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**USABA Minor Athlete Abuse Prevention Policies**

UNITED STATES ASSOCIATION OF BLIND ATHLETES

MINOR ATHLETE ABUSE PREVENTION POLICIES (MAAPP)

Effective Date: December 28, 2021

**TERMINOLOGY**

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

• USABA Staff

• USABA Members

• USABA Interns

• USABA Board Members

• USABA Designated Committee Members (NGC, Audit and Finance, Judicial, and Team Selection)

• USABA Event Coordinators

• USABA Certified Coaches

• USABA Certified Officials

• USABA Covered Volunteers (i.e., volunteer coordinator, event organizers)

• USABA Non-Covered Volunteers

• USABA National Team Contracted Medical Personnel (i.e., doctors, trainers, etc.)

• USABA Contracted Massage Therapists

• USABA Contractors who have regular contact with minor athletes (i.e., official National Team Chaperones)

• USABA National Team and National Team Pool Athletes in USADA’s Registered Testing Pool

• Any other individual within the governance or disciplinary jurisdiction of USABA.

• Any other individual that USABA formally authorizes, approves or appoints

(a) to a position of authority over, or (b) to have regular contact with any athlete

Amateur Athlete: An athlete who meets the eligibility standards established by the National

Governing Body or Paralympic sports organization for the sport in which the athlete competes.

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

a. A member or license holder of an USABA;

b. An employee or board member of an USABA;

c. Within the governance or disciplinary jurisdiction of an USABA;

d. Authorized, approved, or appointed by an USABA to have regular

contact with or authority over Minor Athletes.5

Amateur Athlete: An athlete who meets the eligibility standards established by the National

Governing Body or paralympic sports organization 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, PSOs, and the USOPC must submit/include categories of members/individuals that fall under the definition including specific volunteer designations.

*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

dual role or relationship with a Minor Athlete 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,

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.

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

*Local Affiliated Organization (LAO):* A regional, state, or local club or organization that is

directly affiliated with an NGB or that is affiliated with an NGB by its direct affiliation with a

regional or state affiliate of said NGB. LAO does not include a regional, state, or local club or

organization that is only a member of a National Member Organization of an NGB.

*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, an NGB, PSO, USOPC, or LAO.

*Partial or Full Jurisdiction:* Includes any sanctioned event (including all travel and

lodging in connection with the event) by the NGB, PSO, USOPC, or LAO, or any facility

that the NGB, PSO, USOPC, or LAO owns, leases, or rents for practice, training or

competition.

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

Sport Organization, or Paralympic 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.

*Adult Participant Personal Care Assistant:* An Adult Participant who assists an 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.

*Paralympic Sport Organization (PSO):* an amateur sports organization recognized and certified

as an NGB by the USOPC.

*Regular Contact:* Ongoing interactions during a 12-month period wherein an Adult Participant is

in a role of direct and active engagement with any Minor Athlete(s). NOTE: NGBs, PSOs, and the

USOPC must submit/include categories of members/individuals that fall under the definition

including specific volunteer designations.

*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.

**PART I - TRAINING & SCREENING POLICY**

1. **Mandatory SafeSport Training for Adult Participants**

1. Adult Participants Required to Complete Training

a. The following members must complete the SafeSport Trained Core Training through

their USABA account:

i. USABA Staff

ii. USABA Members 18-years and older with regular contact with minor athletes

iii. USABA Interns

iv. USABA Board Members

v. USABA Designated Committee Members (NGC, Audit and Finance, Judicial,

and Team Selection)

vi. USABA Event Coordinators

vii. USABA Certified Coaches

viii. USABA Certified Officials

x. USABA Covered Volunteers (i.e., volunteer coordinator, isolation

coordinator, event organizers)

xi. USABA National Team Contracted Medical Personnel (i.e., doctors,

trainers, etc.)

xii. USABA Contracted Massage Therapists

xiii. USABA Contractors who have regular contact with minor athletes (i.e.,

official National Team Chaperones)

xiv. USABA National Team and National Team Pool Athletes in USADA’s Registered Testing Pool

xv. Any other individual that USABA formally authorizes, approves or

appoints (a) to a position of authority over, or (b) to have regular contact with

any athlete

b. See Appendix B for categories of Adult Participants subject to training requirements

of USABA’s Minor Athlete Abuse Prevention Policy

2. USABA National Team Contracted Medical Personnel (i.e. doctors, trainers, etc.)

required to take training under Section (a) can take the Health Professionals Course in

lieu of the SafeSport Trained Core.

3. Timing of Training - Adult Participants must complete this training:

a. Before regular contact with an amateur athlete who is a minor begins; and

b. Prior to holding a current membership

4. Refresher Training

The above listed Adult Participants must complete a refresher course on an annual basis, beginning the calendar year after completing the SafeSport Trained Core. Every four years, Adult Participants will complete the SafeSport Trained Core training. Medical providers can take the Health Professionals Course in lieu of the SafeSport Trained Core and are required to take the refresher courses on an annual basis if they meet the criteria.

**B. Background Screen Policy**

1. Certain members must complete a Background Screen on a biennial basis. For more

Information, see the USABA Background Screen Policy.

**C. Minor Athlete Training**

1. Members that are 17-years-old and will turn 18 during the course of the season are asked to complete the SafeSport Core training upon membership renewal with parental consent. If consent is not acquired, the member will be placed in an ‘action required’ status upon turning 18 until the SafeSport Core training is completed.

2. Members under the age of 18 subject to parental consent, may access youth-specific

courses at safesporttrained.org. USABA members will be offered the free available

training upon annual registration.

**D. Parent Training**

1. Parents of a USABA Minor Athlete may access the U.S. Center for SafeSport’s parent training through a USABA Account or at safesporttrained.org. Parents of a USABA Minor Athlete will be offered the free available training upon annual registration of their minor.

**E. 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) before engaging or interacting with any Minor Athlete(s)

**F. Exemptions and Accommodations**

1. Exemptions from this Training & Screening Policy may be made on a case-by-case basis for victims/survivors. Requests may be made directly to the U.S. Center for SafeSport at exemptions@safesport.org

2. USABA will provide reasonable accommodations and exemptions for individuals

with disabilities and individuals with limited English proficiency. Requests may be made

directly to USABA at usaba.org.

**PART II**

**REQUIRED POLICIES FOR ONE-ON-ONE INTERACTIONS**

*Introduction*

The following policies for one-on-one interactions are required for adult participants of USABA

for any activity that has been designated as In-Program Contact. Certain exemptions may apply as described below.

*In-Program Contact*

In-Program Contact includes sanctioned events and facilities, but it also applies more broadly to

USABA-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 USABA.

Examples of in-program contact include, but are not limited to: competition, practices,

camps/clinics, training/instructional sessions, pre/post competition meals or outings, team travel, review of competition film, team- or USABA-related relationship building activities, celebrations, award ceremonies, banquets, team- or USABA-related fundraising or community service, sport education, or competition site visits.

*Policy Exceptions*

1. A Close-in-Age Exception

This exception applies to certain policies and allows for 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 four years older than the Minor Athlete

2. Exceptions for Adult Participant Personal Care Assistants Working with a Minor Athlete

3. Exceptions for Dual Relationships

This exception applies to certain policies when the Adult Participant has a dual role or

relationship with a Minor Athlete. The exception requires written consent of the Minor

Athlete’s parent/guardian at least annually.

**ONE-ON-ONE INTERACTIONS**

1. Mandatory Components

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, except in emergency circumstances.

b. The exceptions below may apply to specific policies, and if the exceptions apply,

they are listed in the policy. These exceptions also apply to all one-on-one In Program Contact not specifically addressed in other policies:

i. When a Dual Relationship exists; or

ii. When the Close-in-Age Exception applies; or

iii. If a Minor Athlete needs a Personal Care Assistant, and:

(1) the Minor Athlete’s parent/guardian has provided written consent to

USABA 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; and

(3) the Adult Participant Personal Care Assistant has complied with the

USABA Background Screen Policy or

iv. In other circumstances specifically addressed in this policy that allow for

certain one-on-one interactions if USABA receives parent/ guardian

consent

**MEETINGS AND TRAINING SESSIONS**

1. Mandatory Components

1. Observable and Interruptible

Adult Participants must follow the one-on-one interaction policy in all meetings and

training sessions where Minor Athlete(s) are present.

2. Individual Training Sessions

a. One-on-one, In-Program, individual training sessions must be observable and

interruptible 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

USABA 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; and

(3) the Adult Participant Personal Care Assistant has complied with the

USABA Background Screen Policy

b. 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

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

3. Meetings with licensed mental health care professionals and health care providers

(other than athletic trainers) 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 USABA’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 1 Athletic trainers who are covered under these policies must follow the “Athletic Training, Physical Therapy, and Massages policy.

c. USABA 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

**ATHLETIC TRAINING, PHYSICAL THERAPY, AND MASSAGES AND RUBDOWNS**

1. Mandatory Components

1. Athletic training, physical therapy, and massages

All In-Program athletic training, physical therapy, and massages of a Minor Athlete must:

a. Be observable and interruptible; and

b. Have another Adult Participant physically present for the athletic training, physical

therapy, and massages; and

c. Have documented consent as explained in subsection (2) below; and

d. Be performed with the Minor Athlete fully or partially clothed, ensuring that the

breasts, buttocks, groin, or genitals are always covered; and

e. Allow parents/guardians in the room as an observer, except for competition or

training venues that limit credentialing

f. The provider must narrate the steps of the athletic training, physical therapy, or

massage seeking consent of the Minor Athlete throughout the process

1. Consent

a. Providers of athletic training, physical therapy, and/or massages or USABA,

when applicable, must obtain consent at least annually from Minor Athletes’

parents/guardians before providing any athletic training, physical therapy, and/or

massage

b. Minor Athletes or their parents/guardians can withdraw consent at any time

2. Provider

a. Coaches, regardless of whether they are licensed massage therapists, can not

massage Minor Athletes

**LOCKER ROOMS AND CHANGING AREAS**

1. Mandatory Components

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, except if:

a. A Dual Relationship exists; or

b. The Close-in-Age Exception applies; or

c. A Minor Athlete needs a Personal Care Assistant and:

i. the Minor Athlete’s parent/guardian has provided written consent to USA

USABA for the Adult Participant Personal Care Assistant to work with the

Minor Athlete; and

ii. the Adult Participant Personal Care Assistant has complied with the

Training & Screen Policy; and

iii. the Adult Participant Personal Care Assistant has complied with the USA

USABA Background Screen Policy

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 change clothes or behave in a manner that intentionally

or recklessly exposes their breasts, buttocks, groins, or genitals to a Minor Athlete

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. USABA and the Adult Participant(s) must abide by this request

3. 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 in subsection (1)(c)(iii) above.

4. Availability and Monitoring of Locker Rooms, Changing Areas, and Similar Spaces

a. USABA 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 USABA’s jurisdiction

b. USABA 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 USABA’s jurisdiction

**ELECTRONIC COMMUNICATIONS**

1. Mandatory Components

1. Open and Transparent

a. All one-on-one electronic communications between an Adult Participant and a

Minor Athlete must be open and transparent except:

i. When a Dual Relationship exists; or

ii. When the Close-in-Age Exception applies; or

iii. If a Minor Athlete needs a Personal Care Assistant and:

(1) the Minor Athlete’s parent/guardian has provided written consent to USABA 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

Training & Screening Policy; and

(3) the Adult Participant Personal Care Assistant has complied with the

USABA Background Screen Policy.

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

i. 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 another Adult

Participant or the Minor Athletes’ parents/guardians.

3. Content

All electronic communication originating from an Adult Participant(s) to a Minor

Athlete(s) must be professional in nature unless an exception in (1)(a) exists.

4. Requests to discontinue

Parents/guardians may request in writing that USABA or an Adult Participant

subject to this policy not contact their Minor Athlete through any form of electronic

communication. USABA and the Adult Participant must abide by any request to

discontinue, absent emergency circumstances.

**TRANSPORTATION**

1. Mandatory Components

1. Transportation

a. 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

USABA 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

Training & Screening Policy; and

(3) the Adult Participant Personal Care Assistant has complied with the

USABA Background Screen Policy; or

iv. 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. This consent can be withdrawn at any time.

b. An Adult Participant meets the In-Program transportation requirements if the Adult

Participant is accompanied by another Adult Participant or at least two minors

c. Written consent from a Minor Athlete’s parent/guardian is required for all

transportation sanctioned by USABA at least annually. Minor Athlete(s) or their

parent/guardian can withdraw consent at any time

**LODGING**

1. Mandatory Components

1. Hotel Rooms and Other Sleeping Arrangements

a. All In-Program Contact at a hotel or lodging site between an Adult Participant and a

Minor Athlete must be observable and interruptible, and an Adult Participant cannot

share a hotel room or otherwise sleep in the same room with a Minor Athlete(s), except

if:

i. A Dual Relationship Exists, and the Minor Athlete’s parent/guardian has

provided USABA with advance, written consent for the lodging arrangement;

ii. The Close-in-Age Exception applies, and the Minor Athlete’s parent/guardian

has provided USABA with advance, written consent for the lodging

arrangement; or

iii. The Minor Athlete needs a Personal Care Assistant, and:

(1) The Minor Athlete’s parent/guardian has provided advance, written

consent to USABA for the Adult Participant Personal Care

Assistant to work with the Minor Athlete and for the lodging arrangement;

(2) The Adult Participant Personal Care Assistant has complied with the

Training & Screening Policy; and

(3) The Adult Participant Personal Care Assistant has complied with the

USABA Background Screen Policy

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

2. Monitoring or Room Checks During In-Program Travel

If USABA or team performs room checks during In-Program lodging, the one-on-one interaction policy must be followed and/or at least two adults must be present for the

room checks.

3. Additional Requirements for Lodging Authorized or Funded by USABA

a. Adult Participants traveling with USABA must agree to and sign USA

USABA’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 Training &

Screening Policy

APPENDIX A

**ORGANIZATIONAL REQUIREMENTS FOR EDUCATION & TRAINING AND**

**PREVENTION POLICIES**

All NGBs, PSOs, LAOs, and the USOPC (the “Organization”) must implement proactive policies

designed to prevent abuse. These organizational requirements are described below.

A. Organizational Requirements for Education & Training

1. USABA must track whether Adult Participants under its jurisdiction complete the

required training listed in Part I.

2. USABA must, on an annual basis, 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, the Organization must track a description of the

training and how the training was offered and provided to Minor Athletes.

b. USABA is not required to track individual course completions of Minor

Athletes.

3. USABA must, on an annual basis, offer training to parents on the prevention and

reporting of child abuse.

B. Required Prevention Policies and Implementation

1. USABA must develop minor athlete abuse prevention policies that contain the

mandatory components of the Center’s model policies in Part III. These model policies

cover:

a. One-on-one interactions

b. Meetings and training sessions

c. Athletic training modalities, massages, and rubdowns

d. Locker rooms and changing areas

e. Electronic communications

f. Transportation

g. Lodging

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. An Organization may choose

to implement stricter standards than the model policies.

3. Each NGB, PSO, and USOPC must also require that its LAOs implement these policies

within each LAO. USABA does not have any LAO in its organization.

4. USABA must implement these policies for all In-Program Contact.

a. At sanctioned events and facilities partially or fully under its jurisdiction, the

organization must take steps to ensure the policies are implemented and followed.

b. For In-Program Contact that occurs outside USABA’s sanctioned event or

facilities, implementing these policies means:

i. Communicating the policies to individuals under its jurisdiction;

ii. Establishing a reporting mechanism for violations of the policies;

iii. Investigating and enforcing violations of the policies.

5. USABA must have a reporting mechanism to accept reports that an Adult Participant

is violating USABA’s minor athlete abuse prevention policies. USABA 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. Each NGB, PSO, and the USOPC may adopt the MAAPP as-is or adapt it to fit their needs.

Regardless, each Organization must submit their policies to the Center at

compliance@safesport.org for review and approval by January 31, 2021. The Center will

approve, approve with modifications, or deny the policies. If the Center denies the

proposed policy, the mandatory components of Part III 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.

APPENDIX B

**CATEGORIES OF ADULT PARTICIPANT SUBJECT TO TRAINING REQUIREMENTS OF USABA’S MINOR ATHLETE ABUSE PREVENTION POLICIES**

• USABA Staff

• USABA Members

• USABA Interns

• USABA Board Members

• USABA Designated Committee Members (NGC, Audit and Finance, Judicial, and Team Selection)

• USABA Event Coordinators

• USABA Certified Coaches

• USABA Certified Officials

• USABA Covered Volunteers (i.e., volunteer coordinator, event organizers)

• USABA Non-Covered Volunteers

• USABA National Team Contracted Medical Personnel (i.e., doctors, trainers, etc.)

• USABA Contracted Massage Therapists

• USABA Contractors who have regular contact with minor athletes (i.e., official National Team Chaperones)

• USABA National Team and National Team Pool Athletes in USADA’s Registered Testing Pool

• Any other individual within the governance or disciplinary jurisdiction of USABA.

• Any other individual that USABA formally authorizes, approves or appoints

(a) to a position of authority over, or (b) to have regular contact with any athlete

Amateur Athlete: An athlete who meets the eligibility standards established by the National

Governing Body or Paralympic sports organization for the sport in which the athlete competes.