



# **USA TRIATHLON SAFE SPORT POLICY**

*Recognizing, Reducing and Responding to Misconduct in Sport*

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## INTRODUCTION

Triathlon encourages a healthy lifestyle and builds self-confidence. Through triathlon, many people have experienced transformative fitness gains.

USA Triathlon has zero tolerance for abuse and misconduct, both on the race course and off it. We believe that everyone has a role in preventing and stopping abuse and have partnered with the U.S. Center for SafeSport to provide members with training, polices, and other resources to do so.

## AUTHORITY

The Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017 authorizes the Center to develop training and policies to prevent abuse—including physical, emotional, and sexual abuse—within the U.S. Olympic & Paralympic Movement. 36 U.S.C. § 220542(a)(1). Federal law requires that, at a minimum, national governing bodies and paralympic sports organizations *must offer and give consistent training related to the prevention of child abuse: (1) to all adult members who are in Regular Contact with amateur athletes who are minors and (2) subject to parental consent, to members who are minors.* 36 U.S.C. § 220542(a)(3). Federal law requires that these policies contain reasonable procedures to limit unobservable and uninterrupted one-on-one interactions between an amateur athlete, who is a minor, and an adult, who is not the minor’s legal guardian, at facilities under the jurisdiction of organizations within the U.S. Olympic & Paralympic Movement. 36 U.S.C. § 220542(a)(2). To that end, the Center has developed the Minor Athlete Abuse Prevention Policies (MAAPP), which is adopted here by USA Triathlon.

Nothing in this Policy should be interpreted to prevent a Club, Race Director, USA Triathlon, the Center, or the U.S. Olympic & Paralympic Committee (USOPC) from taking appropriate interim measures upon notice of an imminent threat of harm.

Any inquiries about the policies contained in this Policy should be directed to the USA Legal Team at [trisafesport@usatriathlon.org](mailto:trisafesport@usatriathlon.org).

## WHAT IS THE MAAPP?

The MAAPP is a collection of proactive prevention and training policies for the U.S. Olympic & Paralympic Movement. It has four primary components:

1. Organizational Requirements for Education & Training and Prevention Policies;
2. An Education & Training Policy that requires training for certain Adult Participants within the Olympic & Paralympic Movement;
3. 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; and
4. Recommended Prevention Policies.

The Center developed the MAAPP to assist National Governing Bodies (NGBs), Local Affiliated Organizations (LAOs), the U.S. Olympic & Paralympic Committee (USOPC), and other individuals to whom these policies apply in meeting their obligations under federal law. (Note: Implementing these policies does not guarantee that an organization or individual fully complies with federal law or all applicable legal obligations).

While the MAAPP will help organizations implement these policies to greatly improve minor athlete safety, in

no way can they guarantee athlete safety in all circumstances, especially when the policies are not fully implemented, followed, or monitored. These policies are not comprehensive of all prevention strategies, nor are they intended to be. These policies should be implemented alongside the [SafeSport Code](#).

### **HOW DOES THE CENTER ENSURE COMPLIANCE WITH THE MAAPP?**

Federal law requires the Center to conduct regular and random audits of the NGBs to ensure compliance with these policies. 36 U.S.C. § 220542(a)(2)(c). More specific organizational compliance requirements can be found in Appendix A. Additionally, it is the responsibility of the USOPC and each NGB, LAO, and Adult Participant to comply with the MAAPP. The aforementioned Organizations can address violations of the MAAPP by Adult Participants in their respective programs. Adult Participants also have an independent responsibility to comply with these MAAPP provisions. Violations of these provisions can result in sanctions under the SafeSport Code.

### **IS THE MAAPP DIFFERENT FROM THE SAFESPORT CODE?**

Yes. The SafeSport Code works alongside the MAAPP to prevent abuse. The MAAPP includes proactive prevention policies for organizations and individuals, while the SafeSport Code contains misconduct policies for individuals. However, violations of the MAAPP can violate the SafeSport Code and violators who are also Participants can be sanctioned.

## **SCOPE**

### **The MAAPP Applies to “In-Program Contact” Within the Olympic & Paralympic Movement**

The MAAPP is required for the U.S. Olympic & Paralympic Committee (USOPC), National Governing Bodies (NGB) such as USA Triathlon, and Local Affiliated Organizations (LAO) within the Olympic & Paralympic Movement (each an “Organization”).

Some policies impose requirements on USA Triathlon and LAOs at sanctioned events and facilities partially or fully under USA Triathlon’s jurisdiction. For example, USA Triathlon and its sanctioned event directors must monitor bathrooms at their facilities and sanctioned events, if they exist. Other policies impose certain requirements on Adult Participants under USA Triathlon’s jurisdiction when the Adult Participant is having “In-Program Contact.” For example, Adult Participants cannot have one-on-one meetings with a Minor Athlete unless it is observable and interruptible.

### **WHO IS A MINOR ATHLETE?**

A Minor Athlete is 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, USA Triathlon, or LAO.<sup>1</sup>

- Partial or Full Jurisdiction: Includes any sanctioned event (including all travel and lodging in connection with the event) by USA Triathlon, LAO, or any facility that USA Triathlon, or LAO owns, leases, or rents for practice, training, or competition.

### **WHO IS AN ADULT PARTICIPANT?**

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<sup>1</sup> This term shall also include any minor who participates in, or participated within the previous 12 months in, a non-athlete role partially or fully under the jurisdiction of USA Triathlon, USOPC, or LAO. Examples include, but are not limited to: officials, coaches, or volunteers.

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

1. A member or license holder of USA Triathlon, LAO;
2. An employee or board member of USA Triathlon, LAO;
3. Within the governance or disciplinary jurisdiction of USA Triathlon, LAO;
4. Authorized, approved, or appointed by USA Triathlon or LAO to have Regular Contact with or authority over minor athletes.<sup>2</sup>

### **WHAT IS IN-PROGRAM CONTACT?**

Any contact (including communications, interactions, or activities) between an Adult Participant and any Minor Athlete(s) related to participation in sport. In-Program Contact includes sanctioned events and facilities, but it also applies more broadly to sport-related interactions.

Examples of In-Program Contact include, but are not limited to competition, practices, camps/clinics, training/instructional sessions, pre/post event meals or outings, team travel, 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.

### **WHO IS REQUIRED TO TAKE SAFESPORT TRAINING?**

Certain Adult Participants within the Olympic and Paralympic Movement who have (i) Regular Contact with amateur athletes who are minors, (ii) authority over amateur athletes who are minors, and/or (iii) are employees or board members of USA Triathlon, or LAOs, are required to take training.

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<sup>2</sup> 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 Participation definition.

## DEFINITIONS

This section defines key words and concepts used throughout this Safe Sport Policy. The definitions set forth are intended to be universal in nature; however, some definitions vary by state. For example, the legal definition of “child abuse” is determined by each individual state. Guidelines concerning specific states may be found by visiting the Child Welfare Information Gateway [www.childwelfare.gov](http://www.childwelfare.gov).

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

1. A member or license holder of USA Triathlon or LAO;
2. An employee or board member of USA Triathlon or LAO;
3. Within the governance or disciplinary jurisdiction of USA Triathlon or LAO;
4. Authorized, approved, or appointed by USA Triathlon or LAO to have Regular Contact with or authority over minor athletes.<sup>3</sup>

Examples include:

- USA Triathlon Staff and Interns
- USA Triathlon Board Members
- USA Triathlon Certified Coaches
- USA Triathlon Certified Race Directors
- USA Triathlon Youth Event Race Directors
- USA Triathlon Certified Officials
- USA Triathlon National Team Elite Contracted Medical Personnel (i.e. doctors, trainers)
- USA Triathlon National Team Elite Contracted Massage Therapists
- USA Triathlon National Team Elite Contracted Mechanics
- USA Triathlon contractors who have direct contact with Athletes
- USA Triathlon Elite National Team Program Athletes
- Adult members who have regular contact with minor athletes
- Any other individual that USA Triathlon formally authorizes, approves or appoints (a) to a position of authority over, or (b) to have regular contact with any minor athlete, including coaches, not already listed above
- Adults at LAOs who have regular contact with minor athletes, or are so designated by the LAO
- Any other individual that a LAO formally authorizes, approves or appoints (a) to a position of authority over, or (b) to have regular contact with any minor athlete not already listed above or so designated by the LAO
- Board members of LAOs
- LAO Administrators and Staff
- Any non-athlete USA Triathlon authorizes to train, reside, or work at any Olympic Training Center, not already listed above

A person who is an “Adult Participant” or “Participant” under these policies and/or the rules of the U.S. Center for SafeSport is subject to the rules, policies, and procedures of this Policy and the U.S. Center for SafeSport and will submit, without reservation or condition, to the jurisdiction of the U.S. Center for SafeSport for the resolution

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<sup>3</sup> 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.

of any alleged violations of those rules, policies, or procedures, as they may be amended from time to time.

**Adult Participant Personal Care Assistant.** An Adult Participant who assists a parasport 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.

**Amateur Athlete.** An athlete who meets the eligibility standards established by the National Governing Body 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 below in this Policy.

**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 (4) 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.*

**Coach.** A Coach is any adult who:

1. Is certified as a USA Triathlon coach or
2. Is identified by a registered athlete of a USA Triathlon sanctioned event as a "coach" who is potentially attending a USA Triathlon sanctioned event.

**Dual Relationships.** An exception applicable to certain policies when an Adult Participant has a relationship with a Minor Athlete outside of the sport 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. In-Program Contact includes sanctioned events and facilities, but it also applies more broadly to sport-related interactions.

- Examples of In-Program Contact include, but are not limited to competition, practices, camps/clinics, training/instructional sessions, pre/post event meals or outings, team travel, 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.

**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. USA Triathlon's LAOs must be certified; this includes high school clubs, collegiate clubs, and other clubs.

**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, USA Triathlon or an LAO<sup>4</sup>.

- **Partial or Full Jurisdiction:** Includes any sanctioned event (including all travel and lodging in connection with the event) by USA Triathlon or an LAO, or any facility that USA Triathlon or LAO owns, leases, or rents for practice, training, or competition.

**Misconduct.** Conduct which results in harm, the potential for harm, the imminent threat of harm or is otherwise a violation of this Policy or the Code. Age is irrelevant to Misconduct. There are six primary types of misconduct in sport: sexual misconduct, physical misconduct, emotional misconduct, bullying, harassment, and hazing.

**National Governing Body.** A U.S. Olympic National Governing Body or Pan American 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.

**Power Imbalance.** A Power Imbalance may exist where, based on the totality of the circumstances, one person has supervisory, evaluative, or other authority over another. Whether there is a Power Imbalance depends on several factors, including but not limited to: the nature and extent of the supervisory, evaluative or other authority over the person; the actual relationship between the parties; the parties' respective roles; the nature and duration of the relationship; the age of the parties involved; whether there is an aggressor; whether there is a significant disparity in age, size, strength, or mental capacity.

- Once a coach-Athlete relationship is established with a Minor Athlete or Elite Athlete, a Power Imbalance is presumed to exist throughout the coach-Athlete relationship (regardless of age) and is presumed to continue for Minor Athletes after the coach Athlete relationship terminates until the Athlete reaches 20 years of age.
- A Power Imbalance may exist, but is not presumed, between adult athletes and coaches who are in an Intimate Relationship (e.g., a relationship between two spouses or life partners that preceded the sport relationship).

**Regular Contact. Ongoing interactions during In-Program Contact within a 12-month period wherein an Adult Participant is in a role of direct and active engagement with any Minor Athlete(s).** Examples include:

- A coach participating in a camp/clinic where Minor Athletes are in attendance.
- A Physical Therapist providing massages to competitors, including Minor Athletes, after a race.

**Residential Environment.** A place in which participants live or stay temporarily. Residential environments include, but are not limited to, onsite housing at training facilities, billeting, hotel stays, or rentals (i.e., Airbnb, VRBO, HomeToGo, etc.).

**Billeting:** A residential environment facilitated by an Adult Participant, USA Triathlon, LAO, or sanctioned event staff in which a Minor Athlete is a temporarily housed in a private home with an adult or family who is not related

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<sup>4</sup> This term shall also include any minor who participates in, or participated within the previous 12 months in, a non-athlete role partially or fully under the jurisdiction of USA Triathlon or an LAO. Examples include, but are not limited to: officials, coaches, or volunteers.



to or known by the Minor Athlete. This lodging arrangement is in conjunction with an activity related to sport.

**The Center.** The U.S. Center for SafeSport.

**The Code.** The U.S. Center for SafeSport’s rules, policies, and procedures, including, but not limited to, the document titled “SafeSport Code.”

**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 & EDUCATION POLICY**

Many USA Triathlon participants must successfully complete awareness training provided by the Center concerning misconduct in sport. USA Triathlon will update categories of people included in the training and education policy as needed.

USA Triathlon will maintain accurate and up-to-date tracking of such approved training and education. Periodic checks for compliance will be completed for all individuals required to complete such training and education as specified above.

### **A. Mandatory Child Abuse Prevention Training for Adult Participants**

#### **1. Adult Participants Required to Complete Training**

- a. The following Adult Participants must complete the SafeSport® Trained Core Course through the Center's online training:
- b. Adult Participants who have Regular Contact with any amateur athlete(s) who is a minor;
- c. Adult Participants who have authority over any amateur athlete(s) who is a minor;
- d. Adult Participants who are an employee or board member of USA Triathlon or an LAO;
- e. Adult Participants who are medical providers required to take training under Section (a) can take the Health Professionals Course in lieu of the *SafeSport® Trained Core Course*.

### **B. Timing of Training**

#### **1. Adult Participants must complete this training:**

- a. Before Regular Contact with an amateur athlete who is a minor begins; or
- b. Within the first 45 days of either initial membership or upon beginning a new role subjecting the adult to this policy, whichever comes first.

#### **2. Refresher Training**

- a. The above-listed Adult Participants must complete a refresher course every 12 months, beginning the calendar year after completing the *SafeSport® Trained Core Course*. Every four years, Adult Participants will complete the *SafeSport® Trained Core Course* training. Medical providers can take the Health Professionals Course in lieu of the *SafeSport® Trained Core Course* and are required to take the refresher courses on an annual basis if they meet the criteria for A(1).

### **C. Minor Athlete Training**

1. USA Triathlon and LAOs offer and, subject to parental consent, give training to Minor Athletes on the prevention and reporting of child abuse on every 12 months.
2. The Center offers youth courses, located at safesporttrained.org, that meet this requirement.

### **D. Parent Training**

1. USA Triathlon and LAOs offer training to parents on the prevention and reporting of child abuse on every 12 months.
2. The Center offers a parent course, located at safesporttrained.org, that meets this requirement.

## **E. Optional Training**

1. Adult Participants serving in a volunteer capacity, who will not have Regular Contact with or authority over any amateur athlete(s) who is a minor, should take the Center's brief Volunteer Course (or *SafeSport® Trained Core Course*) before engaging or interacting with any Minor Athlete(s).
2. Parents of minor athletes are provided free online access to the Center's parent course and are encouraged to take the training.

## **F. Exemptions and Accommodations**

1. The Center's online training courses contain information about various forms of abuse. The courses do not include graphic descriptions of abuse or show violent images or video. The content may be uncomfortable or trigger trauma for some participants.
2. Exemptions to the online training requirement may be requested by survivors of abuse and misconduct. Survivors of abuse can request an exemption by contacting USA Triathlon ([trisafe@usatriathlon.org](mailto:trisafe@usatriathlon.org)) or the Center ([exemptions@safesport.org](mailto:exemptions@safesport.org)). All exemptions granted by the Center or USA Triathlon in this category are indefinite and do not need to be re-requested every year.
3. Exemptions to the online training requirement for reasons other than survivor of abuse and misconduct are limited to cognitive or physical disability or language barrier. Requests for these exemptions must be made by the individual to USA Triathlon ([trisafe@usatriathlon.org](mailto:trisafe@usatriathlon.org)). USA Triathlon will determine whether to grant the exemption. If the exemption is granted, USA Triathlon will provide reasonable accommodations and track any exemptions for individuals with disabilities and individuals with limited English proficiency.
4. The Center has several options available to assist individuals in completing the online training courses, including screen reader-compatible versions and course availability in several languages, including English, Spanish, French, Mandarin, Russian, German, and Japanese. If none of the available options will fit the individual's needs, USA Triathlon may determine whether to grant an exemption.

## PART II

### REQUIRED POLICIES FOR ONE-ON-ONE INTERACTIONS

USA Triathlon recognizes that youth-adult relationships can be healthy and valuable for development. Policies on 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 organizations limit such interactions between youth and adults and implement programs that reduce the risk of sexual abuse.

**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 with a documented exception.**

**For purposes of this policy, “Organization” includes USA Triathlon, clubs and sanctioned clinic and race organizers.**

#### EXCEPTIONS

There are certain relationships and situations in which one-on-one interactions may be allowed or necessary. This section identifies policy exceptions for close-in-age relationships, Personal care Assistants, dual relationships, and emergencies.

The following exceptions are applicable within all Required Prevention Policies unless otherwise noted.

#### **A. Close-in-Age Exception\***

1. The purpose of this exception is to allow for continued relationships among athletes on the same team.
2. This exception allows for one-on-one 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 4 years older (determined by birth date) than the Minor Athlete.

**\* Note: This exception is different than the close-in-age exception in the [SafeSport Code](#) pertaining to misconduct.**

#### **B. Exceptions for Adult Participant Personal Care Assistants Working with a Minor Athlete**

1. This exception exists for Adult Participants who also assist an athlete with activities of daily living and preparation for athletic participation.
2. This exception allows for one-on-one In-Program Contact between an Adult Participant and a parasport Minor Athlete if the following requirements are met:
  - a. The Minor Athlete’s parent/guardian has provided written consent to USA Triathlon for the Adult Participant Personal Care Assistant to work with Minor Athlete; and
  - b. The Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and
  - c. The Adult Participant Personal Care Assistant has complied with USA Triathlon’s or LAOs screening policy (e.g., background check).

### **C. Exceptions for Dual Relationships**

This exception allows for one-on-one In-Program Contact when the Adult Participant has a relationship with a Minor Athlete that is outside of the sport. The exception requires written consent of the Minor Athlete's parent/guardian at least annually. The consent must identify for which Required Prevent Policies the parent/guardian is allowing the one-on-one In-Program Contact.

### **D. Emergency Exception**

This exception applies to all Required Prevention Policies for situations where an Adult Participant must violate requirement(s) of the MAAPP due to an emergency. Adult Participants must carefully consider whether specific circumstances meet the threshold of "emergency." Consider:

- Is there a threat to safety? Is anyone in danger?
- Is someone injured? Does that injury require immediate care?
- Are you able to remedy the situation while still following the Required Prevention Policies?
- Are you able to contact another Adult Participant or the Minor Athlete's parent or guardian safely and reasonably to avoid a one-on-one interaction? This can be done in person or electronically.

Emergency situations that occur during participation at a USA Triathlon owned event should be documented at [trisafe@usatriathlon.org](mailto:trisafe@usatriathlon.org). Emergencies that occur at an event hosted by an LAO should be documented with the LAO. Documentation should include:

- Time, location, and activities impacted by the emergency, and individuals involved.
- What caused the emergency exception (weather, injury, etc.).
- What steps you took during the emergency.
- Steps you took to follow the Required Prevention Policies (if able). For example, called parents to stay on the line while transporting athlete, narrated steps taken to minor athlete, etc.
- Outcomes and steps you took after the emergency.

The Center recommends parents take training on child abuse prevention before providing consent to the above exceptions. The Center offers a free Parent Course at [safesporttrained.org](http://safesporttrained.org).

## MEETINGS

Sexual abuse often happens when children are alone with their abusers. This section provides policies for meetings to limit one-on-one interactions between children and adults, including mental health care professionals and licensed health care providers.

### **A. Observable and Interruptible**

Adult Participants must ensure that all In-Program meetings with Minor Athletes be observable and interruptible, unless an exception exists.

### **B. Meetings with licensed mental health care professionals and health care providers (other than athletic trainers<sup>5</sup>)**

1. If a licensed mental health care professional, licensed health care provider, or a student under the supervision of 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 USA Triathlon's or an LAO'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
  - c. The Organization is notified that the provider will be meeting with a Minor Athlete; and
  - d. The professional or provider obtains consent consistent with applicable laws and ethical standards, which can be withdrawn at any time.

### **C. Parent Training**

Parents/guardians receive the U.S. Center for SafeSport's education and training on child abuse prevention before providing consent for their Minor Athlete to have a meeting or training session with an Adult Participant subject to these policies.

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<sup>5</sup> Athletic trainers who are covered under these policies must follow the "Manual Therapy and Therapeutic Recovery Modalities" policy.

## **INDIVIDUAL TRAINING SESSIONS**

Some abusers will single out athletes for special one-on-one instruction. This kind of isolation provides opportunities for abuse to occur. This section establishes rules for individual training sessions to protect youth athletes from uncomfortable or unsafe conditions.

### **A. Observable and Interruptible**

Adult Participants must ensure all In-Program individual training sessions with a Minor Athlete be observable and interruptible.

### **B. Consent**

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;

### **C. Parent Observation**

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

### **D. Monitoring**

If a permitted meeting or training session takes place between an Adult Participant(s) and a Minor Athlete(s) at a facility partially or fully under USAT's or LAO's jurisdiction, another Adult Participant will monitor each meeting or training session. Monitoring includes reviewing the parent/guardian consent form, knowing that the meeting or training session is occurring, knowing the approximate planned duration of the meeting or training session, and dropping in on the meeting or training session.

### **E. Parent Training**

Parents/guardians should receive the Center's education and training on child abuse prevention before providing consent for their Minor Athlete to have a meeting or training session with an Adult Participant subject to these policies.

## **MANUAL THERAPY AND THERAPEUTIC AND RECOVERY MODALITIES<sup>6</sup>**

Many athletes require therapies to prevent or treat injuries. However, these treatment sessions can place children in vulnerable positions, especially if they involve physical contact with adults. This section establishes standards for therapeutic and recovery modalities and manual therapy to reduce the risk of inappropriate contact between youth and adults.

**Note: Only the emergency exception applies within this policy.**

### **A. Observable and Interruptible**

Adult Participants must ensure that all In-Program Contact during manual therapy and therapeutic modalities and recovery modalities with Minor Athletes must be observable and interruptible.

### **B. Manual Therapy and Therapeutic and Recovery Modalities Requirements**

1. Adult Participants must ensure all In-Program manual therapy and therapeutic and recovery modalities meet the following requirements:
  - a. Have another Adult Participant physically present for the modality or manual therapy; and
  - b. Have documented consent as explained in subsection (C) below; and
  - c. Be performed with the Minor Athlete fully or partially clothed, ensuring that the breasts, buttocks, groin, or genitals are always covered; and
  - d. Allow parents/guardians in the room as an observer, except for competition or training venues that limit credentialing; and
  - e. The provider must narrate the steps in the modality before taking them, seeking assent of the Minor Athlete throughout the process.

### **C. Consent**

1. Providers of manual therapy, therapeutic modalities, or recovery modalities, or the Organization when applicable, must obtain consent at least annually from Minor Athletes' parents/guardians before providing any manual therapy, therapeutic modalities, or recovery modalities.
2. Minor Athletes or their parents/guardians can withdraw consent at any time.

### **Recommended**

#### **D. Coaches**

Coaches, regardless of whether they are licensed massage therapists, should not massage Minor Athletes.

#### **E. Parent Training**

Parents/guardians should receive the Center's education and training on child abuse prevention before providing consent for their Minor Athlete to receive manual therapy, therapeutic modality, or recovery modality.

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<sup>6</sup> Manual therapy and therapeutic and recovery modalities can be different for each sport. They can include, but are not limited to: first aid, massage, taping, cupping, stretching, cryotherapy, neuromuscular stimulations, electrical stimulation, or other modalities within the scope of a Healthcare Provider's credentials.



**F. Other**

1. Only licensed providers should administer manual therapy, therapeutic modalities, or recovery modalities.
2. When possible, techniques should be used to reduce physical touch of Minor Athletes in the modality before taking them, seeking assent of the Minor Athlete throughout the process.

## **LOCKER ROOMS, RESTROOMS, AND CHANGING AREAS**

Young athletes may be especially vulnerable to abuse in changing areas where they are undressing and possibly showering. Appropriate monitoring is necessary in these areas to prevent abuse and other inappropriate conduct. This section outlines policies for locker rooms and changing areas to ensure privacy and safety.

### **A. 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, unless an exception exists.

### **B. Conduct in Locker Rooms, Changing Areas, and Similar Spaces**

1. 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 (e.g., bathroom).
2. Adult Participants must not remove their clothes or behave in a manner that intentionally or recklessly exposes their breasts, buttocks, groins, or genitals to a Minor Athlete in a locker room or changing area.
3. Adult Participants must not shower with Minor Athletes unless:
  - a. The Adult Participant meets the Close-in-Age Exception; or
  - b. The shower is part of a pre- or post-activity rinse while wearing swimwear.
4. Parents/guardians may request in writing that their Minor Athlete(s) not change or shower with Adult Participant(s) during In-Program Contact. USA Triathlon, clubs, and the Adult Participant(s) must abide by this request.

### **C. Media and Championship Celebrations in Locker Rooms**

1. USA Triathlon or an LAO may permit recording or photography in locker rooms for the purpose of highlighting a sport or athletic accomplishment if:
  - a. Parent/legal guardian consent has been obtained; and
  - b. USA Triathlon or the LAO approves the specific instance of recording or photography; and
  - c. Two or more Adult Participants are present; and
  - d. Everyone is fully clothed.

### **D. 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 detailed on page 10.

### **E. Availability and Monitoring of Locker Rooms, Changing Areas, and Similar Spaces**

1. USA Triathlon, Race Director, or Club 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 USAT's or LAO's jurisdiction.

2. USA Triathlon, Race Director, or Club 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 USAT Triathlon's, the Race Director's, or Club's jurisdiction.

## **ELECTRONIC COMMUNICATIONS<sup>7</sup>**

Technology has made it easier for teams to communicate and share information. Unfortunately, it also makes it easier for abusers to contact children without supervision or share inappropriate images and video. This section sets standards for appropriate electronic communications between youth and adults.

### **A. Open and Transparent**

1. All one-one-one electronic communications between an Adult Participant and a Minor Athlete must be Open and Transparent, unless an exception exists.
2. “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 on every communication.
  - a. If a Minor Athlete communicates with the Adult Participant first, the Adult Participant must follow this policy if the Adult Participant responds.
3. Only platforms that allow for Open and Transparent communication may be used to communicate with Minor Athletes.

### **B. 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 the Minor Athletes’ parents/guardians, another adult family member of the Minor Athletes, or another Adult Participant.

### **C. Content**

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

### **D. Requests to Discontinue**

Parents/guardians may request in writing that USA Triathlon or LAO or an Adult Participant not contact their Minor Athlete through any form of electronic communication. The Organization and the Adult Participant must abide by any request to discontinue, absent emergency circumstances.

### **E. Hours**

Electronic communications should generally be sent only between the hours of 8:00a.m. and 8:00p.m. local time for the location of the Minor Athlete.

### **F. Social Media Connections**

1. Adult Participants, except those with a Dual Relationship or who meet the Close-in-Age Exception, are not permitted to have private social media connections with Minor Athletes and should discontinue existing social media.
2. Athletes who are minors may “friend” USA Triathlon’s page and their official club or team’s page, but not the personal page of a coach or other Participating Adult.

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<sup>7</sup> Electronic communications include, but are not limited to email, phone calls, videoconferencing, video coaching, texting, social media, or through any other electronic medium.

## **G. Monitoring**

1. USA Triathlon monitors its social media pages and may remove any posts that violate its policies and practices for appropriate behavior.
2. USA Triathlon will inform the legal guardian of a Minor Athlete of any prohibited posts, as well as the organization's administrator.

## **TRANSPORTATION**

Athletes are often carpooling or traveling without the supervision of their parent/guardian to practices and competitions. This can place them in vulnerable positions where they are susceptible to abuse. This section establishes policies for adults transporting children to or from sport activities.

### **A. Observable and Interruptible**

1. Adult Participants must ensure that all In-Program Contact during Transportation is Observable and Interruptible unless an exception exists or:
  - a. The Adult Participant has advanced, written consent to transport the Minor Athlete one-on-one, obtained at least annually from the Minor Athlete's parent/guardian. Minor Athlete(s) or their parent/guardian can withdraw consent at any time.
  - b. The Adult Participant is accompanied by another Adult Participant or at least two minors who are at least 8 years of age.

### **B. Additional Requirements for Transportation Authorized or Funded by USA Triathlon**

1. Written consent from a Minor Athlete's parent/guardian is required for all transportation authorized or funded by USA Triathlon or a club at least annually.
2. Minor Athlete(s) or their parent/guardian can withdraw consent at any time.
3. Observable and Interruptible

### **C. Shared or Carpool Travel Arrangement**

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

### **D. Parent Training**

Parents/guardians should receive the Center's education and training on child abuse prevention before providing consent for their Minor Athlete to travel one-on-one with an Adult Participant.

## **LODGING**

Youth athletes traveling overnight face greater risk of sexual abuse if they are traveling without their parent/guardian. Abusers can take advantage of the situation by trying to have unsupervised time alone with children. This section sets rules for sleeping arrangements and room monitoring to protect athletes during overnight travel.

### **A. Observable and Interruptible**

1. All In-Program Contact during lodging must be observable and interruptible unless an exception exists.
2. Lodging arrangements covered under this policy include, but are not limited to, hotel stays, rentals (i.e., Airbnb, VRBO, HomeToGo, etc.), and long-term residential environments, including lodging at training sites and billeting.

### **B. Hotel Rooms and Other Sleeping Arrangements**

1. An Adult Participant cannot share a hotel room or otherwise sleep in the same room with a Minor Athlete(s), unless an exception exists and the Minor Athlete's parent/guardian has provided USA Triathlon, the LAO, or Adult Participant with advance, written consent for each specific lodging arrangement.
2. Written consent from a Minor Athlete's parent/guardian must be obtained for all In-Program lodging at least annually.
3. Minor Athlete(s) or their parent/guardian can withdraw consent at any time.

### **C. Monitoring or Room Checks During In-Program Travel**

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

### **D. Additional Requirements for Lodging Authorized or Funded by the Organization**

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 policy outlined in Part I, unless the Adult Participant meets the Close-in-Age exception.

### **E. Parent Training**

USA Triathlon encourages parents/legal guardians to receive education concerning child abuse prevention before providing consent for their minor to travel alone with an Adult Participant.

## **RECOMMENDED POLICIES FOR KEEPING YOUNG ATHLETES SAFE**

### **A. Out-of-Program Contact**

1. Adult Participants, who do not meet the Close-in-Age Exception nor have a Dual Relationship with a Minor Athlete, should not have out-of-program contact with Minor Athlete(s) without legal/parent guardian consent, even if the out-of-program contact is not one-on-one.

### **B. Gifting**

1. Adult Participants, who do not meet the Close-in-Age Exception or have a Dual Relationship with a Minor Athlete, should not give personal gifts to Minor Athlete(s).
2. Gifts that are equally distributed to all athletes and serve a motivational or educational purpose are permitted.

### **C. Photography/Video**

1. Photographs or videos of athletes may only be taken in public view and must observe generally accepted standards of decency.
2. Adult Participants should not publicly share or post photos or videos of Minor Athlete(s) if the Adult Participant has not obtained the parent/guardian and Minor Athlete's consent.



## USA TRIATHLON CLUBS AND SANCTIONED EVENTS

### A. Training and Education

1. All Clubs/Events must designate a primary Club SafeSport contact. If no contact is designated, the individual registering the Club/Event with USA Triathlon will be the default Club/Event SafeSport contact. All Clubs must provide to USA Triathlon the names of its staff, Board members and individual Club members who have Regular Contact with minor athletes, and any other individual that the Club formally authorizes, approves or appoints (a) to a position of authority over, or (b) to have Regular Contact with any amateur athlete who is a minor. Such individuals are required to take training and education, pursuant to the policies in this policy. Clubs must maintain up-to-date records of these individuals, and their compliance with USA Triathlon's education, training, and background check requirements. It is the responsibility of the Club SafeSport contact to ensure compliance with this policy, the Code, and other SafeSport policies of the Center, USA Triathlon, and the USOPC, and to designate others to complete SafeSport training and background checks as necessary and required under this Policy. USA Triathlon does not conduct background checks for Clubs.
2. At any Club function at which Minor Athletes are present, at least one SafeSport™ trained adult must be present at all times. SafeSport™ trained adults present at Club functions are responsible for looking for and reporting signs of boundary violations and potential misconduct and abuse violations.

### B. Reporting Procedures

All USA Triathlon Clubs and sanctioned events must follow the reporting procedures of this Policy.

### C. Events

All sanctioned events with minor athletes must follow USA Triathlon's Events Quality Control Policy, which is distributed to Race Directors following receiving their sanction. This policy details the expectations for quality control, training, and following the MAAPP. All events with minors are expected to follow these requirements.

## **REPORTING**

**USA Triathlon members and Adult Participants shall report any misconduct or violations as defined in the Minor Athlete Abuse Prevention Policies or elsewhere in this Safe Sport Policy, to the U.S. Center for SafeSport or USA Triathlon, in addition to law enforcement as required by any state or federal reporting requirements. There are no fees or cost involved in making a report.**

In the event that any USA Triathlon member or Adult Participant either (i) observes misconduct as defined in this policy or the Code (ii) has reported to him or her allegations of misconduct as defined in this policy or the Code or (iii) reasonably suspects that an incident(s) of sexual misconduct has occurred, it is the personal responsibility of the individual to immediately report this to the U.S. Center for SafeSport, and/or law enforcement, as applicable. For instances of (i) and (ii), the individual may immediately make a direct report to USA Triathlon. The individual should not attempt to evaluate the credibility or validity of the allegations as a condition for reporting. USA Triathlon shall report allegations to law enforcement authorities and/or the U.S. Center for SafeSport, as applicable.

### **WHISTLEBLOWER PROTECTION**

Regardless of whether the allegation(s) is proven, USA Triathlon will support the complainant(s) and his or her right to express concerns in good faith. USA Triathlon will not encourage, allow or tolerate attempts from any individual to retaliate, punish or in any way harm any individual(s) who reports a concern in good faith or provides information or testimony to USA Triathlon, or otherwise cooperates with USA Triathlon, in good faith, in the course of an investigation and/or disciplinary action. Such retaliatory actions against such an individual may be grounds for disciplinary action.

### **BAD-FAITH ALLEGATIONS**

Submitting a knowingly false allegation is prohibited and may violate state criminal law and civil defamation laws. Such reports will be considered a violation of the USA Triathlon Safe Sport Policy and may be subject to sanctioning.

### **ADDITIONAL CONSIDERATIONS REGARDING REPORTING SEXUAL MISCONDUCT**

#### **Grooming**

Because sexual abusers often “groom” children for abuse – the process used by offenders to select a child, to win the child’s trust (and the trust of the child’s parent or guardian), to manipulate the child into sexual activity and to keep the child from disclosing abuse – it is possible that a USA Triathlon member may witness behavior intended to groom a child for sexual abuse. All questions or concerns related to inappropriate, suspicious or suspected grooming behavior should be directed to the Center and/or the USA Triathlon Legal Department.

#### **Peer-to-Peer Sexual Abuse**

Approximately 1/3 of all child sexual abuse occurs at the hands of other children and the obligation to report extends to peer-to-peer child sexual abuse. Whether or not a sexual interaction between children constitutes child sexual abuse turns on the existence of an aggressor, the age difference between the children, and/or whether there is an imbalance of power or intellectual capabilities. If you have any concerns that an interaction between children may constitute sexual abuse, report it to the Center and/or USA Triathlon.

## **Power Imbalance**

The full definition of Power Imbalance is in the Definitions section of this policy. A Power Imbalance may exist where, based on the totality of the circumstances, one person has supervisory, evaluative, or other authority over another. Whether there is a Power Imbalance depends on several factors, including but not limited to: the nature and extent of the supervisory, evaluative or other authority over the person; the actual relationship between the parties; the parties' respective roles; the nature and duration of the relationship; the age of the parties involved; whether there is an aggressor; whether there is a significant disparity in age, size, strength, or mental capacity.

As a majority of USA Triathlon's participants are adult recreational athletes (i.e. athletes who train and compete for fun, with no intention of pursuing an elite career), adult athletes and coaches do not have a presumed imbalance of power. Intimate relationships between adult athletes and coaches are not considered to have an imbalance of power. However, intimate relationships between coaches and Minor Athletes, or coaches and elite athletes would be considered to have an imbalance of power.

## **REPORTING PROCEDURE**

### **To Whom to Report**

All reports must go to the U.S. Center for SafeSport or USA Triathlon. In some cases, state and federal law imposes a duty to report any allegation of child physical or sexual abuse to relevant law enforcement or other authorities. Reporting to the Center or USA Triathlon may not relieve an individual of their duty to report to law enforcement or other authorities, and individuals should confirm that they have complied with any relevant state and federal reporting requirements.

*\* For mandatory reporting laws, visit [www.childwelfare.gov](http://www.childwelfare.gov).*

### **Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017**

Pursuant to the Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017, an Adult Participant who learns of facts that give reason to suspect that a child has suffered an incident of child abuse, including sexual abuse, as those terms are used in 34 U.S.C. § 20341, shall as soon as possible make a report of the suspected abuse to the agency designated by the Attorney General under subsection (d) of 34 U.S.C. § 20341.

### **How to Report**

USA Triathlon will take a report in the way that is most comfortable for the person initiating a report including an anonymous, in-person, verbal or written report. Regardless of the method of reporting, it is helpful to USA Triathlon to get the following information: (1) the name of the complainant(s); (2) the type of misconduct alleged; (3) the name(s) of the alleged victim(s); and (4) the name(s) of the individual(s) alleged to have committed the misconduct.

Individuals may also complete an [SafeSport Abuse Reporting Form](#). Information on this form will include:

1. the name(s) of the complainant(s)
2. the type of misconduct alleged
3. the name(s) of the alleged victim(s)
4. the name(s) of the individual(s) alleged to have committed the misconduct
5. the approximate dates the misconduct was committed
6. the names of other individuals who might have information regarding the alleged misconduct

7. a summary statement of the reasons to believe that misconduct has occurred

Individuals are encouraged to also report directly to the Center for SafeSport by calling 833-587-7233 or going to: <https://safesport.i-sight.com/portal>.

### **Reporting MAAPP Violations**

Violations of the Minor Athlete Abuse Prevention Policy can be reported to USA Triathlon by the reporting guidelines above.

USA Triathlon 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.

## **CONFIDENTIALITY AND ANONYMOUS REPORTING**

### **Confidentiality**

To the extent permitted by law, and as appropriate, USA Triathlon will handle any report it receives confidentially and discretely and will not make public the names of the complaint(s), potential victim(s), or accused perpetrator(s); however, USA Triathlon may disclose such names on a limited basis when conducting an investigation or reporting to law enforcement authorities or the Center.

### **Anonymous Reporting**

USA Triathlon recognizes it can be difficult to report an allegation of misconduct and strives to remove as many barriers to reporting as possible. Anonymous reports may be made without the formality of completing an Incident Report Form:

1. by completing the Reporting Form without including their name; or
2. by expressing concerns verbally to USA Triathlon.

Anonymous reporting may make it difficult for USA Triathlon to investigate or properly address allegations.

## **HOW REPORTS ARE HANDLED**

### **Suspicious or Allegations of Child Physical or Sexual Abuse**

1. Reporting to Law Enforcement and/or Child Protective Services
  - a. USA Triathlon will report all allegations of child physical or sexual abuse to law enforcement authorities and to the U.S. Center for SafeSport. USA Triathlon does not attempt to evaluate the credibility or validity of child physical or sexual abuse as a condition for reporting to appropriate law enforcement authorities. As necessary, however, USA Triathlon may ask a few clarifying questions of the person making the report to adequately report the suspicion or allegation to law enforcement authorities.

### **Misconduct and Policy Violations**

1. Reporting to the U.S. Center for SafeSport
  - a. USA Triathlon will report all allegations of sexual misconduct and child abuse to the U.S. Center for SafeSport. USA Triathlon does not attempt to evaluate the credibility or validity of such allegations as a condition for reporting to appropriate law enforcement authorities. As

necessary, however, USA Triathlon may ask a few clarifying questions of the person making the report to adequately report the suspicion or allegation to the Center.

### **USA Triathlon**

1. USA Triathlon addresses alleged Safe Sport Policy violations and misconduct, including Athlete Protection Policy or Minor Athlete Abuse Prevention Policies violations, even if such violations and misconduct are not reportable, punishable, and/or prosecuted under relevant state or federal law.
2. USA Triathlon may also investigate allegations of misconduct (in instances where the Center does not take jurisdiction) that are reportable to, or being processed by, law enforcement, if such investigation does not interfere with any ongoing criminal investigation or prosecution for abuse. Such allegations may include:
  - a. Abuse reported outside the relevant statutes of limitation
  - b. Allegations of abuse that were reported to authorities, but: (a) legal authorities did not press criminal charges; or (b) criminal charges were filed, but not pursued to trial.

### **INVESTIGATION**

Following USA Triathlon's receipt of an allegation of Safe Sport Policy violations or misconduct, including Athlete Protection Policy or Minor Athlete Abuse Prevention Policies violations, USA Triathlon may investigate the allegation.

### **NOTIFICATION**

Following USA Triathlon's receipt of an allegation involving Safe Sport-related misconduct, USA Triathlon may consider the circumstances in which it will notify other parents of athletes with whom the accused individual may have had contact. In USA Triathlon's discretion, and as appropriate, USA Triathlon may notify relevant staff members, contractors, volunteers, parents, and/or athletes of any such allegation that:

1. Law enforcement authorities are actively investigating; or
2. USA Triathlon or the Center is investigating. Advising others of an allegation may lead to additional reports of child physical or sexual abuse and other misconduct.

# ENFORCEMENT

## ENFORCEMENT

The enforcement of the policies contained in this Safe Sport Policy fall under the jurisdiction of the USA Triathlon Legal Department (with the exception of misconduct over which the U.S. Center for SafeSport has and/or takes jurisdiction over). The USA Triathlon Legal Department will follow the procedures set forth in the [USA Triathlon Response and Resolution Policy](#).

Neither civil nor criminal statutes of limitation apply to reports of cases of misconduct under this section.

**Notwithstanding the above, USA Triathlon will mirror and reflect any sanctions imposed by the U.S. Center for SafeSport, whether permanent or temporary.** Any person who is a USA Triathlon member or a Participant under these policies and/or the rules of the U.S. Center for SafeSport, is subject to the rules, policies, and procedures of the U.S. Center for SafeSport and will submit, without reservation or condition, to the jurisdiction of the U.S. Center for SafeSport for the resolution of any alleged violations of those rules, policies, or procedures, as they may be amended from time to time. Violations adjudicated by the U.S. Center for SafeSport may not be appealed through the USA Triathlon procedures referenced in this policy and are subject to the U.S. Center for SafeSport's rules, policies, and procedures.

## **APPENDIX A ORGANIZATIONAL REQUIREMENTS FOR EDUCATION & TRAINING AND PREVENTION POLICIES**

USA Triathlon and its clubs must implement proactive policies designed to prevent abuse. These organizational requirements are described below.

### **A. Organizational Requirements for Education & Training**

1. USA Triathlon must track whether Adult Participants under the organization's jurisdiction complete the required training listed in Part I.
2. USA Triathlon and its clubs must, every 12 months, 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. The Organization is not required to track individual course completions of Minor Athletes.
3. USA Triathlon and its clubs must, every 12 months, offer training to parents on the prevention and reporting of child abuse.
  - a. For training to parents, the Organization must track a description of the training and how the training was offered and provided to parents.
  - b. The Organization is not required to track individual course completions of parents.

### **B. Required Prevention Policies and Implementation**

1. USA Triathlon must develop minor athlete abuse prevention policies that contain the mandatory components of the Center's model policies in Part II. These model policies cover:
  - a. Meetings
  - b. Individual training sessions
  - c. Therapeutic and Recovery Modalities and Manual Therapy
  - d. Locker rooms and changing areas
  - e. Electronic communications
  - f. Transportation
  - g. Lodging and Residential Environments
2. The policies must be approved by the Center as described in subsection (C) below. USA Triathlon may choose to implement stricter standards than the model policies.
3. USA Triathlon must also require that its LAOs implement these policies within each LAO.
4. USA Triathlon and its LAOs must implement these policies for all In-Program Contact.
  - a. At sanctioned events and facilities partially or fully under USA Triathlon or an LAO's' jurisdiction, the organization must take steps to ensure the policies are implemented and followed.
  - b. For In-Program Contact that occurs outside an Organization's sanctioned event or facilities, implementing these policies means:
    - i. Communicating the policies to individuals under the Organization's jurisdiction;
    - ii. Establishing a reporting mechanism for violations of the policies;
    - iii. Investigating and enforcing violations of the policies.

5. USA Triathlon and its LAOs must have a reporting mechanism to accept reports that an Adult Participant is violating the USA Triathlon SafeSport Policy. The Organization 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. USA Triathlon must submit its policy to the Center at [compliance@safesport.org](mailto:compliance@safesport.org) for review and approval by April 1, 2024. The Center will approve, approve with modifications, or deny the policies. If the Center denies the proposed policy, the mandatory components of Part II become the default policy until the Center approves the policy.
2. USA Triathlon must require all LAOs to incorporate the mandatory components of Part II. USA Triathlon may require that LAOs implement other policies, which may be more stringent than the policies in Part II.
3. The mandatory components of Part II will serve as the default policy for any organization that fails to develop its own policy as required by this section. Any changes made to USA Triathlon's MAAPP after the policy is approved must be submitted to the Center for approval. The previously approved MAAPP will remain in effect until written approval is provided to USA Triathlon from the Center.