

## **ADULT BEHAVIOR REQUIREMENTS AND EXPECTATIONS**

Our requirements and expectations about regular adult and adult visitor behavior are the same as those required by SafeSport, as listed on the SafeSport website (<https://maapp.uscenterforsafesport.org/>). These Behavior Requirements and Expectations apply to **any Adult** who will have recurring contact with minors and vulnerable adults because of their association with VBHSWPL. This includes all:

- **Board Members,**
- **Employees and Volunteers,**
- **Athletes who are 18 years of age** (*\*applies to USAWP activities, not the fall high school league*),
- **any other Adult who may have recurring contact with minors or vulnerable adults.**

We require every adult to acknowledge, in writing, that you have read and understood the following requirements and expectations and that you agree always to act in accordance with them. Your involvement with our club, however that involvement arises, may be limited, conditioned, suspended, terminated, or denied if:

- you breach these requirements and expectations;
- we consider, at our sole discretion, that your behavior at any time is inconsistent with these requirements and expectations; or
- you fail to notify or unnecessarily delay notifying us of matters described in these requirements and expectations
- that you are required or expected to notify to us as soon as you become aware of them.

We also have the right to investigate your compliance with these requirements and expectations, even if no notification, as set out below, has been made.

Many of the following are requirements or prohibitions which you must observe; some are expectations which you are encouraged to observe (*or discouraged as the case may be*). They all apply whenever you are working with or for our club or you are working with or close to minors and/or vulnerable adults who are or have in the past been associated with us.

### **• Notifications**

All Adults are required to notify of the following immediately or as soon as possible after you first become aware of any of them:

- If you think there has or may have been a breach of these requirements and expectations by you or anyone else, you must notify the Athlete Safety Officer.
- If you think sexual abuse or misconduct (SAM) may have occurred, may be occurring, or may be in danger of occurring, you should first notify the appropriate child protective services, law enforcement authorities, and the US Center for SafeSport (the "Center") and then notify the Athlete Safety Officer unless you have been advised that you should not do so by one of the aforementioned agencies.
- If you are arrested, charged, or convicted of any criminal violation while you are associated with our club, you must notify the Athlete Safety Officer. If you are also a contractor, you are required to notify the Athlete Safety Officer if any of your staff who work or may work with or close to the minors or vulnerable adults associated with us are arrested, charged, or convicted of any criminal violation.

If you are unsure about your notification requirements or who to notify, you should contact the Athlete Safety Officer to discuss your concerns as soon as possible. The Athlete Safety Officer cannot make your decision for you if your concern relates to sexual abuse or a suspicion that it may have, may be, or may be in danger of happening; they will always recommend you err on the side of caution and think first and foremost about the minor or vulnerable adult's safety.

### **• Background Checks**

In addition to the set of background checks you must provide before you can work with or for, or otherwise associate with our club, you are also required to refresh your background checks every year according to the policies in place at the time the refresh is due.

- **Required Training**

All Adults (*listed above*) are required to take “Protecting Students from Abuse” or “SafeSport Core Training and Refresher Training” as directed by the Athlete Safety Officer. Adults who are medical providers, such as trainers, dietitians, or physicians may take the Center’s Health Professional’s Course in lieu of the Center’s Core Training. Training must be taken prior to having contact with minors and vulnerable adults. Refresher training must be taken annually.

- **One-to-one Interactions**

Adults are prohibited, always and everywhere, from engaging in a one-to-one interaction with a minor or vulnerable adult, unless the interaction is easily observable and at a distance from at least one other Adult such that the interaction is easily interruptible by the other Adult.

- **Being alone with a minor or vulnerable adult**

You are prohibited always and everywhere from being alone with a minor or vulnerable adult unless you are authorized in writing by our Athlete Safety Officer to provide personal care services, individual training sessions, physical or mental health services, athletic training and therapeutic modalities, massages, or rubdowns. To request any such authorization, you must provide the Athlete Safety Officer with a written description of the need, how the service will be performed, and include written informed consent from the minor or vulnerable adult’s parent or guardian. For an ongoing, as opposed to a one-off authorization to remain effective, the Athlete Safety Officer will, at times set out in the authorization, ask the minor or vulnerable adult’s parent or guardian if they are content for the authorization to remain effective.

- **Electronic Communications with minors and vulnerable adults**

You are prohibited from communicating via voice, video, email, text messages, or other methods (electronic or otherwise) with minors or vulnerable adults unless the communication is professional in nature and for the purpose of communicating information about club, team, or individual sport-related activities. You are required to copy at least one other VBHSWPL representative on all electronic communications to more than three minors or vulnerable adults currently or formerly associated with us. For communications to three or fewer minors or vulnerable adults currently or formerly associated with us, you are required to copy at least one other VBHSWPL representative and/or at least one parent or legal guardian of each of the minors and vulnerable adults. For purposes of this requirement, the posting of an electronic communication on a website or social media site in a manner in which the posting may be viewed by the minor or vulnerable adult’s parents or legal guardians or the entire team of which the minor or vulnerable adult is a member, is deemed to constitute the furnishing of a copy of the electronic communication provided you have given prior written notice to the minors and vulnerable adults and their parents or legal guardians of your intent to use a particular website or social media site to communicate with their children or wards. You are required to block access to a minor or vulnerable adult who seeks to follow, join, or otherwise view your personal social media page, unless your personal social media page is accessible to all members of the public. You are required to cease to have any communication with a minor or vulnerable adult if requested by a parent or legal guardian to do so. You are required to use only communication platforms where messages can be copied to others and where messages can be saved for later review for any club-related communications or communications with current or former minor or vulnerable adult club participants. You are required to save all messages between you and minors or vulnerable adults and to provide access to your messaging platform and account thereon if requested to do so as part of any investigation related to these requirements and expectations. You are prohibited from using communication platforms for any club-related communications or communications with any current or former minor or vulnerable adult club participants that automatically delete messages once a message has been read by their recipient.

- **Sexual Activities**

You are prohibited from engaging in any sexual activity with any minor or vulnerable adult. This prohibition applies even if the minor or vulnerable adult appears to consent or welcome the sexual activities or relationship. Violations of this prohibition will be cause for immediate dismissal and will result in a report to law enforcement, child protective services, and other appropriate agencies.

- **Sexual activity between minors and vulnerable adults**

You are required to intervene to stop any activity that seems to you to constitute any form of sexual activity between minors and vulnerable adults and immediately to report the activity to the Athlete Safety Officer. Sexual activity involving a minor or vulnerable adult, even when the activity involves another minor or vulnerable adult, may constitute sexual abuse so your mandatory reporting obligations may also apply.

- **A Suspicion of SAM**

If at any time you develop a reasonable suspicion that a minor or vulnerable adult may have been, may be, or may be in danger of being sexually abused, you must notify Law Enforcement or Child Protective Services and the Center immediately. Reasonable suspicion means a reasonable person, provided with the same information would conclude that it was possible that sexual abuse could have, is, or may be in danger of happening. **Proof is not required.** If a minor or vulnerable adult discloses to you that they have been, are being, or believe they are in danger of being sexually abused but you are uncertain what is being disclosed to you, you may ask the minor or vulnerable adult brief, open, and not leading questions about what you think you may have heard them say. You must not try to draw out detailed information from them. You must not make promises to them you cannot keep, such as that you will maintain confidentiality about anything they tell you. If after this brief discussion you have a reasonable suspicion that SAM may have, may be, or is in danger of happening, you must notify Law Enforcement or Child Protective Services and the Center immediately. You should be prepared to provide the following information when you call child protective services or law enforcement and the Center:

1. The name of the child you are concerned about
2. Their age
3. The address they can be contacted at
4. Contact details for the child's parents/legal guardians/caregivers
5. The type of SAM suspected, if known
6. The names and contact details of potential witnesses to the suspected SAM
7. The reason you are making a report – what caused you to become suspicious
8. Whether you think the notice is an emergency because you fear the child may be in danger
9. Your name, phone number, and address unless you decide (and are able) to make an anonymous report

After you have notified child protective services or law enforcement and the Center, and provided they haven't advised you that you may not disclose your notification to us, you should inform our Athlete Safety Officer. If your suspicion is about our Athlete Safety Officer, you should notify our CEO or club owner. If your suspicion is about our Athlete Safety Officer, our CEO, and our owner, you should notify a member of our Board of Directors – ideally, our Chairman – and our National Governing Body, using the contact details they provide for that purpose.

Please electronically acknowledge ([here](#)) that you have read and understood the ADULT BEHAVIOR REQUIREMENTS AND EXPECTATIONS and agree to always act in accordance with them.