

USA GOLF

MINOR ATHLETE ABUSE PREVENTION POLICIES

Effective April 1, 2021

DEFINITIONS

- a. **Adult Participant:** Any adult (18 years of age or older) who is:
 - i. A member or license holder of USA GOLF;
 - ii. An employee or board member of USA GOLF;
 - iii. Within the governance or disciplinary jurisdiction of USA GOLF; or
 - iv. Authorized, approved, or appointed by USA GOLF to have Regular Contact with, or Authority over, Minor Athletes.¹
- b. **Adult Participant Personal Care Assistant:** An Adult Participant who assists an athlete requiring help with activities of daily living (ADL) and preparation for athletic participation. This support can be provided by a Guide for Blind or visually impaired athletes or can include assistance with transfer, dressing, showering, medication administration, and toileting. Personal Care Assistants are different for every athlete and should be individualized to fit their specific needs. When assisting a Minor Athlete, Adult Participant PCAs must be authorized by the athlete's parent/guardian.
- c. **Amateur Athlete:** An athlete who meets the eligibility standards established by USA GOLF.
- d. **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](#).
- e. **Close-in-Age Exception:** An exception applicable to certain policies when an Adult Participant does not have Authority over a Minor Athlete and is not more than four 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.
- f. **Dual Relationships:** An exception applicable to certain policies when an Adult Participant has a dual role or relationship with a Minor Athlete and the Minor Athlete's parent/guardian has provided written consent at least annually authorizing the exception.

¹ 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.

- g. **In-Program Contact:** Any contact (including communications, interactions, or activities) between an Adult Participant and any Minor Athlete related to participation in sport.
- h. **Jurisdiction:** Authority or control.
- i. **Local Affiliated Organization (LAO):** A regional, state, or local club or organization that is directly affiliated with a NGB or that is affiliated with a NGB by its direct affiliation with a regional or state affiliate of a NGB. An LAO does not include a regional, state, or local club or organization that is only a member of a National Member Organization of a NGB. USA GOLF has never operated or affiliated with an LAO.
- j. **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 under the Partial or Full Jurisdiction of USA GOLF.
 - i. **Partial or Full Jurisdiction:** Includes any sanctioned event (including all travel and lodging in connection with the event) by USA GOLF, or any facility that USA GOLF owns, leases, or rents for practice, training or competition.
- k. **National Governing Body (NGB):** An amateur sports organization affiliated with a sport included on the program of the Olympic, Paralympic, or Pan-American Games, which is also recognized by the United States Olympic Committee (USOC) pursuant to the Ted Stevens Olympic and Amateur Sports Act, 36 U.S.C. §§ 220501-220529. This definition shall also apply to the USOPC, or other sports entity approved by the USOC, when they have assumed responsibility for the management and/or governance of a sport included on the program of the Olympic, Paralympic, or Pan-American Games. For the avoidance of doubt, USA GOLF is an NGB.
- l. **Paralympic Sports Organization (PSOs):** An amateur sports organization recognized and certified as an NGB by the USOPC.
- m. **Regular Contact:** Ongoing interactions during a 12-month period wherein an Adult Participant is in a role of direct and active engagement with any Minor Athlete(s). NOTE: USA GOLF shall submit/include categories of members/individuals that fall under the definition including specific volunteer designations.
- n. **U.S. Olympic & Paralympic Committee (USOPC):** A federally chartered

nonprofit corporation that serves as the National Olympic Committee and National Paralympic Committee for the United States.

**PART I
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 either through the Center’s online training or the Center’s approved, in person training:

- i. Adult Participants who have Regular Contact with any amateur athletes who is a minor.
- ii. Adult Participants who have Authority over amateur athlete(s) who is a minor.
- iii. Adult Participants who are employees or board members of USA GOLF.

b. For the avoidance of doubt, the following Adult Participants shall be required to complete the SafeSport Trained Core:

USA Golf Adult Participants	Regular Contact	Authority
Board of Directors		X
Executive Director	X	X
Corporate Secretary		X
Pan-Am Games Adult Athletes	X	
Team Managers	X	X
Team Staff and Personnel	X	X
Adult Caddies	X	
USAG Staff and interns		X

* As of January 1, 2020, USA GOLF has never operated or affiliated with an LAO.

2. Timing of Training. Adult Participants must complete SafeSport Trained Core:

a. Before Regular Contact with an amateur athlete who is a minor begins; and

b. Within the first 45 days of either initial membership or upon beginning a new role subject to this policy.

3. Refresher Training. The above listed Adult Participants must complete a SafeSport Trained Core refresher course (**Refresher**) on an annual basis, beginning the calendar year after completing the SafeSport Trained Core. Every four years, Adult Participants will re-complete the SafeSport Trained Core training. Medical providers can take the Health Professionals Course in lieu of the SafeSport Trained Core 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 GOLF, on an annual basis, will 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 www.athletesafety.org, that meet this requirement.

C. Parent Training Must Be Offered

1. USA GOLF, on an annual basis, will offer and give training to parents on the prevention and reporting of child abuse.
2. The Center offers a parent course, located at www.athletesafety.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 Minor Athletes, should take the Center's brief Volunteer Course (or SafeSport Trained Core) before engaging or interacting with any Minor Athlete(s). USA GOLF will review all volunteer roles and may require such training to volunteers.
2. USA GOLF may provide training in addition to the SafeSport Trained Core, although they will not refer to this training as "SafeSport" training. Training other than the SafeSport Trained Core 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

1. Exemptions from this Education & Training Policy may be made on a case-by-case basis for victims/survivors. Requests may be made directly to the Center at exemptions@safesport.org.
2. The Center will work with USA GOLF on appropriate accommodations for persons with disabilities and individuals with limited English proficiency to satisfy these training requirements. USA GOLF will provide reasonable accommodations and track any exemptions for individuals with disabilities and individuals with limited English proficiency.

PART II
ORGANIZATIONAL REQUIREMENTS FOR EDUCATION & TRAINING AND
PREVENTION POLICIES

USA GOLF will implement the following policies:

A. Organizational Requirements for Education & Training

1. USA GOLF will track whether Adult Participants under its jurisdiction complete the required training listed in Part I.
2. USA GOLF must, on an annual basis, offer and, subject to parental consent, give training to Minor Athletes on the prevention and reporting of child abuse.
 - a. For training to Minor Athletes, USA GOLF must track a description of the training and how the training was offered and provided to Minor Athletes.
 - b. USA GOLF is not required to track individual course completions of Minor Athletes.
3. USA GOLF must, on an annual basis, offer training to parents on the prevention and reporting of child abuse.

B. Required Prevention Policies and Implementation

1. USA GOLF will develop minor athlete abuse prevention policies that contain the mandatory components of the Center's model policies. These model policies will cover:
 - a. One-on-one interactions
 - b. Meetings and training sessions
 - c. Athletic training modalities, massages, and rubdowns
 - d. Locker rooms and changing areas
 - e. Electronic communications
 - f. Transportation
 - g. Lodging
2. The policies will be approved by the Center as described in section (C) below.
3. USA GOLF will require that its LAOs (if developed) implement these policies within each LAO. Currently, USA Golf does not have LAOs.

4. USA GOLF shall 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.
 - b. For In-Program Contact that occurs outside USA GOLF'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 GOLF shall create a reporting mechanism to accept reports that an Adult Participant is violating USA GOLF's minor athlete abuse prevention policies. USA GOLF shall appropriately investigate and resolve any reports received, unless the violation is reported to the Center and it exercises jurisdiction over the report. This requirement is in addition to requirements to report abuse under the SafeSport Code.

C. Policy Approval and Submission Process

1. USA GOLF will submit its policies to the Center at compliance@safesport.org for review and approval by January 31, 2021. The Center will approve, approve with modifications, or deny the policies. If the Center denies the proposed policy, the mandatory components of Part III become the default policy until the Center approves the policy.
2. 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.

PART III
REQUIRED PREVENTION POLICIES

A. Required policies

Effective April 1, 2021, the following policies shall take effect:

1. One-on-One Interactions Policy
2. Meetings and Training Sessions
3. Massages and Rubdowns Policy
4. Locker Rooms and Changing Areas Policy
5. Social Media and Electronic Communications Policy
6. Transportation Policy
7. Lodging Policy

REQUIRED POLICY: ONE-ON-ONE INTERACTIONS

The majority of child sexual abuse is perpetrated in isolated, one-on-one situations. By reducing such interactions between children and adults, programs reduce the risk of child sexual abuse. However, one-on-one time with trusted adults is also healthy and valuable for a child. Policies concerning one-on-one interactions protect children while allowing for these beneficial relationships.

A. Mandatory Components

1. Observable and Interruptible
 - a. All one-on-one In-Program Contact between an Adult Participant and a Minor Athlete must be observable and interruptible, except in emergency circumstances.
 - b. The exceptions below may apply to specific policies, and if the exceptions apply, they are listed in the policy. These exceptions also apply to all one-on-one In-Program Contact not specifically addressed in other policies:
 - i. When a Dual Relationship exists;
 - ii. When the Close-in-Age Exception applies;
 - iii. If a Minor Athlete needs an Adult Participant Personal Care Assistant, and:
 1. the Minor Athlete's parent/guardian has provided written consent to USA GOLF for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
 2. the Adult Participant Personal Care Assistant has complied with the Education & Training Policy.

- iv. In other circumstances specifically addressed in this policy that allow for certain one-on-one interactions if USA GOLF receives parent/ guardian consent.

REQUIRED POLICY: MEETINGS AND TRAINING SESSIONS

A. Mandatory Components

1. Observable and Interruptible
 - a. Adult Participants must follow the one-on-one interaction policy in all meetings and training sessions where Minor Athlete(s) are present.
2. Individual Training Sessions
 - a. One-on-one, In-Program, individual training sessions must be observable and interruptible except if:
 - i. A Dual Relationship exists;
 - ii. The Close-in-Age Exception applies; or
 - iii. A Minor Athlete needs an Adult Participant Personal Care Assistant, and:
 1. the Minor Athlete's parent/guardian has provided written consent to USA GOLF for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
 2. the Adult Participant Personal Care Assistant has complied with the Education & Training Policy.
 - b. The Adult Participant providing the individual training session must receive advance, written consent from the Minor Athlete's parent/guardian at least annually, which can be withdrawn at any time; and
 - c. Parents/guardians must be allowed to observe the individual training session.
3. Meetings with licensed mental health care professionals and health care providers (other than athletic trainers²)

If a licensed mental health care professional or licensed health care provider meets one-on-one with a Minor Athlete at a sanctioned event or a facility, which is partially or fully under USA GOLF jurisdiction, the meeting must be observable and interruptible except:

- a. If the door remains unlocked; and
- b. Another adult is present at the facility and notified that a meeting is occurring, although the Minor Athlete's identity needs not be disclosed; and
- c. USA GOLF is notified that the provider will be meeting with a Minor Athlete; and
- d. The provider obtains consent consistent with applicable laws and ethical standards, which can be withdrawn at anytime.

² Athletic trainers who are covered under these policies must follow the "Athletic Training Modalities, Massages, and Rubdowns" policy.

REQUIRED POLICY: MASSAGES AND RUBDOWNS/ATHLETIC TRAINING MODALITIES

A. Mandatory Components

1. Athletic Training Modality

All In-Program athletic training modalities of a Minor Athlete must:

- a. Be observable and interruptible; and
 - b. Have another Adult Participant physically present for the athletic training modality, massage, or rubdown; and
 - c. Have documented consent as explained in subsection (2) below; and
 - d. Be performed with the Minor Athlete fully or partially clothed, ensuring that the breasts, buttocks, groin, or genitals are always covered; and
 - e. Allow parents/guardians in the room as an observer, except for competition or training venues that limit credentialing.
- #### **2. Consent**
- a. Providers of athletic training modalities and USA GOLF, must obtain consent at least annually from Minor Athletes' parents/guardians before providing any athletic training modalities.
 - b. Minor Athletes or their parents/guardians can withdraw consent at anytime.
- #### **3. No Massage or Rubdown for Minor Athletes**
- a. USA GOLF prohibits the use or performance of massage or rubdown on Minor Athletes.

REQUIRED POLICY: LOCKER ROOMS AND CHANGING AREAS

A. Mandatory Components

1. Observable and Interruptible

Adult Participants must ensure that all one-on-one In-Program Contact with Minor Athlete(s) in a locker room, changing area, or similar space where Minor Athlete(s) are present is observable and interruptible, except if:

- a. A Dual Relationship exists; or
- b. The Close-in-Age Exception applies; or
- c. A Minor Athlete needs a Personal Care Assistant and:
 - i. the Minor Athlete's parent/guardian has provided written consent to USA GOLF for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
 - ii. the Adult Participant Personal Care Assistant has complied with the Education & Training Policy.

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

- a. No Adult Participant or Minor Athlete can use the photographic or recording capabilities of any device in locker rooms, changing areas, or any other area designated as a place for changing clothes or undressing.
- b. Adult Participants must not change clothes or behave in a manner that intentionally or recklessly exposes their breasts, buttocks, groins, or genitals to a Minor Athlete.
- c. Adult Participants must not shower with Minor Athletes unless:
 - 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 swim wear.
- 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 GOLF and the Adult Participant(s) must abide by this request

3. Media and Championship Celebrations in Locker Rooms

USA GOLF may permit recording or photography in locker rooms for the purpose of highlighting a sport or athletic accomplishment if:

- a. Parent/legal guardian consent has been obtained; and
- b. USA GOLF approves the specific instance of recording or photography; and
- c. Two or more Adult Participants are present; and
- d. Everyone is fully clothed.

4. Personal Care Assistants

Participant Personal Care Assistants are permitted to be with and assist Minor Athlete(s) in locker rooms, changing areas, and similar spaces where other Minor Athletes are present, if they meet the requirements in subsection (1)(c) above.

5. Availability and Monitoring of Locker Rooms, Changing Areas, and Similar Spaces
 - a. USA GOLF 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 GOLF's jurisdiction.
 - b. USA GOLF must monitor the use of locker rooms, changing areas, and similar spaces to ensure compliance with these policies at sanctioned events or facilities partially or fully under USA GOLF's jurisdiction.

REQUIRED POLICY: ELECTRONIC COMMUNICATIONS³

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 except:
 - i. When a Dual Relationship exists; or
 - ii. When the Close-in-Age Exception applies; or
 - iii. If a Minor Athlete needs a Personal Care Assistant and:
 1. the Minor Athlete's parent/guardian has provided written consent to USA GOLF for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
 2. the Adult Participant Personal Care Assistant has complied with the Education & Training Policy.
- 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.
 - 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 another Adult Participant or the Minor Athletes' parents/guardians.

3. Content

All electronic communication originating from an Adult Participant(s) to a Minor Athlete(s) must be professional in nature unless an exception in (1)(a) exists

4. Requests to discontinue

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

³ Electronic communications include, but are not limited to: phone calls, videoconferencing, video coaching, texting, and social media.

5. 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.

6. Social Media Connections

Adult Participants, except those with a Dual Relationship or who meet the Close-in-Age Exception, are not permitted to maintain private social media connections with Minor Athletes and must discontinue existing social media connections with Minor Athletes

REQUIRED POLICY: TRANSPORTATION

A. Mandatory Components

1. Transportation

- a. An Adult Participant cannot transport a Minor Athlete one-on-one during In-Program travel, except if:
 - i. A Dual Relationship exists; or
 - ii. The Close-in-Age Exception applies; or
 - iii. A Minor Athlete needs a Personal Care Assistant and:
 1. the Minor Athlete's parent/guardian has provided written consent to USA GOLF for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
 2. the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; or
 - iv. The Adult Participant has advance, written consent to transport the Minor Athlete one-on-one obtained at least annually from the Minor Athlete's parent/guardian.
- b. Minor Athlete(s) or their parent/guardian can withdraw consent at anytime.
- c. An Adult Participant meets the In-Program transportation requirements if the Adult Participant is accompanied by another Adult Participant or at least two minors.
- d. Written consent from a Minor Athlete's parent/guardian is required for all transportation sanctioned by USA GOLF at least annually.

REQUIRED POLICY: LODGING

B. Mandatory Components

1. Hotel Rooms and Other Sleeping Arrangements

a. All In-Program Contact at a hotel or lodging site between an Adult Participant and a Minor Athlete must be observable and interruptible, and an Adult Participant cannot share a hotel room or otherwise sleep in the same room with a Minor Athlete(s), except if:

- i. A Dual Relationship Exists, and the Minor Athlete's parent/guardian has provided USA GOLF with advance, written consent for the lodging arrangement;
- ii. The Close-in-Age Exception applies, and the Minor Athlete's parent/guardian has provided USA GOLF with advance, written consent for the lodging arrangement; or
- iii. The Minor Athlete needs a Personal Care Assistant, and:
 1. The Minor Athlete's parent/guardian has provided advance, written consent to USA GOLF for the Adult Participant Personal Care Assistant to work with the Minor Athlete and for the lodging arrangement;
 2. The Adult Participant Personal Care Assistant has complied with the Education & Training Policy.

b. Written consent from a Minor Athlete's parent/guardian must be obtained for all In-Program lodging at least annually.

2. Monitoring or Room Checks During In-Program Travel

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

3. Additional Requirements for Lodging Authorized or Funded by USA GOLF

- a. Adult Participants traveling with USA GOLF must agree to and sign USA GOLF's lodging policy at least annually.
- b. Adult Participants that travel overnight with Minor Athlete(s) are assumed to have Authority over Minor Athlete(s) and thus must comply with the Center's Education & Training Policy.

ADDITIONAL POLICIES

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, must not have out-of-program contact with Minor Athlete(s) without legal/parent guardian consent, even if the out-of-program contact is not one-on-one.

B. Gifting

- a. Adult Participants, who do not meet the Close-in-Age Exception nor have a Dual Relationship with a Minor Athlete, cannot give personal gifts to Minor Athlete(s).
- b. Gifts that are equally distributed to all athletes and serve a motivational or education purpose are permitted.

C. Photography/Video

- a. Photographs or videos of athletes may only be taken in public view and must observe generally accepted standards of decency.
- b. Adult Participants cannot 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.