



U S A J U D O

# SAFE SPORT HANDBOOK

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## Introduction

With more people interested in the sport, we have more chances of misconduct and maltreatment. This can include physical and sexual abuse, among other actions as well. USA Judo will not tolerate any form of misconduct or maltreatment of our athletes.

Misconduct and maltreatment can be harmful to an athlete's well-being and growth, not just in the sport of judo but throughout their life. It can often hurt their performances on the mat and they may be so physically or emotionally scarred that they end up leaving the sport completely.

Studies show that as many as 1 in 8 athletes will be sexually abused. This is a major factor of USA Judo using the Safe Sport program. There is a high-risk for misconduct and abuse for athletes in any sport.

USA Judo is dedicated to bringing a safe environment for any athletes who may want to try the sport for the first time, or for those athletes who are already well engrained in the program. While excelling in the sport is important, we prioritize the safety of all our athletes.

Under USOC bylaws, USA Judo is required to comply with the policies and procedures as set forth by the Center. There are three relevant policies:

- a) *The SafeSport Code for the U.S. Olympic and Paralympic Movement* (sets out and defines all forms of prohibited conduct, including sexual misconduct)
- b) *SafeSport Practices and Procedures for the U.S. Olympic and Paralympic Movement* (details reporting obligations and investigation practices)
- c) *Supplemental Rules for the U.S. Olympic and Paralympic SafeSport Arbitrations* (sets forth arbitration rules for hearings, if any)

More information and these policies can be found at [www.safesport.org](http://www.safesport.org).

## What You Will Find In This Handbook?

From USA Judo's National office, to club coaches, to parents, everyone has a role and responsibility in creating a safe environment for all of our athletes. In this handbook, you will learn about:

- Covered Individuals
- Six primary types of misconduct
- USA Judo's screening process
- USA Judo's background check procedures
- Contact with athletes
- Prevention/Implementation
- Reporting

There will be a Safe Sport class that goes along with this handbook. All of the above topics will be as well connected to the sport of judo as possible and where it is applicable.

## Covered Individuals

This policy will apply to any individual who: (a) currently is, or was at the time of a possible violation of the Code, within the governance or disciplinary jurisdiction of USA Judo or who is seeking to be within the governance or disciplinary jurisdiction of USA Judo (e.g., through application for membership), (b) is an athlete or non-athlete participant that USA Judo or the USOC formally authorizes, approves or appoints to a position of authority over athletes or to have frequent contact with athletes or (c) USA Judo identifies as being within the Office's jurisdiction:

- USA Judo staff
- Coaches
- Officials & referees
- Athletes
- Medical personnel
- Volunteers & contractors
- Members
- Board members
- LAO/Club Employees and Board members

## Six Primary Types of Misconduct

### #1: Bullying

This can take place at anytime and anywhere. You turn your head for a moment and an athlete can get kicked or slapped. Bullying will often occur among athletes, so a way to prevent this is for the club coach to set up a zero-tolerance policy. It must be made known that it is positive to report any form of bullying to a coach or someone who is in charge.

Since judo is a contact sport, there will be some physicality. It is essential to know what coincides with the sport and what is out of line, which we will cover in the Physical Contact with Athletes section (pg. 16).

#### Definition

Bullying is unwanted, aggressive behavior among school aged children that involves a real or perceived power imbalance. The behavior is repeated or has the potential to be repeated over time. Bullying includes actions such as making threats, spreading rumors, attacking someone physically or verbally, and excluding someone from a group on purpose.

#### Examples of Bullying

Physical bullying can sometimes be hard to locate in a contact sport, but here are a couple of key things to look out for.

- Choking
- Slapping
- Biting
- Throwing objects
- Punching
- Kicking

Bullying can be in the form of verbal abuse as well, that can emotionally cripple an athlete. Here are some emotional bullying examples to look out for.

- Teasing
- Spreading rumors
- Intimidate
- Ridiculing

## **#2: Harassment**

Harassment can include emotional or sexual/physical. This can come from athletes or coaches and directed towards other athletes or even parents of athletes. Harassment can also come about because of someone's race, gender, or sexual orientation. The responsibility falls on the club coaches to set up a zero-tolerance policy for harassment.

### **Definition**

The act of systematic and/or continued unwanted and annoying actions of one party or a group, including threats and demands. The purposes may vary, including racial prejudice, personal malice, and attempt to force someone to quit a job or grant sexual favors, apply illegal pressure to collect a bill, or merely gain sadistic pleasure from making someone fearful or anxious.

### **Examples of Harassment**

Physical harassment has a lot of similarities to bullying. Harassment includes anything that is unwanted from one person to the other.

- Pushing
- Flicking
- Striking
- Hitting (that is not part of the physicality of the sport)

Emotional harassment can vary from bullying to blackmailing to obtain something. A couple examples of emotional harassment are listed below.

- Negative remarks on athlete's sexual orientation, gender, disability, religion, skin color, or ethnicity
- Blackmailing
- Showing favoritism due to sexual orientation, gender, religion, skin color, or ethnicity

## **#3: Hazing**

Becoming part of a team or a club shouldn't have to come with getting hazed because you are the new kid. Most of us can remember getting "hazed" in high school as freshman, thinking that this was a rite of passage. Hazing often begins as harmless but can turn nasty in a hurry. Since hazing will most likely happen between athletes, coaches and staff can have a strong anti-hazing policy and make sure the environment at the club is positive and welcoming to new athletes. Many states have put out a legislation to discourage hazing, which can help support a club's anti-hazing policy.

**Definition**

Hazing refers to any activity expected of someone joining a group (or to maintain full status in a group) that humiliates, degrades or risks emotional and/or physical harm, regardless of the person's willingness to participate.

**Examples of Hazing**

Hazing and bullying are quite similar. The one glaring difference between hazing and bullying is that bullying is designed to exclude the person, while hazing is designed to include the person, as long as they follow through with the “activities.” Below are some examples of hazing.

- Verbal abuse
- Threats
- Stunts with degrading, crude, or humiliating attire
- Personal service to other members such as carrying books, errands, cooking, cleaning, etc.
- Deprived of maintaining a normal schedule
- Expected to harass other
- And many others, the list could go on and on...

**#4: Emotional Misconduct**

Emotions are a huge part in sports and can play as big of a factor in competition as the physical part. If your emotions aren't in the right place then you will not be prepared to take on any opponent. Athletes experience a wide range of emotions when they practice and compete from sad to fierce to ecstatic. It could be very detrimental to the athlete if any coaches or teammates were to repeatedly inflict psychological or emotional harm to that athlete during practice or competition. Understanding what emotional misconduct is and how to prevent it is vital to an athlete's success.

**Definition**

Emotional misconduct involves non-contact behavior that can/will be detrimental to an athlete's success in the sport. This can include but is not limited to verbal attacks or denying attention or support. This also includes psychological and emotional abuse, which involves trauma to the victim caused by acts, threats of acts, or coercive tactics.

**Examples of Emotional Misconduct**

Emotional misconduct can be similar to bullying in the form of verbal abuse. The difference is that emotional misconduct can also mean not paying attention to someone or not giving enough emotional support. Below are some examples of emotional misconduct.

- Humiliating the athlete
- Verbally attacking an athlete personally
- Deliberately doing something to make the athlete feel diminished
- Ignoring the athlete for extended periods of times
- Excluding participants from practice repeatedly

## **#5: Physical Misconduct**

Judo is a very physical sport and with all physical sports, physical misconduct may occur. Physical misconduct includes improper or incorrect training techniques, as well as harming someone physically outside of the necessary physicality of the sport. However, physical misconduct can also include other aspects such as inadequate recovery times and improper diets. Judo is physical and, therefore, to teach it best there will need to be some grabs that a coach must do with his/her students. More information on this will be provided in the Physical Contact with Athletes section ([pg. 13](#)).

The sport of Judo has necessary contact in order to teach it. Without having physical contact between athletes and coaches or athletes and athletes there won't be any substantial gain in the sport. This simple fact is understood by USA Judo and is reflected in our Physical Abuse Policy.

### **Physical Abuse Policy**

It is the policy of USA Judo that there should be no physical abuse of any participant involved in any of its sanctioned programs, its training camps, judo clinics, coach's clinics, referee's clinics, regional and national tournaments or other USA Judo sanctioned events by any employee, volunteer, or independent contractor.

Physical abuse means physical contact with a participant that intentionally causes the participant to sustain bodily harm or personal injury other than physical contact that would be normal when participating in the sport of Judo and in accordance with the rules with the sport of Judo. Physical abuse also includes physical contact with a participant that intentionally creates a threat of immediate bodily harm or personal injury that is inconsistent with the normal activities experienced in practicing the sport of Judo and/or that is inconsistent with the rules of the sport of Judo.

### **Appropriate Physical Contact**

Physical abuse does not include physical contact that is reasonably designed to coach, teach or demonstrate Judo skills. Permitted physical contact may include but is not necessarily limited to:

- Teaching Judo techniques
- Participating in randori (free practice)
- Participating in ne waza (groundwork)
- Warm-up exercises



- Communicating with or directing participants during the course of tournaments or practice by touching them in a non-threatening, non-sexual manner.

### **Definition**

Physical misconduct can involve contact and non-contact behavior that can cause physical harm to any athlete or participant in the sport. This also includes physical abuse, which is defined as, one or more episodes of aggressive behavior, usually resulting in physical injury with possible damage to internal organs, sense organs, the central nervous system, or the musculoskeletal system of another person.

### **Examples of Physical Misconduct**

Physical misconduct is another type of misconduct that can closely resemble bullying. The difference is that it pertains to the athlete's physical well-being, so it involves more than just getting attacked physically. Here are some examples of physical misconduct.

- Punching
- Beating
- Biting
- Providing alcohol to an athlete under the legal drinking age
- Providing illegal or non-prescribed medications to any athlete
- Having an athlete compete when they are not fully recovered
- Having an athlete dieting pills or other weight-control methods without regard of the athlete's physical well-being.

## **#6: Sexual Misconduct / Child Sexual Abuse**

Sexual misconduct can take place in any sport because of the trust that must take place between a coach and his/her athletes. Sexual misconduct can also take place between athletes. Usually it comes from one looking up to another, such as a mentorship and having a respect for someone who may be of higher level. Coaches and adults must commit to a having a non-sexual misconduct sports environment by making sure the athletes know it is imperative to report this kind of behavior.

### **Definition**

Sexual misconduct – encompasses a range of behavior used to obtain sexual gratification against another's will or at the expense of another. Sexual Misconduct includes sexual harassment, sexual assault, and any conduct of a sexual nature that is without consent or has the effect of threatening or intimidating the person against whom such conduct is directed.

Child Sexual Abuse – form of child abuse in which an adult or older adolescent uses a child for

sexual stimulation. Forms of child sexual abuse include asking or pressuring a child to engage in sexual activities, indecent exposure to a child with intent to gratify their own sexual desires, or to intimidate or groom the child, physical sexual contact with a child, or using a child to produce child pornography.

### **USA Judo's Sex Abuse Policy**

It is the policy of USA Judo that there should be no sexual abuse of any minor participant involved in any of its sanctioned programs, its training camps, Judo clinics, coach's clinics, referee's clinics, regional and national tournaments or other USA Judo sanctioned events, by an employee, volunteer or independent contractor. A minor is an individual who has not reached the age of consent or has not been emancipated. Sexual abuse of a minor participant occurs when an employee, volunteer, or independent contractor touches a minor participant for the purposes of causing sexual arousal or gratification of either the minor participant or the employee, volunteer or independent contractor. Sexual abuse of a minor participant also occurs when a minor player touches an employee, volunteer or independent contractor for the sexual arousal or sexual gratification of either the minor participant or the employee, volunteer or independent contractor if the touching occurs at the request or with the consent of the employee, volunteer or independent contractor. Neither consent of the athlete to the sexual contact, mistakes as to the participant's age, nor the fact that the sexual contact did not take place at a Judo function are defenses to a complaint of sexual abuse. Upon proof of violation of this policy, the violator will be permanently banned and/or suspended from USA Judo sanctioned programs and/or the programs of its group A, B or C members.

Membership and participation in USA Judo programs or activities may be terminated, refused, or denied to an individual who has been convicted of a criminal offense, of a sexual nature, child abuse, child molestation or other disqualifying convictions.

### **Examples of Sexual Misconduct**

Sexual misconduct includes sexual abuse, sexual harassment, and rape. The following are some examples of what sexual misconduct can look like.

- Unwanted contact, like touching of an athlete's breasts, buttocks, or genitals
- Sexual relations or intimacies between participants in a position of trust, authority, and/or supervisory control over athletes or other sport participants
- Sexual comments or jokes
- A coach discussing his or her sex life with an athlete or asking an athlete about his or her sex life
- A coach requesting or sending nude or partial dressed photo to an athlete
- Exposing athletes to pornographic material

## Screening Process

Screening is an important part of USA Judo's effort to keep the athletes' safe while they train and compete to obtain their personal goals along with USA Judo's goals.

It is the policy of USA Judo that we will not authorize or sanction in our program that we directly control or sanction any coach who has routine access to athletes who refuses to consent to be back ground screened or SafeSport certified before he or she is allowed to have routine access to athletes in USA Judo sanctioned programs.

A person may be disqualified and prohibited from serving as an employee, volunteer, coach, teacher or a referee of USA Judo if the person has:

- Been convicted (including crimes the record of which has been expunged and pleas of no contest) of a crime of child abuse, sexual abuse of a minor, physical abuse, causing a child's death, neglect of the child, murder, manslaughter, felony assault, any assault against a minor, kidnapping, arson, criminal/sexual conduct, prostitution, crimes relating to controlled dangerous substance or crimes related to said offenses.
- Being adjudged, liable for civil penalties or damages involving sexual or physical abuse of children.
- Being subject to any current or permanent Court Order involving any sexual abuse or physical abuse of a minor.
- Had their parental rights terminated.
- A history with another organization (volunteer, employment, etc.) of complaints of sexual or physical abuse of a minor.
- Resigned, been terminated or been asked to resign from a position whether paid or unpaid due to complaints of sexual or physical abuse of minors or having had a history of other behavior that indicates that they may be a danger to children in USA Judo, USA Judo activities or related events.

## Criminal Background Check

### Criminal Background Check Procedures

A criminal background check is mandatory for all employees, board members, teachers, coaches, instructors, assistant coaches, assistant instructors, medical personnel, officials & referees, and volunteers or contractors who have frequent contact and/or authority over athletes; whether

the coach, instructor, assistant coach or teacher is officially designated as a head coach or not. An assistant coach, an assistant instructor or teacher includes anyone who will be alone with the player or responsible for a player or a team member during an activity or practice.

Screens are also required for any non-athlete individual that USA Judo or the USOC authorizes to train, stay or work at an Olympic Training Center.

An individual criminal background check is required every two years through the USA Judo approved screening entity and is the responsibility of the candidate. A background check form must be filled out and returned to the background screen agency along with the appropriate processing fee or completed through the online process. Screens will be completed before contact with athletes begins and, in any event, within 60 days of the role.

The National Office will purge the membership database once a month for those individuals who are required to have a current background screen in place. Those who have a current background screen and SafeSport Certification will be listed on the USA Judo website as Active Coaches or Active Referees. Those who have lapsed will be notified and removed from the respective Active list and website.

USA Judo, in conjunction with its Group A, B, and C members, shall appoint a five-member committee which will be designated the Background Check Committee to administer all background check procedures. The Committee shall be made up of a representative from USA Judo, a representative from the USJA, a representative from the USJF, a representative from the Group B organizations and an athlete representative. The National Office has access to the background screen database showing passing or red flag only. The National Office does not have access to red flag details. The Background Check Committee shall receive and review the results of the background check reports from the investigating agency showing negative events. The Background Check Committee shall determine if any individual does not meet the USA Judo minimum standards for coaches, teachers, instructors or referee and shall use the criterion stated herein as a guide.

### **Disqualified Background Check**

The Backgrounds Check Committee shall notify the affected applicant that a disqualifying entry has been reported on the criminal background check and determine, if the applicant chooses, whether to withdraw their name from consideration or request a review by the Standards Committee of USA Judo or the Standards Committee of the respective Group A organization. If a review is requested, a meeting of the respective Standards Committee will be called and the applicant will be notified of a meeting date, time, and location in writing and shall be afforded the opportunity to address the respective Standards Committee. A full written disclosure of the criminal background history may be made to the Standards Committee as part of the review process and the applicant is encouraged and entitled to attend a special meeting and provide any additional information as he or she chooses. A decision of the Standards Committee shall be final and shall be based on a majority vote of the members in attendance at the meeting.

### **Confidentiality**

The appeal procedures of USA Judo and/or the respective Group A organization shall apply to the determinations made by the Standards Committee with the further proviso that the applicant should be advised that all activities pursuant to the background check committee in the matters pending before the Standards Committee would be confidential in nature, but the appeal process as implemented pursuant to the appeal procedure of USA Judo and/or one of their Group A, B, or C members could necessarily result in disclosures that would not remain confidential.

To the extent possible, all information contained in response to the criminal background checks or disclosed in the review process shall be kept confidential and not disclosed or discussed outside of the review process or the Standards Committee. In the event that an applicant feels a mistake has been reported in their criminal background check, it is the applicant's responsibility to contact the reporting agency and resolve any issues. USA Judo and its A, B, and C members are not responsible for errors or omissions that may be reported on background checks. The Background Check Committee of USA Judo shall maintain all authorizations, records and reports in a confidential matter.

### **If Charged with a Criminal Offense...**

If any member, volunteer, or participant is charged with a criminal offense of a sexual nature, child abuse, child molestation or other disqualifying offense, membership privileges and participation may be suspended pending the resolution of said charges and the completion of a background check.

## **Physical Contact with Athletes**

Appropriate physical contact between athletes and coaches, staff members, or volunteers is a productive and inevitable part of judo. USA Judo recognizes that athletes are more likely to acquire advanced physical skills and enjoy their sport participation through appropriate physical contact. However, rules and boundaries for physical contact must be set to reduce the potential for athlete maltreatment and reduce the potential for misinterpretation that leads to unfounded allegations of impropriety.

### **Regular Contact with Minors**

USA Judo defines "regular contact with minors" as meaningful or direct contact or oversight with minors that would be considered frequent, repeated or consistent. By way of example, an adult who will often assist with coaching/leading classes including minors would be considered "regular contact" with minors and is required to complete the SafeSport Online Training/Certification Course. An adult who may "drop in" to coach and/or practice with minors on occasion would not be considered frequent, repeated or consistent and would not need to complete the SafeSport Online Training/Certification Course. In the spirit of the moral code of judo, USA Judo requires adult members to self-certify whether or not they considered having "regular contact" with

minors based on the aforementioned description. If an adult member is unsure whether or not they have “regular contact” with minors, USA Judo encourages those individuals (and their clubs) to err on the side of caution and complete the SafeSport Training and Certification. USA Judo, in cooperation with USA Judo Clubs, has the right to randomly review and assess members who may have regular contact with minors and require compliance if/when considered necessary by USA Judo Leadership.

### **Safety**

The safety of our athletes is paramount and, in many instances, we believe we make the athletic environment safer through appropriate physical contact. Examples of this include:

- Spotting an athlete so that they will not be injured by a fall or piece of equipment
- Positioning an athlete’s body so that they more quickly acquire an athletic skill, get a better sense of where their body is in space, or improve their balance and coordination
- Making athletes aware that they might be in harm’s way because of other athletes practicing around them or because of equipment in use
- Releasing muscle cramps

### **Celebration**

Judo is physical by definition and we recognize participants often express their joy of participation, competition, achievement, and victory through physical acts. We encourage these public expressions of celebration, which include:

- Greeting gestures such as high-fives, fist bumps, brief hugs, and team handshakes
- Congratulatory gestures such as celebratory hugs and pats on the back for any form of athletic or personal accomplishment

### **Consolation**

USA Judo believes it’s appropriate and desirable to console an emotionally distressed athlete, for example, an athlete who has been injured or has just lost a competition. This sort of consolation can encourage athletes to maintain their motivation and strengthen relationships in the process. Appropriate consolation includes:

- Publicly embracing a crying athlete until they can compose themselves
- Putting an arm around an athlete while verbally engaging them in an effort to calm them down
- Lifting a fallen athlete off the playing surface and to encourage them to continue competition

### **Common Criteria for Physical Contact**

Each of these types of physical contact with athletes – safety, consolation, and celebration – has multiple criteria in common which makes them both safe and appropriate. These include:

- The physical contact takes place in public
- The impetus for contact derives from the athlete’s current observed state or situation

- An inherently beneficial purpose of the contact for the athlete
- No inappropriate overtones or undertones of the physical contact
- No potential for physical or sexual intimacies during the physical contact

### **Prohibited Physical Contact**

Forms of physical contact with athletes that do not meet USA Judo's criteria for Physical Contact with Athletes are unacceptable and should be reported immediately. These include, without limitation:

- Asking or having an athlete sit in the lap of a coach, administrator, staff member, or volunteer
- Lingering or repeated embraces of athletes that go beyond the criteria set forth for physical contact
- Slapping, hitting, punching, kicking or any other physical contact meant to discipline, punish, or achieve compliance from an athlete
- Cuddling or maintaining prolonged physical contact during any aspect of training, travel, or overnight stay

### **If Physical Contact is not wanted...**

All coaches, staff members, volunteers, officials, parents, and fellow athletes will honor the desire of any athlete who wishes to minimize or not engage in physical contact deemed otherwise appropriate. This practice will be extended to the parent/guardian of an athlete under the age of 18 who also wishes organizational members to have minimal or no physical contact with their child.

## **Areas of Concern**

Sometimes it is difficult to see that maltreatment can happen while off the mat. These are what we call Areas of Concern. The following are some topics to also keep in mind and can be useful to clubs and coaches.

### **Locker Rooms and Changing Areas**

Athletes are particularly more open to the Six Primary Types of Misconduct from other athletes in locker rooms or changing areas because of the lack of privacy that most of them have. There are many situations that can occur in a locker room or changing area. Many times, there will be no adult supervision or staff members to monitor these areas. Below are a few tips to try and make the locker rooms and changing areas as safe as possible.

- Create a policy for club locker rooms and changing areas and post them in and around that area.

- If the locker room or changing area happens to be a shared facility (such as a city gym, 24-hour fitness, etc.), you can encourage your athletes to come to practice already dressed in their uniform and have them change when they get back home.
- Depending on the size of your staff, you can have staff members stand outside of locker rooms and changing areas so they are readily available if something were to happen.
- Periodically have checks inside of locker rooms and changing areas, with women checking the female-designated areas, and men checking the male-designated areas.

## Mobile and Electronic Communications

Social media and electronic communications can be used to commit athlete maltreatment, like bullying, harassment, and hazing. With technology becoming more a part of everyone's life, USA Judo must make sure that there is no maltreatment through electronic communications as well. As part of USA Judo's emphasis on athlete safety, communications involving our athletes should be appropriate, productive, and transparent.

### **Communications with Athletes under Age 18**

Online discussion boards, mass emails, Facebook, Twitter, and other social media make it easy to share ideas and experiences. USA Judo recognizes this; however, social media, mobile, and other electronic communications can be especially concerning when an athlete under the age of 18 is involved. As such, there will be no electronic communications (e-mail, texts, tweets, etc.) between a minor athlete and administrators, coaches, staff members, or volunteers that are not shared with the athlete's parent/guardian.

Staff members and coaches who have younger athletes (less than 14 years of age) are to be in direct mobile and electronic contact with the parents/guardians who can then forward the message to their child.

Staff members and coaches of older athletes (14-18 years) are to copy or otherwise include parents/guardians on all mobile and electronic communications with the athlete.

Staff members and coaches may communicate directly with athletes, who are licensed to drive, by phone to notify them of changes to training, practice, and competition schedules.

### **Speaking Up**

We encourage staff, athletes, or parents to communicate any complaints or concerns to USA Judo. We ask that all complaints or concerns about potential violations or athlete maltreatment be directed to one of USA Judo's Safe Sport Contacts. This includes potentially serious violations as well as general concerns involving any coaches, staff members, athletes, or family members. It is only by coming to organizational leaders directly that we can effectively address the matter.

## Travel



Judo clubs can reduce the risk of athlete maltreatment by preparing the athletes for traveling to competitions and training opportunities. Following these travel guidelines will increase athlete safety and improve the competitive experience while keeping travel a fun and enjoyable experience.

### **Local Travel**

Local travel includes routine travel to practice and local competitions for which USA Judo does not arrange travel. For local travel, athletes or their parents/guardians (for athletes under age 18) are responsible for making all travel arrangements. In these instances, it is the responsibility of the athlete or their parents/guardians (for athletes under age 18) to ensure the person transporting the athlete maintains all safety and legal requirements, including, but not limited to, a valid driver's license, proper insurance, well maintained vehicle, and compliance with all state laws.

USA Judo coaches, staff, or volunteers are not to be part of an athlete's local travel arrangements, unless he or she is a member of the athlete's family. In that case, the coach, staff, or volunteer is considered to be acting as an athlete's guardian during local travel.

Coaches, staff members, and volunteers who are also guardians may provide shared transportation for any other athletes. We encourage guardians to pick up their athlete first and drop off their athlete last in any shared or carpool travel arrangement.

### **Team Travel/Overnight Stay**

Team travel occurs when USA Judo sponsors or arranges travel so that our teams can compete locally, regionally, nationally, or internationally. Because of the greater distances, coaches, staff, volunteers, and chaperones will often travel with the athletes. However, no coach, staff member, or volunteer will engage in team travel without the proper safety requirements in place and on record, including valid drivers' licenses, proper insurance, well maintained vehicles, and compliance with all state laws.

Athletes may share rooms, with 2-4 athletes assigned per room depending on accommodations. USA Judo will also notify hotel management should any special arrangements be warranted. We encourage family members who wish to stay in the team hotel to do so.

### **Coach and Staff Responsibilities**

Coaches and staff will monitor the activities of athletes, fellow coaches, and staff during team travel. Coaches and staff will:

- Prepare athletes for team travel and make athletes aware of all expectations. Information will be given to parents/guardians of athletes who are considered inexperienced travelers, new or relatively new to team travel, or who are under the age of 14.
- Familiarize themselves with all travel itineraries and schedules before the initiation of

team travel.

- Work with other chaperones, coaches, and staff to watch for signs of homesickness or other forms of athlete distress indicating a parent/guardian should be contacted.
- Help athletes be on time for all team commitments.
- Assist with team travel logistical needs.
- Support chaperones and/or participate in the monitoring of athletes for adherence to curfew restrictions set based on age and competition schedule.
- Ensure athletes are complying with hotel room restrictions based on gender or age bracket requirements.
- Make certain that athletes are not alone in a hotel room with any adult apart from a family member; this includes coaches, staff, and chaperones
- Immediately report any code of conduct or athlete maltreatment concerns.

### **Athlete Responsibilities**

Whether it's individual travel or team travel, athletes are representing USA Judo, and we expect them to act in a manner that reflects well on their team. This would include the following.

- Each athlete is to treat all teammates and coaches, opposing players and coaches, officials and fans in a respectful and courteous manner.
- Athletes must be on time for all team commitments as set forth in the travel itinerary.
- Each athlete is responsible for notifying their coach and chaperone of their location on a regular basis.
- Athletes are responsible to be in their rooms at curfew. The curfew times will be set based on age and competition schedule and will be listed in your travel itinerary.
- Athletes are not allowed in the hotel rooms of players of the opposite sex or of a different age bracket without a chaperone present.
- Athletes are not to be alone in a hotel room with any adult apart from a family member. This includes coaches, staff, and chaperones.
- Athletes will clean up after themselves.
- Athletes will be responsible for any additional costs incurred while travelling, which includes hotel phone or movie charges.

## **Prevention/Implementation**

USA Judo's commitment to athlete safety means keeping up to date on the risk factors that contribute to athlete maltreatment as well as understanding the individual and organizational practices that reduce the likelihood of maltreatment occurring.

### **Safe Sport Training**

SafeSport Certification is required by all employees, board members, teachers, coaches, instructors, assistant coaches, assistant instructors, medical personnel, officials & referees, and volunteers or contractors who have frequent contact and/or authority over athletes. It is also required for adults who have regular contact with minors as outlined in the Physical Contact with Athletes section of this document and any non-athlete individual that USA Judo or the USOC authorizes to train, stay or work at an Olympic Training Center. SafeSport Certification is required every two years and must be completed before contact with athletes begin and, in any event, within 60 days of the role.

The National Office will purge the membership database once a month for those covered individuals who are required to have a current background screen and SafeSport Training/Certification in place. Those who have a current background screen and SafeSport Certification will be listed on the USA Judo website as Active Coaches or Active Referees. Those who have lapsed will be notified and removed from the respective Active list and website.

To be certified satisfactory completion of the SafeSport course must be on record in the National Office. Training website is [www.SafeSport.org](http://www.SafeSport.org).

### **USA Judo Club Members**

This policy shall be implemented in a progressive manner at all coach certification programs, teachers' clinics, teachers' certification programs, referee certification programs, and their affiliated clubs. Any clubs, instructors, or assistant instructors that apply for recognition as a club affiliated with USA Judo shall submit the applicable forms and fees relating to criminal background checks for all of the designated coaches, instructors, teachers or referees including any assistant instructors.

USA Judo encourages its local organizers to adopt policies consistent with each state's applicable laws relative to the detection of child abusers, child molesters, persons involved in criminal offenses of a sexual nature, or criminal offenses that are adverse to the administration of the sport.

# Minor Athlete Abuse Prevention Policies (MAAPP)

## What is the MAAPP?

The Center has developed the Minor Athlete Abuse Prevention Policies (MAAPP). USA Judo has then adapted these policies to create this document, the MAAPP is a collection of proactive prevention and training policies for the U.S. Olympic & Paralympic Movement. The document is comprised of two parts:

1. An Education & Training Policy that requires training for certain Adult Participants within the Olympic & Paralympic Movement;
2. Required Prevention Policies, focused on limiting one-on-one interactions between Adult Participants and Minor Athletes, that Organizations within the Olympic & Paralympic Movement must implement to prevent abuse

Some policies impose requirements on Organizations at sanctioned events and facilities partially or fully under the Organization's jurisdiction. For example, USA Judo will monitor changing rooms at their facilities and sanctioned events. Other policies impose certain requirements on Adult Participants under the Organization's jurisdiction when the Adult Participant is having "In-Program Contact." For example, Adult Participants/Members cannot have one-on-one electronic communications with Minor Athletes that they coach without the parent/guardian's approval.

The MAAPP focuses on just two important aspects of a much larger comprehensive abuse prevention strategy. These policies address training requirements and limiting one-on-one interactions between adults and minor athletes. These policies are intended to be enforceable and reasonable, acknowledging, for example, that when a 17-year-old athlete turns 18, they become an adult athlete, and a complete prohibition of one-on-one interactions may not be necessary or practical. Additionally, there may be other instances when one-on-one interactions could occur, and in those cases, these policies provide strategies so parents/guardians can provide informed consent if they choose to allow a permitted interaction. The Center recommends that parents first complete training on abuse prevention to be informed about potential boundary violations and concerns before consenting to the interaction.

## What is In-Program Contact?

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

### **Does the MAAPP Have Any Exceptions?**

MAAPP was written with certain appropriate exceptions in mind. Exceptions are addressed in each policy and 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.

1. A Close-in-Age Exception
  - a. This exception applies to certain policies and allows for In-Program Contact between an Adult Participant and a Minor Athlete if:
    - i. The Adult Participant has no authority over the Minor Athlete; and
    - ii. The Adult Participant is not more than four years older than the Minor Athlete. *Note: This exception is different than the close-in-age exception in the SafeSport Code pertaining to misconduct.*
2. Exceptions for Adult Participant Personal Care Assistants Working with a Minor Athlete
3. Exceptions for Dual Relationships
  - a. 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.

Many of the exceptions require parent/guardian consent. The Center and USA Judo recommend parents take training on child abuse prevention before providing consent under these policies. The Center offers a free Parent Course at [www.athletesafety.org](http://www.athletesafety.org).

### **Does the MAAPP Have Any Exceptions?**

Certain Adult Participants within the Olympic & Paralympic Movement who have (i) regular contact with Minor Athletes, (ii) authority over Minor Athletes, or (iii) are employees or board members of the USOPC, NGBs, PSOs, or LAOs, are required to take training. The specific training requirements can be found in Part I.

USA Judo's definition of "regular contact" can be found in the Terminology section below. Any adult participant that identifies as having "regular contact" with minors are required to take the annual SafeSport training course and must stay trained to stay in good standing with USA Judo. Along with all USA Judo coaches and referees, close contact volunteers will be required to be SafeSport trained prior to assisting with an event.

## Reporting

Covered Adults are considered Mandatory Reporters and must report any of the below instances, or others that they may feel necessary, either directly to the U.S. Center for SafeSport or USA Judo. Depending on the allegation/offense Covered Adults would also be required to follow state and/or local guidelines on submitting a report to police.

- Sexual Misconduct, including without limitation child sexual abuse and any misconduct that is reasonably related to an underlying allegation of Sexual Misconduct
- Criminal Charges or Dispositions involving Child Abuse or Sexual Misconduct
- Misconduct Related to Reporting, where the underlying allegation involves Child Abuse or Sexual Misconduct
- Aiding and Abetting, when it relates to the Center's or USA Judo's process
- Misconduct Related to the Center's or USA Judo's process
- Emotional and Physical Misconduct (bullying, hazing, stalking, harassment, etc.)
- Violations of the Minor Athlete Abuse Prevention Policies (MAAPP)

Reports can be made formally or anonymously to the U.S. Center for SafeSport or USA Judo:

- Center
  - <https://uscenterforsafesport.org/report-a-concern/>
  - 833-587-7233
- USA Judo
  - <https://www.teamusa.org/USA-Judo/Safe-Sport-Program/SafeSport-Reporting>
  - 719-866-3621

## Chart of USA Judo Adult Participants

ADULT PARTICIPANTS	REGULAR CONTACT	AUTHORITY
USA Judo Staff		X
USA Judo Board Members		X
USA Judo Interns		X
LAOs Staff and Board		X
Referees		X
Coaches	X	X
Assigned Medical Personnel	X	X
Emergency Medical Personnel		
Team Managers	X	X
Adult Athletes who have Regular Contact with Minor Athlete	X	X
Adult Athletes who DO NOT have Regular Contact with Minor Athletes		
"Close-Contact"* Volunteers	X	
Administrative** Volunteers		

## Restriction on Participants Regarding Aiding in Employment

Any individual who is an employee, contractor, or agent of USA Judo may not assist a member or former member in obtaining a new job (except for the routine transmission of administrative and personnel files) if the individual knows that the member or former member violated the policies or procedures of the U.S. Center for SafeSport (the "Center") related to sexual misconduct or was convicted of a crime involving sexual misconduct with a minor in violation of applicable law or the policies or procedures of the Center.