

Policy Name: USOPC Minor Athlete Abuse Prevention Policies

Date of Issuance: 01-01-2022

Policy Owner: Chief Security & Athlete Safety Officer

Applies to: BOD, USOPC Staff, and Others (as below)

Purpose: To establish clear requirements for interactions between Adult Participants and Minor Athletes.

Policy Statement: The mission of the United States Olympic & Paralympic Committee (USOPC) is to empower Team USA Athletes to achieve sustained competitive excellence and well-being. In effectuating this mission, the USOPC strives to transform the culture of sport by promoting healthy environments free of misconduct and abuse.

The USOPC recognizes that youth-adult relationships can be healthy and valuable for development. Policies regarding one-on-one interactions protect children while allowing for these beneficial relationships. As child sexual abuse is often perpetrated in isolated, one-on-one situations, it is critical that the USOPC limit such interactions between youth and adults and implement programs that reduce the risk of sexual abuse.

Federal legislation and the U.S. Center for SafeSport (the Center) both promulgate rules, policies, and procedures to protect and govern the wellbeing of athletes and this policy reinforces and builds on those principles by providing specific application for the USOPC.

Section 1. Definitions

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

- 1. An employee or board member of the USOPC;
- 2. Within the governance or disciplinary jurisdiction of the USOPC;
- 3. Authorized, approved, or appointed by the USOPC to have regular contact with or authority over Minor Athletes; or
- 4. Otherwise deemed a Participant in accordance with the <u>USOPC Athlete Safety Policy</u> (available at: http://teamusa.org/USOPCAthleteSafetyPolicy), and further outlined in the USOPC Participant & Training Model within that policy.

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. PCAs must have Regular Contact with Minor Athlete(s) other than the Minor Athlete for whom they provide care, or the PCA must be hired by the USOPC to be considered an Adult Participant Personal Care Assistant and subject to this policy.

<u>Amateur Athlete</u>: 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.

<u>Authority</u>: 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, or where a Power Imbalance exists as defined in the U.S. Center for SafeSport's SafeSport Code for the Olympic and Paralympic Movement (the Code).

<u>Close-in-Age Exception</u>: An exception applicable to certain sections of this policy when an Adult Participant does not have authority over a Minor Athlete and is not more than four years older¹ than the Minor Athlete (e.g., a 19-year-old and a 16-year-old). Note: this exception only applies within this policy, and not regarding conduct defined in the Code (and adopted as Prohibited Conduct in the USOPC Athlete Safety Policy).

<u>Dual Relationships</u>: An exception applicable to certain sections of this policy when an Adult Participant has a dual role or relationship with a Minor Athlete, such as a coach of a Minor Athlete who is also that Minor Athlete's aunt or uncle, and the Minor Athlete's parent/guardian has provided written consent at least annually authorizing the exception.

<u>Electronic Communications</u>: Refers to any and all communications taking place electronically, which includes, but is not limited to, phone calls, videoconferencing, video coaching, texting, email, and social media.

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.

<u>LAO</u>: 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

¹ The age difference will be evaluated utilizing the birthdates of the Adult Participant and the Minor Athlete.

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.

<u>Minor Athlete</u>: 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 the USOPC, an NGB, or LAO.

<u>NGB</u>: a U.S. Olympic National Governing Body, Pan American Sport Organization, or Paralympic Sport Organization recognized by the USOPC pursuant to the Ted Stevens Olympic and Amateur Sports Act, 36 U.S.C. §§ 220501, et seq.

<u>Partial or Full Jurisdiction</u>: Includes any USOPC sanctioned event (including all travel and lodging arranged by the USOPC in connection with the event), or any facility that the USOPC owns, leases, or rents for practice, training, or competition.

<u>Regular Contact</u>: Ongoing interactions during a 12-month period where an Adult Participant is in a role of direct and active engagement with any Minor Athlete(s).

USOPC: The U.S. Olympic & Paralympic Committee

USOPC Delegation Event: Events to which the USOPC officially sends an individual or group of individuals on behalf of the USOPC and/or the United States.

Section 2. Application

The USOPC Minor Athlete Abuse Prevention Policies (MAAPP) apply to all Adult Participants of the USOPC when interacting with Minor Athletes.

Section 3. One-On-One Interactions

3.1 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, or if any of the below exceptions apply. Note: the exceptions below may apply to the requirements for interactions set forth in the following sections of this policy, and if the exceptions apply, they are listed in such section. These exceptions also apply to all one-on-one In-Program Contact not specifically addressed in other sections of this policy:
 - 1. When a Dual Relationship exists; or
 - 2. When the Close-in-Age Exception applies; or

- 3. If a Minor Athlete needs an Adult Participant Personal Care Assistant, and:
 - a) the Minor Athlete's parent/guardian has provided written consent to the USOPC for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
 - b) the Adult Participant Personal Care Assistant has complied with the Training and Education requirements in Section 4.2 of the <u>USOPC Athlete Safety</u> Policy; and
 - c) the Adult Participant Personal Care Assistant has complied with the <u>USOPC</u>
 <u>Background Check Policy and Procedures</u>; or
- 4. In other circumstances specifically addressed in this policy that allow for certain one-on-one interactions if the USOPC receives parent/guardian consent.

Section 4. Meetings and Training Sessions

4.1 Observable and Interruptible

A. Adult Participants must follow the requirements for one-on-one interaction set forth above in Section 3 for all meetings and training sessions where Minor Athlete(s) are present.

4.2 Individual Training Sessions

- A. One-on-one, In-Program, individual training sessions must be observable and interruptible except if:
 - 1. A Dual Relationship exists; or
 - 2. The Close-in-Age Exception applies; or
 - 3. A Minor Athlete needs an Adult Participant Personal Care Assistant, and:
 - a) the Minor Athlete's parent/guardian has provided written consent to the USOPC for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
 - b) the Adult Participant Personal Care Assistant has complied with the Training and Education requirements in Section 4.2 of the <u>USOPC Athlete Safety</u> <u>Policy</u>; and
 - c) the Adult Participant Personal Care Assistant has complied with the <u>USOPC</u> <u>Background Check Policy and Procedures.</u>
- 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.

4.3 Meetings with Licensed Mental Health Care Professionals and Health Care Providers (other than athletic trainers²)

- A. If a licensed mental health care professional or licensed health care provider meets oneon-one with a Minor Athlete at a USOPC Delegation Event, a sanctioned event, or a facility, for which the USOPC has Partial or Full Jurisdiction, the meeting must be observable and interruptible except:
 - 1. If the door remains unlocked; and
 - 2. Another adult is present at the facility and notified that a meeting is occurring, although the Minor Athlete's identity need not be disclosed; and
 - 3. The USOPC is notified that the provider will be meeting with a Minor Athlete, although the Minor Athlete's identity needs not be disclosed; and
 - 4. The provider obtains consent consistent with applicable laws and ethical standards, which can be withdrawn at any time.
- B. Licensed mental health care professionals and licensed health care providers who are USOPC employees, USOPC independent contractors, or USOPC volunteers must abide by the requirements of this Section 4.3, as well as any additional requirements set forth by the applicable NGB, when meeting with Minor Athlete(s) at NGB facilities or while traveling with NGB teams for events or competitions.

Section 5. Therapeutic and Recovery Modalities and Manual Therapy

5.1 Therapeutic and Recovery Modalities and Manual Therapy

- A. For the purposes of this section, therapeutic and recovery modalities are physical agents that produce a specific therapeutic or recovery response. Examples include heat (superficial and deep), cold, sound, electricity, and mechanical forces and light. Treatments administered under this category would include, but are not limited to, heat packs, cryotherapy, laser, ultrasound, electrical stimulation, pneumatic compression, dry needling, and extra-corporeal shockwave therapy.
- B. For the purposes of this section, manual therapy techniques are skilled hand movements and skilled passive movements of joints and soft tissue and are intended to improve tissue extensibility; increase range of motion; induce relaxation; mobilize or manipulate soft tissue and joints; modulate pain; and reduce soft tissue swelling,

² Athletic trainers who are covered under this policy must follow the "Therapeutic and Recovery Modalities and Manual Therapy" section of this policy.

inflammation, or restriction. Treatments administered under this category, would include, but are not limited to, massage, myofascial release, osteopathic manual therapy, cupping, manual traction, manual lymphatic drainage, passive range of motion, and instrument assisted soft tissue therapy.

- C. All In-Program therapeutic and recovery modalities and manual therapy of a Minor Athlete must:
 - 1. Be observable and interruptible; and
 - 2. Have another Adult Participant physically present for the therapeutic and recovery modalities and manual therapy; and
 - 3. Have documented consent as required in Section 5.2 below; and
 - 4. Be performed with the Minor Athlete fully or partially clothed, ensuring that the breasts, buttocks, groin, and genitals are always covered; and
 - 5. Allow parents/guardians in the room as an observer, except for competition or training venues that limit credentialing.
- D. When possible, techniques must be used to reduce physical touch of Minor Athletes.
- E. Only licensed or otherwise certified³ providers can administer therapeutic and recovery modalities and manual therapy to Minor Athletes.
- F. Coaches, regardless of whether they are licensed or certified providers, cannot provide therapeutic and recovery modalities and manual therapy to Minor Athletes.
- G. Athletic taping and minor first-aid such as blister management, which do not require credentialing under the <u>USOPC's Sports Medicine Provider Credentialing Policy</u>, are permitted, and can be administered to Minor Athletes, as long as they follow the criteria in Section C above. Coaches are only permitted to apply athletic tape to the extremities of Minor Athletes, such as the hands, wrists, ankles, and feet, and must avoid taping areas in close proximity to intimate areas.
- H. USOPC Staff may assist Paralympic Minor Athletes who are not able to independently put on, or adjust settings on recovery modalities such as NormaTecTM and GamereadyTM sleeves, as long as they follow the criteria in Section C above.

5.2 Consent

A. Providers of therapeutic and recovery modalities and manual therapy, or the USOPC, when applicable, must obtain consent at least annually from Minor Athletes'

³ As required by the state where the provider is located, and in accordance with the USOPC's requirements for providers as outlined in the <u>USOPC's Sports Medicine Provider Credentialing Policy</u>.

- parents/guardians before providing any therapeutic and recovery modalities and manual therapy.
- B. Minor Athletes or their parents/guardians can withdraw consent at any time.
- C. The provider must narrate the steps in the therapeutic and recovery modalities and manual therapy before taking them, seeking assent of the Minor Athlete throughout the process.

Section 6. Locker Rooms and Changing Areas

6.1 Observable and Interruptible

- A. Adult Participants must ensure that all one-on-one 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:
 - 1. A Dual Relationship exists; or
 - 2. The Close-in-Age Exception applies; or
 - 3. A Minor Athlete needs an Adult Participant Personal Care Assistant, and:
 - a) the Minor Athlete's parent/guardian has provided written consent to the USOPC for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
 - b) the Adult Participant Personal Care Assistant has complied with the Training and Education requirements in Section 4.2 of the <u>USOPC Athlete Safety Policy</u>; and
 - c) the Adult Participant Personal Care Assistant has complied with the <u>USOPC</u> Background Check Policy and Procedures.

6.2 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:
 - 1. The Adult Participant meets the Close-in-Age Exception; or
 - 2. 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 under any circumstances, including those listed in Section 6.2(C). The USOPC and the Adult Participant(s) must abide by this request.

6.3 Media and Championship Celebrations in Locker Rooms

- A. The USOPC may permit recording or photography in locker rooms for the purpose of highlighting a sport or athletic accomplishment if:
 - 1. Parent/legal guardian consent has been obtained; and
 - 2. The USOPC staff responsible for organizing the event approves the specific instance of recording or photography; and
 - 3. Two or more Adult Participants are present; and
 - 4. Everyone is fully clothed.

6.4 Personal Care Assistants

A. 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 Section 6.1 above.

6.5 Availability and Monitoring of Locker Rooms, Changing Areas, and Similar Spaces

- A. The USOPC must provide a private or semi-private place for Minor Athletes that need to change clothes or undress at sanctioned events or facilities for which the USOPC has Partial or Full Jurisdiction.
- B. The USOPC must monitor the use of locker rooms, changing areas, and similar spaces to ensure compliance with these policies at sanctioned events or facilities for which the USOPC has Partial or Full Jurisdiction.

Section 7. Electronic Communications

7.1 Open and Transparent

- A. Absent emergency circumstances, all one-on-one Electronic Communications between an Adult Participant and a Minor Athlete must be Open and Transparent (as defined below) except:
 - 1. When a Dual Relationship exists; or
 - 2. When the Close-in-Age Exception applies; or

- 3. If a Minor Athlete needs an Adult Participant Personal Care Assistant, and:
 - a) the Minor Athlete's parent/guardian has provided written consent to the USOPC for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
 - b) the Adult Participant Personal Care Assistant has complied with the Training and Education requirements in Section 4.2 of the <u>USOPC Athlete Safety</u> Policy; and
 - c) the Adult Participant Personal Care Assistant has complied with the <u>USOPC</u> Background Check Policy and Procedures.
- 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.
 - 1. Even if a Minor Athlete initiates the Electronic Communication with the Adult Participant, the Adult Participant must ensure that his or her response is Open and Transparent.
- C. Only platforms that allow for Open and Transparent communication may be used to communicate with Minor Athletes.

7.2 Team Communication

A. 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.

7.3 Virtual Meetings with Licensed Mental Health Care Professionals and Health Care Providers⁴

- A. One-on-one virtual treatment meetings including teleconferences, videoconferences, telephonic, and other forms of "telemedicine" is permissible under this policy if:
 - 1. Another Adult Participant or provider is notified that a meeting is occurring, although the Minor Athlete's identity needs not be disclosed; and
 - 2. The USOPC is notified that the provider will be meeting with a Minor Athlete, although the Minor Athlete's identity need not be disclosed; and
 - 3. The provider obtains consent consistent with applicable laws and ethical standards, which can be withdrawn at any time.

⁴ This Section 7.3 does not apply to providers on the USOPC Sport Psychology, Mental Health, Nutrition, or Dentistry Registries, and any future USOPC registry members. Individuals listed on the various USOPC registries are a resource provided by the USOPC. While not considered USOPC Participants, registry members are background checked and required to take SafeSport training. Registry members will obtain consent and conduct treatment in accordance with applicable laws and ethical standards.

7.4 Electronic Communications with the Office of the Athlete Ombuds

- A. When a Minor Athlete seeks confidential advice or assistance from the Office of the Athlete Ombuds, the Athlete Ombuds, or its staff, may have initial one-on-one electronic communications with the Minor Athlete in order to determine how to best make subsequent communications Open and Transparent without compromising confidentiality.
- B. Following the initial contact, all communication must adhere to the Electronic Communications policy.
- C. Every effort must be made to comply with the Electronic Communications policy. For instance, if the initial communication is made by email, the Ombud's response must copy another Adult Participant, parent/guardian, or adult family member of the Minor Athlete when responding.

7.5 Content

A. All electronic communication originating from an Adult Participant(s) to a Minor Athlete(s) must be professional in nature unless an exception in Section 7.1(A) exists.

7.6 Requests to Discontinue

A. Parents/guardians may request in writing that the USOPC or an Adult Participant subject to this policy not contact their Minor Athlete through any form of Electronic Communication. The USOPC and the Adult Participant must abide by any request to discontinue, absent emergency circumstances.

Section 8. Transportation

8.1 Transporting Minors

- A. An Adult Participant cannot transport a Minor Athlete one-on-one during In-Program travel, except if:
 - 1. A Dual Relationship exists; or
 - 2. The Close-in-Age Exception applies; or
 - 3. A Minor Athlete needs an Adult Participant Personal Care Assistant, and:
 - a) the Minor Athlete's parent/guardian has provided written consent to the USOPC for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
 - b) the Adult Participant Personal Care Assistant has complied with the Training

- and Education requirements in Section 4.2 of the <u>USOPC Athlete Safety</u> <u>Policy</u>; and
- c) the Adult Participant Personal Care Assistant has complied with the <u>USOPC</u> <u>Background Check Policy and Procedures</u>; or
- 4. 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.
- B. Minor Athlete(s) or their parent/guardian can withdraw consent at any time.
- C. An Adult Participant meets the In-Program transportation requirements if the Adult Participant is accompanied by another Adult Participant or at least two minors.
- D. Written consent from a Minor Athlete's parent/guardian is required for all transportation sanctioned by the USOPC at least annually.

8.2 Recommendation for Shared or Carpool Travel Arrangement

A. The USOPC encourages parents/guardians to pick up their Minor Athlete first and drop off their Minor Athlete last in any shared or carpool travel arrangement.

Section 9. Lodging

9.1 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:
 - 1. A Dual Relationship Exists, and the Minor Athlete's parent/guardian has provided the USOPC with advance, written consent for the lodging arrangement; or
 - 2. The Close-in-Age Exception applies, and the Minor Athlete's parent/guardian has provided the USOPC with advance, written consent for the lodging arrangement; or
 - 3. The Minor Athlete needs an Adult Participant Personal Care Assistant, and:
 - a) the Minor Athlete's parent/guardian has provided written consent to the USOPC for the Adult Participant Personal Care Assistant to work with the Minor Athlete and for the lodging arrangement; and
 - b) the Adult Participant Personal Care Assistant has complied with the Training and Education requirements in Section 4.2 of the <u>USOPC Athlete Safety Policy</u>; and
 - c) the Adult Participant Personal Care Assistant has complied with the <u>USOPC</u>

Background Check Policy and Procedures.

- B. Written consent from a Minor Athlete's parent/guardian must be obtained for all In-Program lodging at least annually.
- C. The USOPC also requires written consent from a Minor Athlete's parent/guardian for all shared housing arrangements where Minor Athletes are sharing a housing arrangement with Adult Participants, even if the Minor Athlete has their own separate bedroom (e.g., Airbnb housing arrangements). An Adult Participant shall not share a sleeping arrangement (e.g. bedroom) with a Minor Athlete unless a Close-In-Age exception is documented.

9.2 Monitoring or Room Checks During In-Program Travel

A. If the USOPC or team performs room checks during In-Program lodging, the requirements for one-on-one interactions outlined in Section 3 above must be followed and at least two adults must be present for the room checks.

9.3 Additional Requirements for Lodging Authorized or Funded by the USOPC

- A. Adult Participants traveling with the USOPC must acknowledge and agree to the USOPC's lodging requirements, as outlined in Section 9 of this policy, in writing 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 Training and Education requirements in Section 4.2 of the USOPC Athlete Safety Policy.

9.4 Limited Exceptions for USOPC Delegation Events

- A. Due to the unique nature of USOPC Delegation Events, to include the allotment of housing by the Organizing Committee to the USOPC for those events, in rare circumstances, the USOPC will make an exception to the lodging requirements in this Section 9 to allow a Minor Athlete to room with another adult athlete who is more than four years older than them.
- B. Any requests for this exception must:
 - 1. be vetted through the USOPC's Security and Athlete Safety Office⁵; and
 - 2. require the Minor Athlete's parent/guardian is informed in writing regarding the rooming arrangement to include the names and ages of the adult athlete(s); and
 - 3. require written consent be obtained from the Minor Athlete's parent/guardian, prior to the arrangement occurring; and

⁵ The USOPC Security and Athlete Safety Office will, in its discretion, put additional safety requirements in place to mitigate any risk associated with the rooming arrangement. For example, additional room checks may be required.

4. obtain assent from the Minor Athlete, prior to the arrangement occurring.

Section 10. Training and Education

10.1 Training Requirements

- A. Adult Participants required to complete the U.S. Center for SafeSport's SafeSport training courses are outlined in Section 4.2 of the <u>USOPC Athlete Safety Policy</u> and the <u>USOPC Participant & Training Model</u> included in that policy.
- B. Guidelines for offering training to Minor Athletes and the parents/guardians of Minor Athletes is also outlined in Section 4.2 of the <u>USOPC Athlete Safety Policy</u>.
- C. The USOPC highly recommends that parents/guardians complete training regarding child abuse prevention prior to providing consent for their Minor Athlete(s) in any of the above referenced Sections 3-9. The USOPC, on an annual basis, will offer this training as outlined in Section 4.2 of the USOPC Athlete Safety Policy.

The U.S. Center for SafeSport makes resources available to parents regarding abuse prevention in sport, to include the Parent Toolkit, and free online training available at: https://uscenterforsafesport.org/training-and-education/training-and-education-services/.

Section 11. Violations and Reporting

11.1 Violations

A. Violations of this policy constitutes Prohibited Conduct as defined in Section 5 of the <u>USOPC Athlete Safety Policy</u>, and will be addressed in accordance with the response and resolution procedures outlined in that policy.

11.2 Reporting

A. Reporting requirements and guidelines for reporting violations of this policy are contained in Section 6 of the <u>USOPC Athlete Safety Policy</u>. Reports can be made online to the USOPC at https://usopc.i-sight.com/portal.





USOPC Minor Athlete Abuse Prevention Policies

Appendix A

Organizational Requirements

The USOPC must implement proactive policies designed to prevent abuse. These organizational requirements are described below.

A. Organizational Requirements for Education & Training

- 1. The USOPC must track whether Adult Participants under the USOPC's jurisdiction complete the required training listed in Section 4.2 of the USOPC Athlete Safety Policy.
- 2. The USOPC 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 USOPC must track a description of the training and how the training was offered and provided to Minor Athletes.
 - b. The USOPC is not required to track individual course completions of Minor Athletes.
- 3. The USOPC must, on an annual basis, offer training to parents on the prevention and reporting of child abuse.

B. Required Prevention Policies and Implementation

- 1. The USOPC 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 rubdowns⁶
 - d. Locker rooms and changing areas
 - e. Electronic communications
 - f. Transportation
 - g. Lodging

⁶ These components are contained in the USOPC's MAAPP in the Therapeutic and Recovery Modalities and Manual Therapy section.

- 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. The USOPC may choose to implement stricter standards than the model policies.
- 3. The USOPC must also require that its LAOs⁷ implement these policies within each LAO.
- 4. The USOPC must implement these policies for all In-Program Contact.
 - a. At sanctioned events and facilities partially or fully under the USOPC's jurisdiction, the USOPC must take steps to ensure the policies are implemented and followed.
 - b. For In-Program Contact that occurs outside the USOPC's sanctioned event or facilities, implementing these policies means:
 - i. Communicating the policies to individuals under the USOPC's jurisdiction;
 - ii. Establishing a reporting mechanism for violations of the policies;
 - iii. Investigating and enforcing violations of the policies.
- 5. The USOPC must have a reporting mechanism to accept reports that an Adult Participant is violating the USOPC's Minor Athlete Abuse Prevention Policies. The USOPC 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. The USOPC submitted the USOPC's MAAPP to the Center for review and approval on January 29, 2021, and received approval for the policy on August 27, 2021.
- 2. The USOPC must require its LAOs⁷ to incorporate the mandatory components of Part III. The USOPC smay require that their LAOs implement the USOPC's policies, which may be more stringent than the policies in Part III.

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⁷ The USOPC does not currently have any LAOs.