



U S A J U D O

# SAFE SPORT HANDBOOK

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## Introduction

With more people interested in the USA Judo, 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 of 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 sport is important, we prioritize the safety of all our athletes.

Under USOPC Bylaws, USA Judo is required to comply with the policies and procedures set forth by the Center. Below 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).

## Definitions and Interpretation

The following terms and phrases shall have the meaning ascribed to them below wherever used in this Safe Sport Handbook:

**“Adult”** or **“adult”** shall mean and refer to an individual 18 years of age or older.

**“Authority”** means 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.

**“Center”** shall mean and refer to the U.S. Center for SafeSport.

**“Child Abuse”** has the meaning set forth in Section 203 of the Victims of Child Abuse Act of 1990 (34 U.S.C. § 20341) or any applicable state law.

**“Claimant”** means and refers to the person who is alleged to have experienced conduct that constitutes a violation of the policies set forth herein or in the SafeSport Code.

**“Close-in-Age Exception”** means an exception applicable to certain policies when an Adult Participant does not have authority over a Minor Athlete and is not more than four years older than the Minor Athlete (e.g. a 19-year-old and a 15-year-old) based on the birth date of each individual.

**“Criminal Charge or Disposition”** means that a Participant (a) is or has been subject to any disposition or resolution of a criminal proceeding, other than an adjudication of not guilty, including, but not limited to: an adjudication of guilt or admission to a criminal violation, a plea to the charge or a lesser included offense, a plea of no contest, any plea analogous to an Alford or Kennedy plea, the disposition of the proceeding

through a diversionary program, deferred adjudication, deferred prosecution, disposition of supervision, conditional dismissal, juvenile delinquency adjudication, or similar arrangement; (b) is subject to a pending criminal charge(s) or warrant(s) for arrest. Criminal Charges may be evaluated by the Center based upon the original charges, amended charges, or those to which a plea was entered.

**“Dual Relationship”** means an exception applicable to certain policies when an Adult Participant has a relationship with a Minor Athlete outside of judo and the Minor Athlete’s parent/guardian has provided written consent at least annually authorizing the exception from the applicable policy and identifying each USA Judo policy to which the Dual Relationship applies.

**“Facility”** shall mean and refer to any facility (including training areas, off-matt facilities or other locations used by a team or judo organization), when at such time the Facility is either owned or being leased, rented or used by USA judo, an Affiliate or a Member Program.

**“In-Program Contact”** refers to any contact (including communications, interactions, or activities) between an Adult Participant and any Minor Athlete(s) related to participation in USA Judo.

**Examples of In-Program Contact include, but are not limited to:** competition, practices, camps/

clinics, training/instructional sessions, pre/post competition meals or outings, team travel, review of

competition film, team/program-related relationship building activities, celebrations, award ceremonies, banquets, team/program-related fundraising or community service, sport education, or competition site visits.

**“Knows or should know”** is used in certain sections of this Handbook with reference to a responsible adult that has knowledge of certain prohibited activities or conduct, or had that adult been properly performing their responsibilities, would have had knowledge of the prohibited activities or conduct.

**“Local Affiliated Organization”** or **“LAO”** although not used in this Handbook, Affiliates and Member Programs shall constitute LAOs as defined in the SafeSport Code and the MAAPP.

**“MAAPP”** means and refers to the Minor Athlete Abuse Prevention Policies as they may be amended by the Center or USA Judo (with approval from the Center) from time to time.

**“Member Program(s)”** means and includes (individually and collectively, as the context requires) all Affiliates of USA Judo (as defined in the USA Judo Annual Guide) and all local judo programs, organizations or leagues that are sanctioned by USA Judo or an Affiliate of USA Judo.

**“Minor”** or **“minor”** means and refers to an individual who is, or is believed by the Respondent to be, under the age of 18.

**“Minor Athlete”** refers to an amateur athlete (including judo players, coaches, volunteers and officials) 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 Judo or a Member Program.

**“NGB”** means and refers to a National Governing Body for a sport as designated by the USOPC under the Ted Stevens Olympic and Amateur Sports Act.

**“Observable and Interruptible”** means In-Program Contact that is both able to be seen by another individual (“observable”) and that another individual is able to stop the interaction easily (“interruptible”).

**“Open and Transparent”** in regard to electronic communication, is when an Adult Participant copies or includes a Minor Athlete’s parent/guardian, another adult family member of the Minor Athlete, or another Adult Participant.

**“Parent”** and **“legal guardian”** shall each mean and refer to a parent and/or legal guardian, as appropriate.

**“Participant”** or **“participant”** means and includes, with respect to USA Judo, any person who is seeking to be, currently is, or was at the time of an alleged violation:

- (i) Registered with USA Judo as a Registered Participant Member (players and coaches), Referee, or in the Manager/Volunteer category;
- (ii) Serving as a member of USA Judo’s Board of Directors, on a national level council, committee or section, or in any other similar positions appointed by USA Judo;
- (iii) Within the governance or disciplinary jurisdiction of USA Judo;
- (iv) A coach, official or staff person (e.g., trainers, physicians, equipment managers) for any USA Judo team, camp or national level program;
- (v) An employee of USA Judo, a USA Judo Affiliate or Member Program; and/or
- (vi) Authorized, elected, or appointed by USA Judo, a USA Judo Affiliate or Member Program including board members of an Affiliate or local program to a position of authority over Minor Athletes or to have regular contact with Minor Athletes (even if not registered with USA Judo).

**“Personal Care Assistant”** is an individual who assists an athlete requiring help with the activities

of daily living and preparation for participation in Judo. Any Adult Personal Care Assistant for a Minor Athlete must (i) register with USA Judo, (ii) have the written consent of a Minor Athlete's parent/guardian to work with the Minor Athlete, (iii) comply with the SafeSport Training requirements in Section II, and (iv) comply with the USA Judo Screening Policy.

*This support can be provided by a Guide for Blind for 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 Personal Care Assistants must be authorized by the athlete's parent/guardian.*

**"Policy Exceptions"** refer to those exceptions listed in the prohibition on One-on-One Interactions.

**"Power Imbalance"** means an actual or perceived unequal distribution of power and authority between individuals, including, but not limited to a coach-athlete relationship.

**"Regular Contact"** means ongoing interactions within a 12-month period wherein an Adult Participant is in a role of direct and active engagement with any Minor Athlete.

**"Respondent"** shall mean and refer to a Participant who is alleged to have violated any of the policies set forth herein or in the SafeSport Code.

**"SafeSport Authorization Act"** means and refers to the Protecting Young Victims from Sexual Abuse and SafeSport Authorization Act of 2017.

**"SafeSport Code"** shall mean and refer to the policies and procedures adopted by the Center for the U.S. Olympic and Paralympic Movement's sport National Governing Bodies, which may be found at [uscenterforsafesport.org](http://uscenterforsafesport.org).

**"USOPC"** shall mean and refer to the United States Olympic & Paralympic Committee

## What You Will Find In This Handbook?

USA Judo is committed to creating a safe and positive environment for its participants' physical, emotional, and social development and ensuring it promotes an environment free from abuse and misconduct. As part of this program, USA Judo has implemented policies below addressing certain types of abuse and misconduct, certain policies intended to reduce potential misconduct, to monitor and govern the areas where potential abuse and misconduct might occur, and certain policies pertaining to the procedures and interactions with the Center. From USA Judo's National office, club coaches, and parents, everyone has a role and responsibility in creating a safe environment for all of our athletes.

The Policies below address the following types of abuse and misconduct and set forth boundaries for appropriate and inappropriate conduct:

- Covered Individuals
- Types of Misconduct
- USA Judo's screening process
- USA Judo's background check procedures
- Contact with athletes



- Prevention/Implementation
- Reporting

The Policies below are implemented to incorporate protections to reduce the risks of potential abuse and are intended to incorporate the applicable Center MAAPP requirements into the requirements for USA Judo programs:

- Meetings
- Individual Training Sessions
- Therapeutic and Recovery Modalities and Manual Therapy Policy
- Locker Rooms and Changing Areas Policy
- Social Media & Electronic Communications Policy
- Transportation
- Lodging and Residential Environments Policy

Each Member Program must take steps to ensure the MAAPP requirements are implemented and followed at all USA Judo sanctioned events. For In-Program Contact that occurs outside a USA Judo sanctioned event, the Member Program must: (a) communicate the MAAPP requirements to individuals under its jurisdiction; (b) establish a reporting mechanism for violations of the MAAPP requirements; and (c) investigate and enforce violations of the MAAPP requirements.

In addition to violations of the policies set forth herein, it shall be a violation of the USA Judo Safe Sport Handbook and SafeSport Code for a Participant to have a Criminal Charge or Disposition. All USA Judo Participants shall familiarize themselves with each form of misconduct and the policies herein and in the SafeSport Code and shall refrain from engaging in misconduct and/or violating any of these policies.

In the event that any of USA Judo's or any of its Member Programs' Adult Participants observe inappropriate behaviors (i.e., policy violations), suspected physical or sexual abuse, or any other type of abuse or misconduct, it is the personal responsibility of each such person to immediately report their observations to the appropriate person as described in Section IV of this Handbook. USA Judo, all Affiliates, all Member Programs, and all Adult Participants are required to promptly report any alleged violations of the Sexual Misconduct Policy to the Center and to the appropriate law enforcement authorities and are strongly encouraged to promptly report any alleged violations of the Sexual Misconduct Policy to USA Judo as set forth in Section IV below. In the event USA Judo receives a report of a violation of the Sexual Misconduct Policy that has not been reported to the Center, USA Judo will make such report.

**In addition to reporting within USA Judo and the Center, such persons must also report suspected Child Abuse or Sexual Misconduct to appropriate law enforcement authorities when required under USA Judo's Safe Sport Handbook, the SafeSport Code, and/or under applicable law. Employees and volunteers should not attempt to evaluate the credibility or validity of Child Abuse or Sexual Misconduct allegations as a condition for reporting to appropriate law**

**enforcement authorities or the Center.**

USA Judo has **ZERO TOLERANCE** for abuse and misconduct. How USA Judo responds to an allegation of abuse or misconduct is described in Prevention/Implementation and Reporting Section of this Handbook

There will be a Safe Sport class that goes along with this handbook. All of the above topics will be covered as well connected to the sport of judo as much 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 USOPC 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 USA Judo's jurisdiction:

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

## **Types of Misconduct**

### **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 Misconduct section.

### **Definition**

Bullying behavior is repeated or severe behavior(s) that are (a) aggressive (b) directed at a Minor, and (c) intended or likely to hurt, control, or diminish the Minor emotionally, physically, or sexually. Bullying behavior 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 damage or harm an athlete. Here are some examples of emotional bullying to look out for.

- Teasing
- Spreading rumors
- Intimidation
- Ridiculing

### **Social Bullying**

Social Bullying, including cyberbullying, through the use of rumors or false statements about someone to diminish that person's reputation; using electronic communications, social media or other technology to harass, frighten, intimidate or humiliate someone; socially excluding someone and asking others to do the same

### **Sexual Bullying**

Sexual Bullying behavior is repeated or severe behavior(s) of a sexual nature that are (a) aggressive, (b) directed at a Minor, and (c) intended or likely to hurt, control, or diminish the Minor emotionally, physically, or sexually. Sexual Bullying behavior also includes Bullying behavior related to an individual or group of individuals because of that individual's or group's actual or perceived sex (including pregnancy, childbirth, breastfeeding, and related medical conditions) gender, sexual orientation, gender identity, or gender expression, even if the

acts do not involve conduct of a sexual nature.

## Harassment

Harassment can include emotional or sexual or 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

Harassment is repeated or severe conduct that is intended or likely to:

- a. Cause fear, humiliation, or annoyance;
- b. Offend or degrade;
- c. Create a hostile environment (as defined in Section IX.C.1.c. of the Safesport code);
- d. Reflect a discriminatory bias in an attempt to establish dominance, superiority, or power over an individual or group based on age, race, ethnicity, culture, religion, national origin, or mental or physical disability; or
- e. Any act or conduct described as harassment under federal or state law. Whether conduct is harassing depends on the totality of the circumstances, including the nature, frequency, intensity, location, context, and duration of the behavior. Petty slights, minor inconveniences, and lack of good manners do not constitute Harassment unless the slights, inconveniences, or lack of manners, when taken individually or in combination and under the totality of the circumstances, meet the standards set forth above

### 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

## 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 legislation to discourage hazing, which can help support a clubs anti-hazing policy.

### Definition

Hazing is any conduct that is intended or likely to subject another person, whether physically, mentally, emotionally, or psychologically, to anything that may endanger, abuse, humiliate, degrade, or intimidate the person as a condition of joining or being socially accepted by a group, team, or organization. Purported Consent by the person subjected to Hazing is not a defense, regardless of the person's perceived willingness to cooperate or participate.

Hazing includes but is not limited to:

a. Contact Acts Tying, taping, or otherwise physically restraining another person; beating, paddling or other forms of physical assault.

b. Noncontact Acts Requiring or forcing the consumption of alcohol, illegal drugs or other substances, including participation in binge drinking and drinking games; personal servitude; requiring social actions (e.g., wearing inappropriate or provocative clothing) or public displays (e.g., public nudity) that are illegal or meant to draw ridicule; excessive training requirements demanded of only particular individuals on a team that serve no reasonable or productive training purpose; sleep deprivation; otherwise unnecessary schedule disruptions; withholding of water or food; restrictions on personal hygiene.

c. Criminal Acts Any act or conduct that constitutes hazing under applicable federal or state law.

### 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...

## 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 includes

(a) Verbal Acts, (b) Physical Acts (c) Acts that Deny Attention or Support, (d) Criminal Conduct and/or (e) Stalking. Emotional Misconduct is determined by the objective behaviors, not whether harm is intended or results from the behavior.

- (a) *Verbal Acts*. Repeatedly and excessively verbally assaulting or attacking someone personally in a manner that serves no productive training or motivational purpose.
- (b) *Physical Acts*. Repeated and/or severe physically aggressive behaviors by a Participant, including but not limited to, throwing sport equipment, water bottles or chairs at or in the presence of others, punching walls, windows or other objects.
- (c) *Acts that Deny Attention or Support*. Ignoring or isolating a person for extended periods of time, including routinely or arbitrarily excluding a Participant from practice with the intention of denying attention or support..
- (d) *Criminal Conduct*. Emotional Misconduct includes any act or conduct described as emotional abuse or misconduct under federal or state law (e.g. child abuse, child neglect).
- (e) *Stalking*. Stalking occurs (as further defined in the SafeSport Code) when a person engages in a course of conduct directed at a specific person, and knows or should know, that the course of conduct would cause a reasonable person to (i) fear for their safety, (ii) fear for the safety of a third person, or (iii) experience substantial emotional distress. Stalking may also include cyber-stalking.

*Exclusion*. Emotional Misconduct does not include professionally accepted and age-appropriate coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline or improved athletic performance.

Emotional Misconduct also does not include conduct reasonably accepted as part of the sport of Judo and/or conduct reasonably accepted as part of Participant's participation.

### **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

### **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.

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 Misconduct**

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 Misconduct is any intentional contact or non-contact behavior that causes, or reasonably threatens to cause, physical harm to another person.

Physical Misconduct does not include conduct reasonably accepted as part of sport or conduct reasonably accepted as part of Participant's participation. For example, hitting, punching, and kicking are well-regulated forms of contact in combat sports, but have no place in non-combat sports such as swimming.

Physical Misconduct may include, without limitation:

#### **a. Contact violations**

Punching, beating, biting, striking, strangling, or slapping another; intentionally hitting another with objects, such as sporting equipment; encouraging or knowingly permitting an Athlete to return to play prematurely following a serious injury (e.g., a concussion) and without the clearance of a medical professional.

b. Noncontact violations

Isolating a person in a confined space, such as locking an Athlete in a small space; forcing an Athlete to assume a painful stance or position for no athletic purpose (e.g., requiring an athlete to kneel on a harmful surface); withholding, recommending against, or denying adequate hydration, nutrition, medical attention or sleep; providing alcohol to a person under the legal drinking age; providing illegal drugs or non-prescribed medications to another.

c. Criminal Conduct

Physical Misconduct includes any act or conduct described as physical abuse or misconduct under federal or state law (e.g., child abuse, child neglect, assault).

**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.

## **Sexual Misconduct / Child Sexual Abuse**

**Definition**

**Sexual misconduct –**

It is a violation of the Code for a Participant to engage in Sexual Misconduct. Sexual Misconduct offenses include, but are not limited to:

1. Sexual Harassment
2. Nonconsensual Sexual Contact (or attempts to commit the same)
3. Nonconsensual Sexual Intercourse (or attempts to commit the same)
4. Sexual Exploitation
5. Exposing a Minor to Sexual Content/Imagery
6. Sexual Bullying Behavior
7. Sexual Hazing
8. Other Inappropriate Conduct of a Sexual Nature

**1. Sexual Harassment –**

Sexual Harassment is any unwelcome physical or verbal conduct or any written, pictorial, or visual communication directed at an individual or group of individuals because of that individual's or group's actual or perceived sex (including pregnancy, childbirth, breastfeeding, and related



circumstances), gender, sexual orientation, gender identity, or gender expression, which may include acts of aggression, intimidation, or hostility, when the conditions outlined in (a), (b), or (c), below, are present:

a. Submission to such conduct or communication is made, either explicitly or implicitly, a term or condition of any person's employment, education, standing in sport, or participation in Events, sports programs, or activities;

b. Submission to, objection to, or rejection of such conduct or communication is used as the basis for employment, education, or sporting decisions affecting the individual; or

c. Such conduct or communication creates a hostile environment.

A "hostile environment" exists when the conduct or communication does or is likely to interfere with, limit, or deprive any individual of the opportunity to participate in any employment, education, or sports program, Event, or activity. Conduct or communications must be deemed a hostile environment from both a subjective and an objective perspective.

1. Subjectively hostile environment - From the perspective of the Claimant, the environment was perceived as hostile (e.g. informing someone else about the alleged conduct is sufficient to establish subjective hostility – the Claimant felt the conduct was sufficiently hostile it merited telling someone about it). The fact that an individual tolerated, participated in, or seemed agreeable or unaffected in the past is not dispositive.

2. Objectively hostile environment – The conduct or communication(s) must create an environment a reasonable person in the Claimant's position would find hostile. Whether a hostile environment exists depends on the totality of known circumstances, including, but not limited to:

i. The frequency of the conduct or communication(s), recognizing that a single incident may rise to the level of harassment;

ii. The type or nature of the conduct or communication(s);

iii. The duration of the conduct or communication(s);

iv. The context or location where the conduct or communication took place;

v. Whether the conduct or communication(s) was threatening;

vi. The effect of the conduct or communication(s) on the Claimant's mental or emotional state;

vii. Whether the conduct or communication(s) was directed by or at more than one person;

viii. Whether the conduct or communications(s) arose in the context of other discriminatory conduct;

ix. Whether a Power Imbalance exists between the individual alleged to have engaged in harassment and the individual alleging the harassment;

x. Any use of epithets, slurs, or other conduct or communication(s) that is humiliating, offensive, or degrading; and

xi. Whether the conduct or communication(s) reflects stereotypes about an individual or group of similarly situated individuals. Purported Consent by the person subjected to Sexual Harassment is not a defense, regardless of the person's perceived willingness to cooperate or participate

## 2. Nonconsensual Sexual Contact

Nonconsensual Sexual Contact It is a violation of the Code for a Participant to engage in

Sexual Contact without Consent. Sexual Contact is any intentional touching of a sexual nature, however slight, with any object or body part (as described below), by a person upon another person. Sexual Contact includes but is not limited to: (a) kissing, (b) intentional touching of the breasts, buttocks, groin or genitals, whether clothed or unclothed, or intentionally touching of another with any of these body parts; and (c) making another touch themselves, the Participant, or someone else with or on any of these body parts.

### 3. Nonconsensual Sexual Intercourse

Nonconsensual Sexual Intercourse is a violation of the Code for a Participant to engage in Sexual Intercourse without Consent. Sexual Intercourse is any penetration, however slight, with any object or body part (as described below), by a person upon another person. Sexual Intercourse includes (a) vaginal penetration by a penis, object, tongue, or finger; (b) anal penetration by a penis, object, tongue, or finger; and (c) any contact, no matter how slight, between the mouth of one person and the genitalia of another person

### 4. Sexual Exploitation

Sexual Exploitation is a violation of the Code for a Participant to engage in Sexual Exploitation. Sexual Exploitation occurs when a Participant purposely or knowingly, or attempts or threatens to: a. Allow(s) third parties to observe private sexual activity from a hidden location (e.g., closet) or through electronic means (e.g., Skype or live-streaming of images) without Consent of all parties involved in the sexual activity; b. Record(s) or photograph(s) private sexual activity or a person's intimate parts (including genitalia, groin, breasts, or buttocks) without Consent of all parties in the recording or photo; c. Engage(s) in voyeurism (e.g., watching private sexual activity or viewing another person's intimate parts when that person would have a reasonable expectation of privacy), without Consent of all parties being viewed; d. Disseminate(s), show(s), or post(s) content depicting private sexual activity or a person's intimate parts (including genitalia, groin, breasts, or buttocks) without prior Consent of the person depicted, referenced, or involved in the content; e. Expose(s) another person to a sexually transmitted infection or virus without that person's knowledge; f. Engage(s) in solicitation of prostitution, or prostituting or trafficking another person; or g. Require(s) a third party to visually observe or listen to any of the conduct described in subsections a-f above.

### 5. Exposing a Minor to Sexual Content/Imagery

An Adult Participant violates this Code by intentionally exposing a Minor to content or imagery of a sexual nature, including but not limited to, pornography, sexual comment(s), sexual gestures, or sexual situation(s). This provision does not exclude the possibility that similar behavior between Adults could constitute other Sexual Misconduct, as defined in the Code.

### 6. Sexual Bullying Behavior

Sexual Bullying Behavior is repeated or severe behavior(s) of a sexual nature that are (a) aggressive, (b) directed at a Minor, and (c) intended or likely to hurt, control, or diminish the Minor emotionally, physically, or sexually. Sexual Bullying-like Behaviors directed at Adults are addressed under other forms of misconduct, such as Sexual Hazing or Sexual Harassment. Sexual Bullying Behavior also includes Bullying Behavior related to an individual or group of individuals because of that individual's or group's actual or perceived sex (including pregnancy, childbirth, breastfeeding, and related medical conditions) gender, sexual orientation, gender identity, or gender expression, even if the acts do not involve conduct of a sexual nature. Examples of Sexual Bullying Behavior may include,

without limitation, ridiculing or taunting that is sexual in nature or based on gender or sexual orientation (real or perceived), gender traits or behavior, or teasing someone about their looks or behavior as it relates to sexual attractiveness.

## 7. Sexual Hazing

Sexual Hazing is any conduct of a sexual nature that is intended or likely to subject another person, whether physically, mentally, emotionally, or psychologically, to anything that may endanger, abuse, humiliate, degrade, or intimidate the person as a condition of joining or being socially accepted by a group, team, or organization. Sexual Hazing also includes hazing related to gender, sexual orientation, gender identity, or gender expression, even if the acts do not involve conduct of a sexual nature. Purported Consent by the person subjected to Sexual Hazing is not a defense, regardless of the person's perceived willingness to cooperate or participate.

## 8. Other Inappropriate Conduct of a Sexual Nature

It is a violation of the Code for a Participant to engage in any Other Inappropriate Conduct of a sexual nature, as further defined in the corresponding sections below.

**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 Sexual 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

## **Threats**

It is the policy of USA Judo that threats by a Participant to harm another Participant are not acceptable in USA Judo programs.

A threat to harm others includes any written, verbal, physical or electronically transmitted expression of intent to physically injure or harm someone else. A threat may be communicated directly to the intended victim or communicated to a third party. Threatening behavior by a Participant is prohibited in any manner in connection with any USA Judo sanctioned activities or events.

It is a violation of this Policy if an Adult Participant knows or should know of the threatening behavior but takes no action to intervene or report on behalf of the targeted Participant(s).

Any USA Judo Participant who engages in any act of threatening behavior that occurs within a context that is reasonably related to Judo is subject to appropriate disciplinary action including but not limited to suspension, permanent suspension, and/or referral to law enforcement authorities. The severity and pattern, if any, of the threatening behavior and/or result shall be taken into consideration when disciplinary decisions are made.

## **Abuse of Process & Other Misconduct**

It is a violation of the SafeSport Code and this Handbook for a Participant to commit misconduct related to Aiding and Abetting, Reporting, Abuse of Process, or Retaliation, when it relates to USA Judo's or the Center's processes, and Willful Tolerance, all as described below and further defined in the SafeSport Code.

- A. Aiding and Abetting. Aiding and Abetting occurs when one aids, assists, facilitates, promotes, or encourages the commission of conduct prohibited by the SafeSport Code or

this Handbook, including without limitation, knowingly:

1. Allowing any person who has been identified as suspended or otherwise ineligible by USA Judo or the Center to be in any way associated with or employed by USA Judo, an Affiliate or Member Program<sup>1</sup> ;
2. Allowing any person who has been identified as suspended or otherwise ineligible by USA Judo or by the Center to coach or instruct Participants;
3. ; Allows any person who has been identified as Ineligible by the Center to have ownership interest in a facility, an organization, or its related entities, if that facility/organization/related entity is affiliated with or holds itself out as affiliated with an NGB, LAO, the USOPC, or the Olympic & Paralympic Movement;
4. Providing any coaching-related advice or service to an athlete who has been identified as suspended or otherwise ineligible by USA Judo or the Center;
5. Allowing any person to violate the terms of their suspension or any other sanctions imposed by USA Judo or its Affiliates or Member Programs or the Center.

In addition, a Participant also violates this Handbook and the SafeSport Code if someone acts on behalf of the Participant to engage in Aiding or Abetting, or if the guardian, family member, or advisor of a Participant, including Minor Athletes, engages in Aiding or Abetting.

**B. Misconduct Related to Reporting.**

1. **Failure to Report.** An Adult Participant who fails to report actual or suspected Misconduct or Child Abuse to the Center and to law enforcement may be subject to disciplinary action under the Center's resolution procedures and may also be subject to federal or state penalties.
2. **Intentionally Filing a False Allegation.** In addition to constituting misconduct, filing a knowingly false allegation that a Participant violated the SafeSport Code or the policies in this Handbook may violate state criminal law and civil defamation laws. Any Participant making a knowingly false allegation shall be subject to disciplinary action.

**C. Misconduct Related to USA Judo's and the Center's Process.** Abuse of Process and Retaliation, as defined below, constitutes a violation of the SafeSport Code and this Handbook and may give rise to a sanction. In addition, a Participant also violates the SafeSport Code and this Handbook if someone acts on behalf of the Participant and engages in Abuse of Process or Retaliation, including a Participant's advisor, or the guardian, or family member of a Minor Athlete. In such a case, the Participant and/or, if the party acting on behalf of the Participant is also a Participant, that person, may be sanctioned.

**1. Abuse of Process.**

A Participant, or someone acting on behalf of a Participant, commits Abuse of Process by engaging in conduct which does, or is likely to, directly or indirectly abuse or interfere with the Center's process.

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<sup>1</sup> There may be situations where a Participant is suspended from a certain role with USA Judo, an Affiliate, or a Member Program (e.g. a coach) but still may be allowed to participate in another role (e.g. an adult judo athlete)

The following conduct constitutes Abuse of Process:

- a. Falsifying, distorting, or misrepresenting information, the resolution process, or an outcome;
- b. Destroying or concealing information;
- c. Attempting to discourage an individual's proper participation in, or use of, the Center's processes;
- d. Harassing or intimidating (verbally or physically) any person involved in the Center's processes before, during, or following proceedings (including up to, through, and after any review by an Arbitrator);
- e. Publicly disclosing a Claimant's identifying information<sup>9</sup> ;
- f. Failing to comply with a Temporary Measure, Sanction, or term of a Conditional or Alternative Resolution;
- g. Distributing or otherwise publicizing confidential materials as outlined in Section XI.S. below, except as required by law or as expressly permitted by the Center;
- h. Influencing or attempting to influence another person to commit Abuse of Process;
- i. Having another individual take any part of or complete any Center-required training for them;
- j. Using unreasonable pressure in an attempt to compel an individual to participate in the Center's processes when the individual has made clear their decision not to participate or to stop participating;
- k. Surreptitiously recording any part or stage of the Center's process, including but not limited to: interviews, Temporary Measures hearings, and arbitrations;
- l. Interfering in, attempting to interfere in, or attempting to influence the outcome of any Center investigation, hearing,
- m. Any other conduct which is likely to or does directly or indirectly abuse or interfere with the Center's process.

A Participant violates this provision if someone acts on behalf of the Participant and engages in any of the above conduct, including a Participant's Advisor or Support Person, or the guardian or family member of a Minor Participant. In such a case, the Participant and, if the party acting on behalf of the Participant is also a Participant, that person may be Sanctioned.

2. It is a per se violation of the Code for a Participant to fail to complete the SafeSport® Trained Core Course or Refresher as required as part of a Sanction.

- 2. Retaliation. Retaliation against anyone for engaging in USA Judo's or the Center's processes at any time, including before, during, or after an individual's reporting or engagement in the processes (whether led by USA Judo or the Center), is prohibited, including taking, or threatening to take, an adverse action against any person for making a good faith report of a possible violation or for participating in any process under the SafeSport Code or this Handbook. Retaliation includes threatening, intimidating, harassing, coercing or any other conduct that would discourage a reasonable person from engaging or participating in USA Judo's or the Center's processes when the action is reasonably related to the report or engagement with USA Judo or the Center. Retaliation may be present even where there is a finding that no violation occurred.

Retaliation does not include good-faith actions lawfully pursued in response to a report of a violation of this Handbook or the SafeSport Code.

- D. **Willful Tolerance.** Willful Tolerance occurs when a Participant willfully tolerates any violation of the SafeSport Code or this Handbook when there is a power imbalance between that Participant and the individual(s) being subjected to the violation.
- E. **No Interference.** USA Judo and its Affiliates and Member Programs shall not interfere in, attempt to interfere in, or attempt to influence the outcome of, any Center investigation.

## **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 background 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 USOPC authorizes to train, stay or work at an Olympic and Paralympic 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 and/or Authority with Minors**

USA Judo defines "regular contact with minors" as ongoing interactions during a 12-month period

wherein an Adult Participant is in a role of direct and active engagement with any amateur athlete(s) who is a minor.. By way of example, an adult who will 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, as well as any refresher courses. An adult who just “drops in” for a training session or clinic must be SafeSport trained and certified with a completed and valid background check through USA Judo. 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).

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..

### **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, observable and interruptible spaces.
- 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

Youth players are particularly vulnerable in locker rooms, changing areas and restrooms due to various stages of dress/undress and because players are often less supervised than at other times. Athlete-to Athlete problems, such as sexual abuse, bullying, harassment or hazing, often occur when a coach or other responsible adult is not in a position to observe – this is especially true in locker rooms. Adherence to a locker room policy enhances privacy and significantly reduces the likelihood of misconduct. Proper supervision of the locker room areas also helps ensure that players that may have suffered an injury during a competition or practice have an adult present to confer with regarding such injury.

### Locker Room Supervision

USA Judo is concerned with locker room activities between Minor Athletes; Minor Athletes and Adult Participants; adults being alone with individual Minor Athletes in locker rooms; and with non-official or non-related adults having unsupervised access to Minor Athletes at team events.

- All In-Program Contact within a locker room, changing areas, or similar space must be observable and interruptible unless an exception exists.
- 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.
- You should have at least one staff member 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. It is recommended to have an at least two people during these checks.
- No use of photographic or recording capabilities of any device is permitted.
- Adult Participants must not remove their clothes or behave in a manner that intentionally or recklessly exposes their breast, buttocks, groin, or genitals to a Minor Athlete.
- Adult Participants cannot shower with Minor Athletes unless they meet the Close-in-Age exception or the shower is part of a pre- or post-activity rinse while wearing swimwear.
- Parents/guardians may request in writing that their Minor Athlete not change or shower with Adult Participants and that request must be abided by.

- Organizations may permit recording or photography in locker rooms for the purpose of highlighting a sport or athletic accomplishment if:
  - Parent/guardian consent is obtained; and
  - Organization approves the specific instance of recording or photography; and
  - Two or more Adult Participants are present; and
  - Everyone is fully clothed.
- Organizations must provide a private or semi-private place for Minor Athletes to change or undress at sanctioned events or facilities partially or fully under the Organization's jurisdiction.
- Organizations must monitor the use of the locker rooms, changing areas, and similar sanctioned events or facilities partially or fully under the Organization's jurisdiction.

## 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.

As part of USA Judo's emphasis on safety, communications involving any Participant, and especially Minor Athletes should be appropriate, productive, and transparent. Effective communication concerning travel, practice or game schedules, and administrative issues among coaches, administrators, players and their families is crucial. However, the use of mobile devices, web-based applications, social media, gaming, and other forms of electronic communications increases the possibility for improprieties and misunderstandings and also provides potential offenders with unsupervised and potentially inappropriate access to Minor Athletes. The improper use of social media, mobile and electronic communications can result in misconduct. Adherence to the Social Media & Electronic Communications Policy helps reduce these risks.

All electronic communication originating from Adult Participants to Minor Athletes must be Open and Transparent and professional in nature. **Unless a Policy Exception applies, if an Adult Participant needs to communicate directly with a single Minor Athlete via electronic communications (including email, phone, text, or any social media), the Minor's legal guardian, another family member, or another adult Participant must be copied on every communication.** If a Minor Athlete communicates to the Adult Participant privately first, said Adult Participant should respond to the Minor Athlete with a copy to another Adult Participant, the minor's legal guardian, or another adult family member of the Minor Athlete. When an Adult Participant communicates electronically to more than one Minor Athlete (or

the team), said Adult Participant must copy another Adult Participant or at least one parent/guardian or another adult family member of each Minor Athlete. Acceptable communication platforms include, but are not limited to Group Text Messaging, What's App, Teams, TeamSnap, Telegram, etc.

Pursuant to these requirements, all electronic communication between coach and player must be for the purpose of communicating information about team activities. Coaches, players and all team personnel must follow common sense guidelines regarding the volume and time of day of any electronic communication allowed. All content between coaches and players should be Open and Transparent and readily available to share with the public or families of the player or coach. Where possible, a coach should be provided and use the organization/team's web site email center for all communications with the team, players, and player's parents. The prohibitions on social media or electronic communications between an Adult Participant and a Minor Athlete do not restrict such communications if a Policy Exception applies.

## **Social Media**

Social media makes it easy to share ideas and experiences. USA Judo recognizes, however, that social media, mobile and other electronic communications can be especially concerning where Minor Athletes are involved. Coaches are prohibited from having Minor Athletes joined to or connected through their personal Facebook page, Instagram, or any other similar social media application, unless an exception exists. To facilitate communication, an official organization or team page may be set up and players and parents may join (i.e., "friend") the official organization or team page and coaches can communicate to the team through that site.

## **Web-Based Conferencing and Similar Communications**

Coaches, team managers, athletic trainers and others may use web-based conferencing software (i.e. Zoom, Google Hangouts, Microsoft Teams) to meet with, train, or otherwise communicate with Minor Athletes. All web-based conferencing of any kind between a coach (or any Adult Participant) and a Minor Athlete(s) must be non-personal in nature and be for the purpose of training, communicating information about team activities or for team-oriented motivational purposes. Any invitation to such communication to any Minor Athlete must include the player's parents or legal guardians and must adhere to all of the requirements found elsewhere in this Handbook as if the virtual meeting were being held in person, including the policy. Virtual lessons or live stream videos should be Observable and Interruptible. Coaches, team managers, and players may send prerecorded techniques or training videos, but must copy at least one other Adult Participant, Parent/Guardian, or other Adult Family Member. Best practices for web-based conferencing with a team should include use of passwords for entry and/or other security precautions.

## **Social Media and Group Chats Among Players**

Minor Athletes often create group chats through texting or other social media applications. Such group chats are concerning because Minors may engage in bullying behavior, sexual misconduct, harassment, threats, discriminatory and other inappropriate conduct that may violate policies of USA Judo. Group

chats among Minor Athletes should be supervised by an adult to mitigate these risks.

### **Request to Discontinue All Electronic Communications or Imagery with Athlete**

Following receipt of a written request by the parents of a Minor Athlete that their child not be contacted through any form of electronic communication by coaches or other adults in the program, the Member Program, team, coaches and administrators must immediately comply with such request without any repercussions for such request, unless an emergency exist.

### **Abuse and Misconduct**

Social media and other means of electronic communication can be used to commit abuse and misconduct (e.g., emotional, sexual, bullying, harassment, and hazing). Such communications by any employee, volunteer, independent contractor, or other Participant of a USA Judo Member Program, will not be tolerated and are considered violations of USA Judo's Safe Sport Program.

A USA Judo Participant who violates this Social Media & Electronic Communications Policy is subject to appropriate disciplinary action including but not limited to suspension, permanent suspension and/or referral to law enforcement authorities.

### **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. Because of the greater distances involved in team travel, coaches, staff, volunteers, and chaperones will often travel with the players. No Participant will engage in team travel without the proper safety requirements in place and on

record, including valid drivers' licenses, automobile liability insurance as required by applicable state law, vehicle in safe working order and compliance with all state laws. All chaperones and drivers shall complete applicable SafeSport Training and shall be screened in compliance with the USA Judo Background and SafeSport Policy

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.

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.

Where an Adult Participant is involved in an unrelated Minor Athlete's local travel (even with written consent), efforts should be made to ensure that the Adult Participant is not alone with the unrelated player, by, for example, picking up or dropping off the players in groups.

It is recognized that in some limited instances an emergency will make it unavoidable for an Adult Participant to drive alone with an unrelated Minor Athlete (such circumstances must be documented and record kept with the Member Program). However, efforts should be made to minimize these occurrences and to mitigate any circumstances that could lead to allegations of abuse or misconduct.

### **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.
- . If athletes notice any adult, including coaches, staff, chaperones, volunteers, referee's, etc., apart from a family member alone in a hotel room with an athlete. Please report immediately to a trusted adult as well as SafeSport and USA Judo.
- Athletes will clean up after themselves.
- Athletes will be responsible for any additional costs incurred while travelling, which include hotel, phone, or movie charges.

### **Individual Training Sessions**

The majority of child sexual abuse is perpetrated in isolated, one-on-one situations. USA Judo requires that Adult Participants shall not engage in any prohibited one-on-one interactions with

any Minor Athletes. By reducing such interactions between minors and adults, USA Judo seeks to reduce the risk of child sexual abuse in its programs. The following framework regarding one-on-one interactions applies to all USA Judo Safe Sport Program Policies.

(a) Observable and Interruptible. Unless an exception applies (see below), one-on-one In-Program Contact between a Minor Athlete and an Adult Participant, including meetings and individual training sessions, are permitted only if they occur at an Observable and Interruptible distance by another individual and the other individual is made aware of the interaction.

- If a one-on-one In-Program meeting takes place in an office, along with being Observable and Interruptible, the door to the office must remain unlocked and open. If available, it will occur in an office that has windows, with the windows, blinds, and/or curtains remaining open during the meeting.
- Written consent for individual training sessions between an Adult Participant and a Minor Athlete must be obtained from the Minor Athlete's parent or guardian at least prior to the first training session and annually thereafter. Parents, guardians, and/or other caretakers must be allowed to observe the training session, and consent can be withdrawn at any time.

(b) Recommended: Out-of-program contacts

- Coaches are prohibited from interacting one-on-one with unrelated Minor Athletes in settings outside of the program that are not Observable and Interruptible (including, but not limited to, one's home and individual transportation).
- All other Adult Participants (other than Coaches) may interact one-on-one with unrelated Minor Athletes in settings outside of the program that are not Observable and Interruptible (including, but not limited to, one's home and individual transportation) only if parent/legal guardian consent is provided in advance. Nonetheless, such arrangements may raise risks of actual or perceived misconduct and are strongly discouraged.

(c) Exceptions. The prohibitions on one-on-one interactions between an Adult Participant and a minor Athlete do not restrict such actions if any of the following exceptions apply (hereafter referred to as "Policy Exceptions"):

- Emergencies (such emergency circumstances should be documented and kept with the Member Program);
- A Dual Relationship exists;
- The Close-in-Age exception applies;
- The Minor Athlete needs an Adult Personal Care Assistant who has the parent's written consent and has met the requirements of the SafeSport Training and Background Check policies;

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Licensed Health care providers

If a licensed mental health care professional, licensed health care provider (other than athletic trainers), 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, the meeting must be observable and interruptible except (1) if the door remains unlocked; (2) another

adult is present at the facility and notified that a meeting is occurring (although the Minor Athlete's identity needs not be disclosed); (3) the Member Program is notified that the provider will be meeting with a Minor Athlete; and (4) the provider obtains consent consistent with applicable laws and ethical standards, which can be withdrawn at any time.

## **Athletic Training Modalities Policy**

Due to the nature of the contact between an athlete and a person performing a massage, taping or other athletic training modalities, the potential for abuse or misconduct can occur. This Policy (referred to as the "Manual Therapy and Therapeutic and Recovery Modalities Policy" in USA Judo's MAAPP) must be adopted by every USA Judo Member Program where any massage, taping or other athletic training modalities are permitted on a Minor Athlete.

Any massage, taping or other athletic training modality must be Observable and Interruptible, at least one other Adult Participant must be physically present, and the Minor Athlete must be fully or partially clothed, ensuring that the breasts, buttocks, groin, or genitals are always covered.

Prior to any massage of a Minor Athlete, and on an annual basis, the person performing the massage shall obtain the written consent of the Minor Athlete's legal guardian. The consent must specify if it is for a specific treatment or for ongoing treatments over a period of time, and the nature of the treatment. Parent or guardian consent can be withdrawn at any time. If requested, parents must be permitted to be in the room as an observer (except for events or facilities that limit credentialing).

Any person performing a massage, taping, or other athletic training modality on a Minor Athlete must narrate the steps in the modality before taking them and seek the consent of the Minor Athlete throughout the process.

Any athletic training conducted virtually must also be in compliance with the Social Media and Electronic Communications Policy

## **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 regular 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 twelve months and must be completed before regular contact with an amateur athlete who is a minor, begins or within the first 45 days of either initial membership or upon beginning a new role subjecting the adult to this policy whichever comes first.

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 [SafeSporttrained.org](https://www.safesporttrained.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. USA Judo adopted its 2025 MAAPP Policy on December 10, 2024. 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 cannot have one-on-one electronic communications with Minor Athletes unless an exception exists.

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 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 which is determined by the birth date. *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 that is outside of the sport program. 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 [safesporttrained.org](https://safesporttrained.org).

Education and Training 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, or LAOs, are required to take training. The specific training requirements can be found in Part I of the USA Judo MAAPP policy.

USA Judo's definition of "regular contact" can be found in the Terminology section above. 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.



## USA Judo Minor Athlete Abuse Prevention Policies

### INTRODUCTION

The U.S. Center for SafeSport (the Center) and USA Judo are committed to building a sport community where Participants can work and learn together in an atmosphere free of emotional, physical, and sexual misconduct. The most commonly used terms throughout this document are defined in the Terminology section in the back of this document.

#### **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 and 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 and Paralympic Movement. 36 U.S.C. § 220542(a)(2). To that end, the Center has developed the Minor Athlete Abuse Prevention Policies (MAAPP).

#### **What is the MAAPP?**

The MAAPP is a collection of proactive prevention and training policies for the U.S. Olympic and 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 and Paralympic Movement;
3. Required Prevention Policies, focused on limiting one-on-one interactions between Adult Participants and Minor Athletes that Organizations within the Olympic and Paralympic Movement must implement to prevent abuse;
4. Recommended Prevention Policies.

The Center developed the MAAPP to assist National Governing Bodies (NGBs), Local Affiliated Organizations (LAOs), the U.S. Olympic and 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). USA Judo has implemented these policies to create this document that all participants, clubs and affiliated organizations must adhere to. USA Judo is considered an NGB of the USOPC and all USA Judo clubs and state organizations are considered LAOs. These Organizations should share these policies with all Participants and with parents/guardians of minor athletes. Those implementing these policies should consider the physical and cognitive needs of all athletes.

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 and USA Judo recommend that parents first complete training on abuse prevention to be informed about potential boundary violations and concerns before consenting to the interaction.**

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. Additionally, other resources are available that may assist organizations in improving athlete safety.<sup>2</sup>

#### **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)(E). More specific organizational compliance requirements can be found in Part I. 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 and Paralympic Movement**

The MAAPP, or a policy containing the minimum required components of the MAAPP, is required for the U.S. Olympic & Paralympic Committee (USOPC), National Governing Bodies (NGB), and Local Affiliated Organizations (LAO) within the Olympic and Paralympic Movement (each an “Organization”).

Some policies impose requirements on Organizations at sanctioned events and facilities partially or fully under the Organization’s jurisdiction. For example, Organizations must monitor locker 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 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 Judo and its LAOs in good standing.<sup>3</sup>

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

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<sup>2</sup> Saul, J., & Audage, N. C. (2007). Preventing Child Sexual Abuse Within Youth-serving Organizations: Getting Started on Policies and Procedures. Atlanta, GA: Centers for Disease Control and Prevention. Canadian Centre for Child Protection. (2014). [Child Sexual Abuse: It Is Your Business](#). Winnipeg, Manitoba: Canadian Centre for Child Protection. The Australian Royal Commission Into Institutional Responses to Child Sexual Abuse. (2017). [Final Report](#)

<sup>3</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 an NGB, USOPC, or LAO. Examples include, but are not limited to: officials, coaches, or volunteers.

connection with the event) by USA Judo and its LAOs, or any facility that USA Judo and its LAOs owns, leases, or rents for practice, training, or competition.

### **Who is an Adult Participant?**

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

1. A member or license holder of USA Judo and its LAOs;
2. An employee or board member of USA Judo and its LAOs;
3. Within the governance or disciplinary jurisdiction of USA Judo and its LAOs;
4. Authorized, approved, or appointed by USA Judo and its LAOs to have regular contact with or authority over minor athletes.<sup>4</sup>

A chart that categorizes Adult Participants, as defined by USA Judo, can be found in the Appendix.

### **What is a Local Affiliated Organization (LAO)?**

All USA Judo clubs and state organizations in good standing are considered LAOs of USA Judo. All participants of a USA Judo club are considered USA Judo participants.

### **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 activities related to participation in sport that could be identified as In Program Contact include, but are not limited to: competition, practices, camps/clinics, training/instructional sessions, pre/post-game meals or social 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.

### **Am I required to take SafeSport Training?**

Adult Participants within the Olympic and Paralympic Movement who have (i) contact with amateur athletes who are minors, (ii) authority over amateur athletes who are minors, or (iii) are employees or board members of USA Judo and its LAOs are required to take training. The specific training requirements can be found in Part II. All adult members of USA Judo are required to self-declare their status of this requirement through their USA Judo member profile on the Sport:80 membership platform. Those that purchase an “Event-Only” membership are not required to make this self-declaration. “Event-Only” memberships may only be purchased once (1) time per calendar year for Adult Participants and up to four (4) times per calendar year for Minor Athletes.

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<sup>4</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.

## **PART I**

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

USA Judo (the “Organization”) and all registered USA Judo club and state organizations must implement proactive policies designed to prevent abuse. These organizational requirements are described below.

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

1. USA Judo must track whether Adult Participants under its jurisdiction complete the required training listed in Part II.
2. USA Judo and its LAOs 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. USA Judo and LAOs are not required to track individual course completions of minor athletes.
3. USA Judo and its LAOs must, every 12 months, offer training to parents on the prevention and reporting of child abuse.
  - a. For training to parents, USA Judo and all current LAOs must track a description of the training and how the training was offered and provided to parents.
  - b. USA Judo and all current LAOs is not required to track individual course completions of parents.

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

1. USA Judo must develop minor athlete abuse prevention policies to limit one- on-one interactions between a Minor Athlete and an Adult Participant. These policies must contain the mandatory components of the Center’s model policies in Part III. 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. The policies may include the recommended components in Part III and the recommended policies in Part IV. Given the uniqueness of each sport, however, some recommended

components or policies may not be feasible or appropriate. Such concerns should be addressed with the Center during the Policy Approval and Submission Process discussed below. USA Judo may choose to implement stricter standards than the model policies

3. Each NGB and the USOPC must also require that its LAOs implement these policies within each LAO. USA Judo and its LAOs must adhere to the policies set forth in this document.
4. Each Organization must implement these policies for all In-Program Contact
  - a. At sanctioned events and facilities partially or fully under its jurisdiction, the Organization must take steps to ensure the policies are implemented and followed. USA Judo has created a Quality Control System (QCS) for all clubs and organizations to follow for sanctioned activities. This may be found at <https://www.usajudo.com/safe-sport>.
  - 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 its jurisdiction;
    - ii. Establishing a reporting mechanism for violations of the policies;
    - iii. Investigating and enforcing violations of the policies.
5. USA Judo and its LAOs must have a reporting mechanism to accept reports that an Adult Participant is violating the Organization's Minor Athlete Abuse Prevention Policies. 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. All USA Judo and its LAOs and participants are required to submit any allegation of a MAAPP violation directly to USA Judo. This may be done at <https://www.usajudo.com/safesport/usa-judo-reporting>.

### **C. Policy Approval and Submission Process**

1. USA Judo may adopt the mandatory minimum requirements of the MAAPP as-is or adapt it to fit their needs. Regardless, each Organization must submit their policies to the Center at [compliance@safesport.org](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 III of the Center's Model MAAPP become the default policy until the Center approves the policy.
2. NGBs must require their LAOs to incorporate the mandatory components of Part III. NGBs may require that their LAOs implement the NGB's policies, which may be more stringent than the policies in Part III.
3. The mandatory components of Part III will serve as the default policy for any Organization that fails to develop its own policy as required by this section. Any changes made to USA Judo'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 Judo from the Center.

## **PART II**

### **EDUCATION & TRAINING POLICY**

#### **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:
  - i. Adult Participants who have regular contact with any amateur athlete(s) who is a minor;
  - ii. Adult Participants who have authority over any amateur athlete(s) who is a minor;
  - iii. Adult Participants who are an employee or board member of USA Judo and its LAOs
- b. 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.

##### **2. Timing of Training**

Adult Participants must complete this training before regular contact with an amateur athlete who is a minor begins or within the first 45 days of either initial membership or upon beginning a new role subjecting the adult to this policy, whichever comes first.

##### **3. Refresher Training**

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).

#### **B. Minor Athlete Training Must Be Offered**

1. USA Judo and its LAOs every 12 months, must offer and, subject to parental consent, give training to minor athletes on the prevention and reporting of child abuse.
2. The Center offers youth courses, located at [safesporttrained.org](https://safesporttrained.org), that meet this requirement.

#### **C. Parent Training Must Be Offered**

1. USA Judo and its LAOs, every 12 months, must offer training to parents on the prevention and reporting of child abuse.
2. The Center offers a parent course, located at [safesporttrained.org](https://safesporttrained.org), that meets this requirement

#### **D. 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. USA Judo and its LAOs may provide training in addition to the SafeSport® Trained Core Course, although they cannot refer to this training as "SafeSport" training. Training other than the SafeSport Trained Core Course or Refresher does not satisfy this policy.
3. Parents of minor athletes are provided free online access to the Center's parent course and are encouraged to take the training.

#### **E. Exemptions and Accommodations**

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 videos. The content may be uncomfortable or trigger trauma for some participants.

1. 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 Judo's Manager of Athlete Safety at [Athlete.Safety@usajudo.us](mailto:Athlete.Safety@usajudo.us) or can choose to contact the Center directly to request an exemption at [exemptions@safesport.org](mailto:exemptions@safesport.org). All exemptions granted by the Center or USA Judo in this category are considered indefinite and do not need to be rerequested every year.
2. 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 USA Judo's Manager of Athlete Safety. USA Judo will determine whether to grant the exemption. If USA Judo grants the exemption, it must track the exemption to ensure it is appropriately applied to the individual's membership status. USA Judo must preserve documentation that the exemption was granted and for what duration.
3. 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 fit the individual's needs, USA Judo may determine whether to grant an exemption.

## PART III

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

The U.S. Center for SafeSport 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.**

#### 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.**

#### 1. Mandatory Components

##### 1. A Close-in-Age Exception

The purpose of this exception is to allow for continued relationships among athletes on the same team.

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;
- 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.**

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

This exception exists for Adult Participants who also assist a parasport athlete or an athlete with mental and/or physical needs with activities of daily living and preparation for athletic participation.

This exception allows for one-on-one In-Program Contact between an Adult Participant and a Minor Athlete if the following requirements are met:

- a. the Minor Athlete's parent/guardian has provided written consent to USA Judo and its LAOs for the Adult Participant Personal Care Assistant to work with the Minor Athlete;

b. the Adult Participant Personal Care Assistant has complied with the Education & Training Policy;

c. the Adult Participant Personal Care Assistant has complied with USA Judo's background screening policy found at [usajudo.com/forms](http://usajudo.com/forms). USA Judo's background screening policy may be found at [www.usajudo.com/forms](http://www.usajudo.com/forms).

### 3. 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 program. The exception requires written consent of the Minor Athlete's parent/guardian at least annually. The consent must identify for which Required Prevention Policies the parent/guardian is allowing the one-on-one In-Program Contact.

### 4. 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." Adult Participants should document emergency situations in accordance with USA Judo's protocols. The Center's Emergency Exceptions guide may be found at [www.usajudo.com/safe-sport](http://www.usajudo.com/safe-sport). Adult participants must report the exception and situation to USA Judo's Athlete Safety Manager or the affiliated club/state organization.

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. **Mandatory Components**

#### 1. Observable and Interruptible

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

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

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 the jurisdiction of USA Judo and its LAOs, 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

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



the Minor Athlete's identity needs not be disclosed; and c. USA Judo and its LAOs is notified that the professional or 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.

## **B. Recommended Components**

### **1. Parent Training**

Parents/guardians should take 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. USA Judo and its LAOs should recommend this to all parents before they provide consent for their Minor Athlete.

## **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 situations.

### **A. Mandatory Components**

#### **1. Observable and Interruptible**

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

#### **2. 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; and 3. Parent Observation Parents/guardians must be allowed to observe the individual training session.

### **3. Parent Observation**

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

### **B. Recommended Components**

#### **1. 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 the jurisdiction of USA Judo and its LAOs, another Adult Participant should 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. It is recommended that the second Adult Participant takes the SafeSport® Trained Core Course or supplemental refresher courses.

#### **2. Parent Training**

Parents/guardians should take 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. USA Judo and its LAOs should recommend this to all parents before they provide consent for their Minor Athlete.

## **MANUAL THERAPY AND THERAPEUTIC AND RECOVERY MODALITIES**

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.

### **A. Mandatory Components**

Note: Only the emergency exception applies within this policy.

#### **1. 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.

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

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 (3) below;
- c. Be performed with the Minor Athlete fully or partially clothed, ensuring that the breasts, buttocks, groin, or genitals are always covered;
- d. Allow parents/guardians in the room as an observer, except for competition or training venues that limit credentialing;
- e. The provider must narrate the steps in the modality before taking them, seeking assent of the Minor Athlete throughout the process.

#### **C. Consent**

- a. Providers of manual therapy, therapeutic modalities, or recovery modalities when working under the auspices of USA Judo and its LAOs, when applicable, must obtain consent at least annually from Minor Athletes' parents/guardians before providing any manual therapy, therapeutic modalities, or recovery modalities.
- b. Minor Athletes or their parents/guardians can withdraw consent at any time.

### **B. Recommended Components**

1. Parents/guardians should take 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. USA Judo and its LAOs should recommend this to all parents before they provide consent for their Minor Athlete
2. When possible, techniques should be used to reduce physical touch of Minor Athletes.

3. Only individuals approved by USA Judo and its LAOs may administer manual therapy, therapeutic modalities, or recovery modalities
4. Coaches, regardless of whether they are licensed massage therapists, should not perform full-body massages on athletes.

## LOCKER ROOMS 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. Mandatory Components

#### 1. Observable and Interruptible

Adult Participants must ensure that all In-Program Contact with Minor Athlete(s) in a locker room, changing area, or similar space where Minor Athlete(s) are present is observable and interruptible, unless an exception exists. USA Judo and its LAOs must provide some form of changing area for athletes during sanctioned activities. This can include dedicated bathrooms or changing stations.

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

- a. No Adult Participant or Minor Athlete can use the photographic or recording capabilities of any device in locker rooms, changing areas, or any other area designated as a place for changing clothes or undressing. This includes all areas used for weighing in for an event
- b. Adult Participants must not remove their clothes or behave in a manner that intentionally or recklessly exposes their breasts, buttocks, groin, or genitals to a Minor Athlete in a locker room or changing area.
- c. Adult Participants must not shower with Minor Athletes unless:
  - i. The Adult Participant meets the Close-in-Age Exception; or
  - ii. The shower is part of a pre- or post-activity rinse while wearing swimwear.
- d. Parents/guardians may request in writing that their Minor Athlete(s) not change or shower with Adult Participant(s) during In-Program Contact. USA Judo and its LAOs, and the Adult Participant(s) must abide by this request.

#### 3. Media and Championship Celebrations in Locker Rooms

USA Judo and its LAOs 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;
- b. USA Judo and its LAOs approves the specific instance of recording or photography;
- c. Two or more Adult Participants are present; and
- d. Everyone is fully clothed.

#### 4. 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 14.

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

- a. USA Judo and its LAOs 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 USA Judo's jurisdiction.
- b. USA Judo and its LAOs must periodically 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 USA Judo's jurisdiction. This includes all areas used for weighing in.

## **ELECTRONIC COMMUNICATIONS<sup>6</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. Mandatory Components**

1. Open and Transparent

- a. All one-on-one electronic communications between an Adult Participant and a Minor Athlete must be Open and Transparent, unless an exception exists
- b. "Open and Transparent" means that the Adult Participant copies or includes the Minor Athlete's parent/guardian, another adult family member of the Minor Athlete, or another Adult Participant on every communication
  - i. If a Minor Athlete communicates with the Adult Participant first, the Adult Participant must follow this policy if the Adult Participant responds
- c. Only platforms that allow for Open and Transparent communication may be used to communicate with Minor Athletes

2. Team Communication

When an Adult Participant communicates electronically to the entire team or any number of Minor Athletes on the team, the Adult Participant must copy or include the Minor Athletes' parents/guardians, another adult family member of the Minor Athletes, or another Adult Participant.

3. Content

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

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<sup>6</sup> Electronic communications include, but are not limited to: email, phone calls, videoconferencing, video coaching, texting, social media, or through any other electronic medium.

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

4. Request to Discontinue

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

**B. Recommended Components**

Hours

Electronic communications should generally be sent only between the hours of 8:00 a.m. and 8:00 p.m. local time for the location of the Minor Athlete. All electronic communications, including social media messages, must follow the policies set forth in this document.

## **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. Mandatory Components**

#### 1. Observable and Interruptible

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.

#### 2. Additional Requirements for Transportation Authorized or Funded by USA Judo and its LAOs

- a. Written consent from a Minor Athlete's parent/guardian is required for all transportation authorized or funded by USA Judo and its LAOs at least annually.
- b. Minor Athlete(s) or their parent/guardian can withdraw consent at any time.

### **B. Recommended Components**

#### Parent Training

Parents/guardians should take the U.S. Center for SafeSport's education and training on child abuse prevention before providing consent for lodging arrangements for their Minor Athlete. USA Judo and its LAOs should recommend this to all parents before they provide consent for their Minor Athlete.



## **PART IV**

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

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

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 parent/legal 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 nor 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.

## TERMINOLOGY

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

- a. A member or license holder of USA Judo and its LAOs;
- b. An employee or board member of USA Judo and its LAOs;
- c. Within the governance or disciplinary jurisdiction of USA Judo and its LAOs
- d. Authorized, approved, or appointed by USA Judo and its LAOs to have regular contact with or authority over minor athletes

**Amateur Athlete:** An athlete who meets the eligibility standards established by USA Judo.

**Authority:** When one person's position over another person is such that, based on the totality of the circumstances, they have the power or right to direct, control, give orders to, or make decisions for that person. Also see the [Power Imbalance definition in the SafeSport Code](#). *Note: NGBs and the USOPC must submit/include categories of members/individuals that fall under the definition, including specific volunteer designations.*

**Close-in-Age Exception:** An exception applicable to certain policies when an Adult Participant does not have authority over a Minor Athlete *and* is not more than 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.*

**Dual Relationships:** An exception applicable to certain policies when an Adult Participant has a relationship with a Minor Athlete outside of the sport program and the Minor Athlete's parent/guardian has provided written consent at least annually authorizing the exception

**In-Program Contact:** Any contact (including communications, interactions, or activities) between an Adult Participant and any Minor Athlete(s) related to participation in sport. Examples of In-Program Contact include, but are not limited to: competition, practices, camps/clinics, training/instructional sessions, pre/post game meals or outings, team travel, review of game film, team- or sport-related relationship building activities, celebrations, award ceremonies, banquets, team- or sport-related fundraising or community service, sport education, or competition site visits.

**Local Affiliated Organization (LAO):** A regional, state, or local club or organization that is directly affiliated with USA Judo or that is affiliated with USA Judo by its direct affiliation with a regional or state affiliate of USA Judo. LAO does not include a regional, state, or local club or organization that is only a member of a National Member Organization of USA Judo. All USA Judo recognized clubs and state organizations in good standing are considered LAOs of USA Judo.

**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 Judo and its LAOs.<sup>7</sup>

**Partial or Full Jurisdiction:** Includes any sanctioned event (including all travel and lodging in connection with the event) by USA Judo and its LAOs, or any facility that USA Judo, USOPC, or a USA Judo and its LAOs owns, leases, or rents for practice, training, or competition.

**National Governing Body (NGB):** 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. USA Judo is considered an NGB of the USOPC.

**Adult Participant Personal Care Assistant (PCA):** An Adult Participant who assists an athlete with mental and/or physical impairments who requires 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

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<sup>7</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 an NGB, USOPC, or LAO. Examples include, but are not limited to: officials, coaches, or volunteers

individualized to fit their specific needs. When assisting a Minor Athlete, Adult Participant PCAs must be authorized by the athlete's parent/guardian

**Regular Contact:** Ongoing interactions during a 12-month period wherein an Adult Participant is in a role of direct and active engagement with any amateur athlete(s) who is a minor. Examples of regular contact include frequent randori or practice between an adult and minor athletes. *Note: NGBs and the USOPC must submit/include categories of members/individuals that fall under the definition, including specific volunteer designations.*

**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 Judo and its LAOs, or sanctioned event staff in which a Minor Athlete is temporarily housed in a private home with an adult or family who is not related to or known by the Minor Athlete. This lodging arrangement is in conjunction with an activity related to sport.

**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.

## Reporting

Adult Participants 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. Adult participants must know their reporting requirements under this Handbook and the SafeSport Code, state law, and federal law. Ignorance or mistake as to one's reporting obligation is not a defense. The reporting requirements are an individual obligation of each adult participant. Reporting to a supervisor or administrator does not relieve an adult participant of the obligations to report as specified under this section. Adult participants must report even if they believe someone else already reported.

Participants should not investigate or attempt to evaluate the credibility or validity of allegations involving Sexual Misconduct or Child Abuse. Participants making a good faith report are not required to prove the reports are true before reporting to the Center or appropriate authorities.

- Sexual Misconduct, including without limitation child sexual abuse and any misconduct that is reasonably related to an underlying allegation of Sexual Misconduct. All Sexual Misconduct allegations MUST be submitted directly to the center as well as law enforcement if a child is involved. If these reports are only submitted to USA Judo this does not meet the mandatory reporter requirement.
- Criminal Charges or Dispositions involving Child Abuse or Sexual Misconduct, must be submitted to SafeSport directly and law enforcement.
- Misconduct Related to Reporting, where the underlying allegation involves Child Abuse or Sexual Misconduct must be submitted to SafeSport directly and law enforcement.
- Aiding and Abetting, when it relates to the Center's or USA Judo's process, needs to be reported to both USA Judo and SafeSport.
- Misconduct Related to the Center's or USA Judo's process, needs to be reported to both USA Judo and SafeSport.
- Emotional and Physical Misconduct (bullying, hazing, stalking, harassment, etc.), needs to be reported to USA Judo and SafeSport.
- Violations of the Minor Athlete Abuse Prevention Policies (MAAPP), If allegations of child abuse of any kind are included it needs to be reported to law enforcement first. Then it needs to be reported to USA Judo and SafeSport.

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

- Center
  - <https://uscenterforsafesport.org/report-a-concern/>
  - By phone during regular business hours (Monday-Friday, 8:00 AM MT – 4:00 PM)

MT) at 833-587-7233

- USA Judo
  - <https://www.teamusa.org/USA-Judo/Safe-Sport-Program/SafeSport-Reporting>
  - 719-866-3621

## **Jurisdiction**

### **Exclusive Jurisdiction by U.S. Center for SafeSport**

The Center has the exclusive jurisdiction to investigate and resolve allegations that a Participant engaged in one or more of the following:

1. Sexual Misconduct, including without limitation child sexual abuse and any misconduct that is reasonably related to an underlying allegation of Sexual Misconduct;
2. Criminal Charges or Dispositions involving Child Abuse or Sexual Misconduct;
3. Misconduct Related to Reporting, where the underlying allegation involves Child Abuse or Sexual Misconduct;
4. Misconduct Related to Aiding and Abetting, Abuse of Process, or Retaliation, when it relates to the Center's process;
5. Other Inappropriate Conduct, as defined herein.

### **Discretionary Jurisdiction**

The Center has discretionary jurisdiction to investigate and resolve allegations that a Participant engaged in one or more of the following:

1. Non-sexual Child Abuse;
2. Emotional and Physical Misconduct, including Stalking, Bullying Behaviors, Hazing, and Harassment;
3. Criminal Charges or Dispositions not involving Child Abuse or Sexual Misconduct;
4. Minor Athlete Abuse Prevention Policy or other similar Proactive Policy violations;
5. Misconduct Related to Aiding and Abetting, Abuse of Process, or Retaliation, when it relates to the processes of the USOPC, an NGB, an LAO, or any other organization under the Center's jurisdiction. If the Center exercises discretionary jurisdiction, it will use the resolution procedures set forth within the [SafeSport code](#).

### **Allegations**

USA Judo must report an allegation that falls within the Center's exclusive jurisdiction, directly to the Center, Immediately, but no later than 24 hours.

USA Judo must notify the USOPC's Security & Athlete Safety Office as soon as possible but no later than 24 hours after learning of an allegation of Prohibited Conduct, as defined in the U.S. Center for SafeSport Code (the "Code"), that occurred at an Olympic & Paralympic Training Center ("OPTC"), a United States Olympic & Paralympic Committee ("USOPC") Sponsored Event, or at any third party sponsored event in which the USOPC sends a delegation (a "USOPC Delegation Event"). Any temporary measure(s) imposed by USA Judo and/or the Center in response to an allegation

must be included in the required notification (as described in the following section).

This notification requirement is in addition to any other requirement to report an allegation to the Center and/or law enforcement. Any such notifications shall be submitted by email to [athlete.safety@usopc.org](mailto:athlete.safety@usopc.org).

### **Sanctions and Temporary Measures**

USA Judo must respond to requests from the Center within 72 hours regarding the eligibility status of a Participant and the existence of USA Judo-imposed temporary measures or safety plans.

USA Judo must notify the USOPC's Security & Athlete Safety Office as soon as possible but no later than 24 hours of imposing its own or being notified of Center-imposed sanction(s) and/or temporary measure(s), affecting Participants who USA Judo knows, or reasonably expects, to:

- be nominated for or selected as a Participant to a USOPC Delegation Event,
- be a Participant at a USOPC Sponsored Event,
- have access to OPTC, and/or
- receive a benefit and/or service from the USOPC as outlined in the USOPC Athlete Safety Policy.

The USOPC Security & Athlete Safety Office should also be notified in the event of any change or removal of any such sanction and/or temporary measure(s) within 24 hours of such change by the USA Judo or notified of a change or removal by the Center. Any such notifications shall be submitted by email to [athlete.safety@usopc.org](mailto:athlete.safety@usopc.org)

### *USOPC Assertion of Jurisdiction*

The USOPC will assert jurisdiction over any alleged incident of Prohibited Conduct which is reported to have occurred at an OPTC, USOPC Sponsored Event, or a USOPC Delegation Event where the Center has not exercised exclusive or discretionary jurisdiction, and over matters the Center refers to the USOPC. In limited circumstances, the USOPC may elect, in its sole and absolute discretion, to refer the incident and jurisdiction thereof to USA Judo.

USA Judo must promptly inform an identified reporting party of its jurisdictional determination regarding their report to US Judo, communicating that the matter is being referred to the Center, addressed by USA Judo or being referred to an LAO.

### *Applicable Policies and Procedures*

The USOPC Athlete Safety Policy shall apply and will govern the response and resolution of any allegation for which the USOPC asserts jurisdiction. In instances when the USOPC declines jurisdiction, USA Judo shall be responsible for the response and resolution of the allegation according to its own policies and procedures.

### *Interference/ Restrictions/Enforcement*

USA Judo shall not interfere or attempt to influence the outcome of any Prohibited Conduct

investigation regardless of jurisdiction.

USA Judo is committed to protecting opportunities for athletes participating in sport. USA Judo will continue to collaborate with various stakeholders with oversight responsibilities, e.g., IOC, IPC, international federations, to ensure that women have a fair and safe competition environment consistent with Executive Order 14201 and the Ted Stevens Olympic & Amateur Sports Act, 36 U.S.C. § 22501, et. Seq.

*Data of Matters Addressed by the Organization*

USA Judo must annually submit to the Center data regarding:

- a. Reports of emotional or physical misconduct made to the Organization or its LAOs.
  - i. Total reported incidents of alleged emotional misconduct
  - ii. Total reported incidents of alleged physical misconduct
  - iii. Total number of investigations of alleged emotional misconduct
  - iv. Total number of investigations of alleged physical misconduct
  - v. Total number of violations for emotional misconduct adjudicated by the Organization, separated by cases adjudicated by USA Judo and cases adjudicated by its LAOs
  - vi. Total number of violations for physical misconduct adjudicated by the Organization, separated by cases adjudicated by USA Judo and cases adjudicated by its LAOs
- b. Reports to the Organization or its LAOs that a Participant violated the MAAPP.
  - i. Total reported incidents of alleged violations of the MAAPP, by policy type
  - ii. Total number of investigations of alleged violations of the MAAPP
  - iii. Total number of violations of the MAAPP, separated by cases adjudicated by NGB and cases adjudicated by its LAOs



## 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.