete Awareness	Coaches review with athletes: <ul style="list-style-type: none"> - Bullying expectations - Locker-room expectations - Electronic and technology expectations - Social Media expectations
September 2019	- SRST Board of Directors - SRST Safe Sport Chair	MAAPP Parent Awareness Training	MAAPP and USA Swimming's Safe Sport Initiative presentation to parents and guardian of SRST Athletes. This includes USA Swimming and non USA Swimming parents/guardians. <ul style="list-style-type: none"> - Bullying expectations - Locker-room expectations - Electronic and technology expectations - Social Media expectations
September 2019	- SRST Board of Directors - SRST Safe Sport Chair	SRST board approved MAAPP handbook distributed	SRST board approved MAAPP/Safe Sport Initiative Handbook is distributed to all parents (parents are required to sign paper noting receipt of handbook)
October 2019 January 2020 March 2020	- SRST Board of Directors - SRST Safe Sport Chair	Safe Sport Newsletter distributed to parents (electronically)	SRST Safe Sport Newsletter distributed to parents electronically. The newsletter contains information regarding MAAP policies and procedures and USA Swimming Safe Sport Initiative.
June 1, 2020	- SRST Board of Directors - SRST Safe Sport Chair	Review SRST board approved action plan	Review SRST board approved action plan and make changes as needed.

Guidelines for Safe Sport Concerns:

The following guidelines are meant to assist individuals with reporting suspect abuse. The information listed below will help individuals reach the appropriate state and national governing body agencies. Please note that this is not an exhaustive list. If you are unsure who to contact with concerns please contact: [SafeSport Staff at the National Office](#) (720-531-0340).

If your concern deals with:

- Sexual Misconduct
- Sexual Harassment
- Sexually Explicit/Inappropriate Communication through Social Media

Please contact:

1. U.S. Center for SafeSport to make an online report:
https://cm.maxient.com/reportingform.php?SafeSport&layout_id=0
2. U.S. Center for SafeSport: 720-524-5640
3. Pennsylvania State Police, Troop D – Butler: 724-284-8100, 724-283-3151 (TDD)
4. ChildLine and Abuse Registry: 800-932-0313
5. Additional information can be found at: www.safesport.org

If your concern deals with:

- Lap Sitting
- Coaches sharing hotel rooms with Athletes
- Rubdown or Massage performed by coaches

Please contact:

1. Liz Hahn: ehahn@usaswimming.org at the USA Swimming National Office
2. Complete the online reporting form at:
(www.usaswimming.org/articles-landing-page/2017/05/08/safe-sport-report)

If your concern deals with:

- Criminal Charges
- Use, Sale, or Distribution of illegal drugs
- Physical Abuse
- Inappropriate Touching
- Pictures or video taken in locker rooms or changing areas

Please contact:

1. Liz Hahn: ehahn@usaswimming.org at the USA Swimming National Office
2. Complete the online reporting form:
(www.usaswimming.org/articles-landing-page/2017/05/08/safe-sport-report)
3. Pennsylvania State Police, Troop D – Butler: 724-284-8100, 724-283-3151 (TDD)
4. ChildLine and Abuse Registry: 800-932-0313

If your concern deals with:

- Peer to Peer Bullying
- Adult to Athlete Bullying
- Parent Issues
- Violations of team rules and team code of conduct

Please make a written report to your team. A proposed draft letter of correspondence is listed below to assist you in beginning this process.

DATE

RE: Concerns

Dear Head Coach and/or Board of Directors,

This email is being written to share some concerns our family has. It has been a tough decision to write this as we do not want to cause tension with anyone on the team especially for our children. All the while, we know that hearing concerns is a part of your role and if we want someone to hear our concerns then we must be willing to share them.

Our concerns have to do with, what we feel to be, bullying behavior by NAME OF PERSON toward our child(ren). Specifically, that NAME OF PERSON has DETAILS OF BEHAVIOR.

We understand that others may not agree with our conclusion of how inappropriate this behavior is. However, we do feel the most important thing to address is how this has made our child(ren) feel.

At this time, we would request an in person meeting with you to further discuss our concerns and how the team handles such concerns. This opportunity would be much appreciated and would go a long way in showing us how much the team cares about it's kids.

Thank you!

Sincerely,

MANDATORY REPORTING RULE(S)

Pursuant to federal law, all adults authorized to interact with minor or amateur athletes who learn of facts that give reason to suspect that a child has suffered an incident of child abuse, including sexual abuse, shall make a report of the suspected abuse to law enforcement and/or your state's designated agency within 24 hours.

ChildLine and Abuse Registry: 800-932-0313

Pennsylvania State Police – Troop D – Butler, PA: 724-284-8100, 724-283-3151 (TDD)

ARTICLE 306

SEXUAL MISCONDUCT REPORTING REQUIREMENTS

.1 It is every member's responsibility to promptly report any incident regarding sexual misconduct by a member as described in Article 304.3.8 to USA Swimming's Director of Safe Sport. Reporting must occur when an individual has firsthand knowledge of misconduct or where specific and credible information has been received from a victim or knowledgeable third party. Various state laws may also require reporting to law enforcement or to a designated child protection agency.

.2 No member shall retaliate against any individual who has made a good faith report under 306.1.

.3 False reporting of sexual misconduct made in bad faith is prohibited.

.4 Neither civil nor criminal statutes of limitation apply to reports of cases of sexual abuse."

SafeSport

Minor Athlete Abuse Protection Policy

(Adopted September 7, 2019)

THIS POLICY APPLIES TO:

- All USA Swimming non-athlete members and adult athlete members;
- Participating non-members (e.g., meet marshals, meet computer operators, timers, etc.);
- LSC and club adult staff and board members; and
- Any other adult authorized to have regular contact with or authority over minor athletes.

Collectively “Applicable Adult(s)”

GENERAL REQUIREMENT

USA Swimming member clubs and LSCs are required to implement this Minor Athlete Abuse Prevention Policy in full. The Minor Athlete Abuse Prevention Policy must be reviewed and agreed to in writing by all athletes, parents, coaches and other non-athlete members of member clubs on an annual basis with such written agreement to be retained by the club.

ONE-ON-ONE INTERACTIONS

I. Observable and Interruptible

One-on-one interactions between a minor athlete and an Applicable Adult (who is not the minor’s legal guardian) must occur at an observable and interruptible distance from another adult unless meeting with a Mental Health Care Professional and/or Health Care Provider (see below) or under emergency circumstances.

II. Meetings

- a. Meetings between a minor athlete and an Applicable Adult may only occur if another adult is present and where interactions can be easily observed and at an interruptible distance from another adult, except under emergency circumstances.
- b. If a one-on-one meeting takes place, the door to the room must remain unlocked and open. If available, it must occur in a room that has windows, with the windows, blinds, and/or curtains remaining open during the meeting.
- c. Meetings must not be conducted in an Applicable Adult or athlete’s hotel room or other overnight lodging location during team travel.

III. Meetings with Mental Health Care Professionals and/or Health Care Providers

If a Mental Health Care Professional and/or Health Care Provider meets with a minor athlete in conjunction with participation, including at practice or competition sites, a closed-door meeting may be permitted to protect patient privacy provided that:

- a. The door remains unlocked;
- b. Another adult is present at the facility;
- c. The other adult is advised that a closed-door meeting is occurring; and

d. Written legal guardian consent is obtained in advance by the Mental Health Care Professional and/or Health Care Provider, with a copy provided to the club.

IV. Individual Training Sessions [Recommended]

Individual training sessions outside of the regular course of training and practice between Applicable Adults and minor athletes are permitted if the training session is observable and interruptible by another adult. Legal guardians must be allowed to observe the training session.

SOCIAL MEDIA AND ELECTRONIC COMMUNICATIONS

I. Content

All electronic communication from Applicable Adults to minor athletes must be professional in nature.

II. Open and Transparent

Absent emergency circumstances, if an Applicable Adult with authority over minor athletes need to communicate directly with a minor athlete via electronic communications (including social media), the minor athlete's legal guardian must be copied. If a minor athlete communicates to the Applicable Adult (with authority over the minor athlete) privately first, said Applicable Adult must copy the minor athlete's legal guardian on any electronic communication response to the minor athlete.

When an Applicable Adult with authority over minor athletes communicate electronically to the entire team, said Applicable Adult must copy another adult.

III. Requests to Discontinue

Legal guardians may request in writing that their minor athlete not be contacted through any form of electronic communication by the club, LSC or by an Applicable Adult subject to this Policy. The organization must abide by any such request that the minor athlete not be contacted via electronic communication, or included in any social media post, absent emergency circumstances.

IV. Hours

Electronic communications must only be sent between the hours of 8:00 a.m. and 8:00 p.m., unless emergency circumstances exist, or during competition travel.

V. Prohibited Electronic Communication

Applicable Adults with authority over minor athletes are not permitted to maintain private social media connections with unrelated minor athletes and such Applicable Adults are not permitted to accept new personal page requests on social media platforms from minor athletes, unless the Applicable Adult has a fan page, or the contact is deemed as celebrity contact as opposed to regular contact. Existing social media connections with minor athletes must be discontinued. Minor athletes may "friend" the club and/or LSC's official page. Applicable Adults with authority over minor athletes must not send private, instant or direct messages to a minor athlete through social media platforms.

TRAVEL

I. Local Travel

Local travel consists of travel to training, practice and competition that occurs locally and does not include coordinated overnight stay(s).

Applicable Adults must not ride in a vehicle alone with an unrelated minor athlete, absent emergency circumstances, and must always have at least two minor athletes or another adult in the vehicle, unless otherwise agreed to in writing by the minor athlete's legal guardian.

[Recommended] Legal guardians must pick up their minor athlete first and drop off their minor athlete last in any shared or carpool travel arrangement.

II. Team Travel

Team travel is travel to a competition or other team activity that the organization plans and supervises.

- a. During team travel, when doing room checks two-deep leadership (two Applicable Adults should be present) and observable and interruptible environments must be maintained.

When only one Applicable Adult and one minor athlete travel to a competition, the minor athlete's legal guardian must provide written permission in advance and for each competition for the minor athlete to travel alone with said Applicable Adult.

Team Managers and Chaperones who travel with the club or LSC must be USA Swimming members in good standing.

- b. Unrelated non-athlete Applicable Adults must not share a hotel room, other sleeping arrangement or overnight lodging location with an athlete.

Minor athletes should be paired to share hotel rooms or other sleeping arrangements with other minor athletes of the same gender and of similar age. When a minor athlete and an adult athlete share a hotel room or other sleeping arrangement, the minor athlete's legal guardian must provide written permission in advance and for each instance for the minor to share a hotel room or other sleeping arrangement with said adult athlete.

- c. Meetings during team travel must be conducted consistent with the One-on-One Interactions section of this Policy (i.e., any such meeting must be observable and interruptible). Meetings must not be conducted in an individual's hotel room or other overnight sleeping location.

LOCKER ROOMS AND CHANGING AREAS

I. Requirement to Use Locker Room or Changing Area

The designated locker room or changing area must be used when an athlete or Applicable Adult changes, in whole or in part, into or out of a swimsuit when wearing just one suit (e.g., deck changing is prohibited).

II. Use of Recording Devices

Use of any device's (including a cell phone's) recording capabilities, including voice recording, still cameras and video cameras in locker rooms, changing areas, or similar spaces by a minor athlete or an Applicable Adult is prohibited.

III. Undress

An unrelated Applicable Adult must not expose his or her breasts, buttocks, groin or genitals to a minor athlete under any circumstance. An unrelated Applicable Adult must not request an unrelated minor athlete to expose the minor athlete's breasts, buttocks, groin or genitals to the unrelated Applicable Adult under any circumstance.

IV. One-on-One Interactions

Except for athletes on the same team or athletes attending the same competition, at no time are unrelated Applicable Adults permitted to be alone with a minor athlete in a locker room or changing area, except under emergency circumstances. If the organization is using a facility that only has a single locker room or changing area, separate times for use by Applicable Adults must be designated.

V. Monitoring

The club must regularly and randomly monitor the use of locker rooms and changing areas to ensure compliance with this Policy. Locker rooms and changing areas may be monitored by use of the following methods:

- a. Conducting a sweep of the locker room or changing area before athletes arrive;
- b. Posting staff directly outside the locker room or changing area during periods of use;
- c. Leaving the doors open when adequate privacy is still possible; and/or
- d. Making occasional sweeps of the locker rooms or changing areas with women checking on female locker rooms and men checking on male locker rooms.

Every effort must be made to recognize when a minor athlete goes to the locker room or changing area during practice and competition, and, if the minor athlete does not return in a timely fashion, to check on the minor athlete's whereabouts.

VI. Legal Guardians in Locker Rooms or Changing Areas

Legal guardians are discouraged from entering locker rooms and changing areas. If a legal guardian does enter a locker room or changing area, it must only be a same-sex legal guardian and the legal guardian should notify a coach or administrator in advance.

MASSAGES AND RUBDOWNS/ATHLETE TRAINING MODALITIES

I. Definition: In this section, the term “Massage” refers to any massage, rubdown, athletic training modality including physical modalities (e.g., stretching, physical manipulation, injury rehabilitation, etc.) and electronic or instrument assisted modalities (e.g., stim treatment, dry needling, cupping, etc.).

II. General Requirement

Any Massage performed on an athlete must be conducted in an open and interruptible location and must be performed by a licensed massage therapist or other certified professional. However, even if a coach is a licensed massage therapist, the coach must not perform a rubdown or massage of an athlete under any circumstance.

III. Additional Minor Athlete Requirements

- a. Written consent by a legal guardian must be obtained in advance by the licensed massage therapist or other certified professional, with a copy provided to the club.
- b. Legal guardians must be allowed to observe the Massage.
- c. Any Massage of a minor athlete must be done with at least one other adult present and must never be done with only the minor athlete and the person performing the Massage in the room.
- d. [Recommended] Any Massage of a minor athlete must only occur after a proper diagnosis from a treating physician and be done in the course of care according to the physician’s treatment plan.