

SUNLIGHT WINTER SPORTS CLUB

Child Abuse Prevention Policy 2022-2023

The Safe Sport Act of 2017, and subsequent updates, mandates new safety requirements that aim to protect youth athletes through abuse prevention training and mandated reporting.

To be in compliance, the SWSC will implement training requirements on all adult coaches (paid or volunteer, acting in any coaching capacity), volunteers, officials and organizational leadership affiliated with the organization (hereunto known as *agents*) and as such, the SWSC has adopted the following policies.

Criminal Background Checks

All *agents* affiliated with the organization shall have their background checked for acceptability by the Colorado Bureau of Investigation prior to initial assignment of duties in compliance with state and federal laws. Thereafter, a subsequent background check will be run every year. The SWSC Board of Directors shall name a Conduct Official within the Membership Committee to implement, monitor and report such background checks. The Conduct Official shall maintain the confidentiality of all information to protect against possible claims of slander or libel.

Disqualification Criteria: To make sure that all *agents* are treated fairly and consistently, the SWSC shall use the following disqualification criteria if ever found guilty of:

1. All sex offenses
2. All felony offenses in the last 10 years
3. Found to be guilty within the past 7 years of all misdemeanor violence offenses
4. Found to be guilty of multiple offenses within the past 5 years of misdemeanor drug and alcohol offenses including driving under the influence, simple drug possession, drunk and disorderly, public intoxication, possession of drug

paraphernalia, etc.

5. Any other misdemeanor within the past 5 years that would be considered a potential danger to members or is directly related to the functions as a coach including contributing to the delinquency of a minor, providing alcohol to a minor, theft (if a volunteer is handling funds), etc.

Policies to Protect Against Misconduct

The following policies shall be communicated to all *agents*:

- All forms of abuse including sexual, physical, emotional, harassment, bullying, and hazing are prohibited.
- Prohibited sexual abuse physical acts include genital contact whether or not either party is clothed; fondling of a participant's breast or buttocks; sexual penetration; sexual assault, exchange of a reward in sport for sexual favors; lingering or repeated embrace that goes beyond acceptable physical touch; tickling, wrestling, or massage; and continued physical contact that makes a participant uncomfortable.
- Prohibited sexual abuse verbal acts include making sexually oriented comments, jokes and innuendo; agents discussing his or her sex life with participant; asking about a participant's sex life; requesting or sending a nude or partial dress photo; exposing participants to pornographic material; voyeurism; and sexting with a participant.
- Any type of grooming behavior is prohibited (see Section Three on "Recognizing Grooming")
- Prohibited forms of physical abuse include punching, beating, biting, striking, choking, slapping, or intentionally hitting a participant with objects or sports equipment; providing alcohol to a participant under legal drinking age; providing illegal drugs or non-prescribed medications to any participant; encouraging or permitting a participant to return to play after injury or sickness prematurely without clearance of a medical professional; prescribing dieting or other weight control methods for humiliation purposes; isolating a participant in a confined space; forcing participant to assume a painful stance or position for no athletic purpose; withholding, or denying adequate hydration, nutrition medical attention, or sleep.

- Prohibited emotional abuse includes a pattern of verbally attacking a participant personally such as calling them worthless, fat or disgusting; physically aggressive behaviors such as throwing or hitting objects; and ignoring a participant for extended periods of time or excluding them from practice.
- Bullying includes an intentional, persistent, or repeated pattern of committing or willfully tolerating (e.g., agents not preventing) physical, nonphysical, or cyber bullying behaviors that are intended to cause fear, humiliation, physical harm in an attempt to socially exclude, diminish, or isolate another person emotionally, physically, or sexually. It is often not the agent, but instead, other participants who are the perpetrators of bullying. However, it is a violation if the agent knows or should have known of the bullying behavior but takes no action to intervene on behalf of the targeted participants.
- Prohibited hazing includes any contact which is intimidating, humiliating, offensive or physically harmful. Hazing typically is an activity that serves as a condition for joining a team of being socially accepted by team members.
- Two deep leadership is required where two adults (e.g., any combination of agents or parents) should be present at all times so that a minor participant can't be isolated with a single unrelated adult, except in the case of an emergency.
- All electronic communications including email, texting, social media, etc. between the agent and a minor participant should be limited strictly to the legitimate activities of the organization.
- Any overnight travel exposure should prohibit adults spending the night in the same room as an unrelated minor participant; require grouping of participants of the same sex and age group in rooms; and provide adequate oversight with a same-sex chaperone for each group.
- Take off/pick up of athletes by agents should be strongly discouraged because of the difficulty in limiting one-on-one contact.

Recognizing Grooming

Grooming is the process of which sexual predators pave the way for sexual abuse by gradually gaining the trust of and conditioning of minors, parents, and administrators.

The steps in the grooming process are as follows, including but not limited to:

- Identify a vulnerable child whose needs are not being met such as lack of attention by parents, lack of spending money, etc.
- Fill the missing needs of the child by providing attention, transportation, help with homework, special favors, confiding in secrets, spending money, gifts, etc. to create a "special bond".
- Gain trust of family by spending a disproportionate amount of time with them.
- Isolate the victim to create one on one opportunities.
- Gradually use boundary invasions that start off with inappropriate electronic communications and photo sharing, tickling, wrestling, massages, alcohol, drugs, pornography, etc. that lead to nudity and sexual activity.
- Maintain control and silence with threats of fear and shame.

Reporting Requirements

All agents affiliated with the organization are required to report suspected incidents within 24 hours to the SWSC Conduct Official. The Conduct Official should immediately open an investigation and bring it to the attention of the Board of Directors. The investigation should include a gathering of all pertinent facts in a fair, respectful, and confidential manner. After the investigation, the Conduct Official should determine if the alleged acts were appropriate, but unappreciated; inappropriate, but not illegal; or illegal. If the Conduct Official has reasonable cause to believe that child sexual or physical abuse has occurred, law enforcement should be immediately notified. At this point, the Conduct Official should immediately cease all investigation and let law enforcement do its job.

Non-compliance

Any Agent not abiding by any Section of the above policy shall not be granted membership and/or may have their membership revoked by the Membership Committee at any time.

Annual Review

The Membership Committee will review the above policy on an annual basis. They will make any necessary changes in conjunction with necessary committees.

No Waiver of Discretion

Nothing in this program shall be construed as a waiver or limitation of the league discretion to disqualify an applicant for an employment or volunteer position, when in the sole opinion of the Board, such disqualification is in the best interest of the league or its program participants.

Distribution/Acknowledgement/Documentation

A hard copy of this risk management program shall be distributed to each *agent* prior to the start of every season. Each *agent* shall acknowledge by signing that they have received and carefully reviewed the entire program. The SWSC shall maintain documentation on an annual basis of the risk management plan that was distributed as well as the *agent's* acknowledgements.