

UTAH CREW

Athlete and Participant

Safety and Risk Management Policies

Utah Crew is committed to providing a safe environment and preventing abusive behavior of any form. The Safety and Risk Management Policy (**SRM Policy**) facilitates that goal through prevention, reporting and enforcement. All Utah Crew participants are responsible for knowing and complying with all Utah Crew Bylaws, Policies and Rules (including those guidelines and directions on the Utah Crew website) in addition to all applicable federal and state laws, rules and regulations and any other applicable policies and rules.

I. When do the SRM Policies apply?

The SRM Policies apply to any In-Program Contact between Adult Participants and Minor Athletes.

- **In-Program Contact** is any contact (including communications, interactions, or activities) between an Adult Participant and any Minor Athlete related to participation in Utah Crew. Examples of In-Program Contact include, but are not limited to, regattas, practices, camps/clinics, training/instructional sessions, team travel, and Utah Crew organized off-field activities.
- An **Adult Participant** is any adult (18 years of age or older) who is:
 - A member of Utah Crew;
 - An employee or board member of Utah Crew;
 - Within the governance or disciplinary jurisdiction of Utah Crew; or
 - Authorized, approved or appointed by Utah Crew to have **regular contact or authority** over Minor Athletes.

✓ Generally includes, but is not limited to, adult athletes, adult coaches, board members, staff, as well as volunteers or contractors authorized by Utah Crew to have with regular contact OR authority over Minor Athletes.

 - **Regular Contact** - ongoing interactions during a 12-month period where an Adult Participant is in a role of direct and active engagement with any Minor Athlete.
 - **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.
- A **Minor Athlete** is any amateur athlete under 18 years of age who participates in Utah Crew (including minor coaches), or participated in an activity within Utah Crew's jurisdiction in the past 12 months.

- **Exceptions** - Limited exceptions to the SRM Policy may be granted by Utah Crew on a case-by-case basis where appropriate, provided that such exceptions do not materially impact athlete safety.

II. Screening and Education

A. **Background Screening Policy**

- (1) Background screening is required of any Adult Participant
- (2) Exceptions. A parent/guardian chaperone serving on occasion, as needed, is not required to complete a background check. Volunteers without regular contact over the course of the year or authority over Minor Athletes are not required to complete a background check.
- (3) Minors. Background screening of Minor Athletes is not required. Minors appointed as coaches/trainers by Utah Crew require a background check with parent/guardian approval.
- (4) Timing. Background screening is required by the earlier of (a) initiation of regular contact with Minor Athletes, or (b) within the first 45 days of the individual becoming an Adult Participant subject to the SRM Policy. Background checks must be refreshed every 2 years thereafter.

B. **Education & Training Policy**

- (1) Mandatory
 - (a) Adult Participants must complete the SafeSport Trained Core training course.
 - (b) Timing. The Core training must be completed by the earlier of (a) initiation of regular contact with Minor Athletes, or (b) within the first 45 days of the individual becoming an Adult Participant subject to the SRM Policy.
 - (c) Refresher Training. Adult Participants must complete a refresher course on an annual basis, beginning the calendar year after completing the SafeSport Trained Core. The sequence of courses is: Refresher 1, Refresher 2, Refresher 3. Every 4 years, the Adult Participant must complete the SafeSport Trained Core, and then repeat the sequence of annual refresher courses.
- (2) Recommended / Optional - The training courses listed below are free and available at athletesafety.org or safesporttrained.org.
 - (a) Minor Athletes. Utah Crew recommends Minor Athletes, subject to parental consent, take the SafeSport for Middle School / High School Athletes training course on an annual basis.
 - (b) Parents. Utah Crew recommends all parents of Minor Athletes take the SafeSport Parent's Guide to Misconduct in Sport training course on an annual basis.
 - (c) Volunteers. Utah Crew recommends volunteers without regular contact or authority over Minor Athletes take the SafeSport for Volunteers training course before having contact with Minor Athletes.

III. Adult Participant / Minor Athlete Interactions Policy

The majority of child sexual abuse is perpetrated in isolated, one-on-one situations. By reducing such interactions between children and adults, the risk of child sexual abuse is reduced. 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 relations. Therefore, all Adult Participants are required to abide by the following policies and procedures limiting one-on-one interactions between individual Minor Athletes and any Adult Participant who is not their legal guardian during activities within Utah Crew's jurisdiction.

A. One-on-One Interactions

(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.
- (2) 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:
 - (a) When a Dual Relationship exists; or
 - (b) When the Close-in-Age Exception applies; or
 - (c) When the Personal Care Assistant Exception applies; or
 - (d) In other circumstances specifically addressed in this policy that allow for certain one-on-one interactions if Utah Crew receives parent/ guardian consent.

(3) Recommended Best Practice

When possible, have another person (adult/minor) present during the interaction.

B. Meetings

(1) Observable and Interruptible

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

Utah Crew does not conduct one-on-one training sessions.

(3) Meetings with licensed mental health care professionals and health care providers

Utah Crew does not permit meetings between Minor Athletes and licensed mental health care professionals and health care providers for purposes of health care treatment at any facility partially or fully under Utah Crew's jurisdiction, unless emergency circumstances exist.

(4) Recommended Best Practices

- (a) Monitoring. If a permitted meeting takes place between an Adult Participant and a Minor Athlete at a facility partially or fully under Utah Crew's jurisdiction, another Adult Participant monitor each meeting. Monitoring includes: knowing that the one-on-one interaction is occurring, the approximate planned duration of the interaction, and randomly dropping in on the one-on-one.
- (b) Parent Training. Utah Crew recommends that parents/guardians receive the SafeSport Parent's Guide to Misconduct in Sport training course before providing consent for their Minor Athlete to have a meeting with an Adult Participant subject to these policies.

C. **Athletic Training Modalities, Massages and Rubdowns**

Utah Crew does not permit athletic training modalities, massages or rubdowns, at any facility partially or fully under Utah Crew's jurisdiction.

D. **Changing Areas (Including locker rooms, restrooms and boathouses)**

(1) Observable and Interruptible

Adult Participants must ensure that any one-on-one In-Program Contact with Minor Athlete(s) in a locker room, changing area, or similar space where a 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) The Personal Care Assistant Exception applies.

(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) Utah Crew does not permit communal showers at any facility partially or fully under Utah Crew's jurisdiction
- (d) Parents/guardians may request in writing that their Minor Athlete(s) not change with Adult Participant(s) during In-Program Contact. Adult Participant(s) must abide by this request.

(3) Availability and Monitoring of Locker Rooms, Changing Areas, and Similar Spaces

- (a) Utah Crew will designate 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 Utah Crew's jurisdiction.
- (b) Utah Crew will 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 Utah Crew's jurisdiction.

(4) Recommended Best Practices

- (a) Adult Participants and Minor Athletes should come ready dressed whenever possible to sanctioned events and facilities partially or fully under Utah Crew's jurisdiction.
- (b) Adult Participants should make every effort to recognize when a Minor Athlete goes to a changing area during practice and competition and, if they do not return in a timely fashion, check on the Minor Athlete's whereabouts.
- (c) Parents should not enter locker rooms and changing areas unless it is truly necessary. In those instances, it should only be a same-sex parent when other minor athletes are changing in the same locker room or changing area. If this is necessary, parents should let a coach know about this in advance.

E. **Electronic Communications**

(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 the Personal Care Assistant Exception applies.
- (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.
- (c) If a Minor Athlete communicates with the Adult Participant first, the Adult Participant must follow this policy if the Adult Participant responds.
- (d) 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 Utah Crew or an Adult Participant subject to this policy not contact their Minor Athlete through any form of electronic communication. Utah Crew and the Adult Participant must abide by any request to discontinue, absent emergency circumstances.

(5) Recommended Best Practices

- (a) Hours: Electronic communications should generally only be sent between the hours of 8:00 a.m. and 8:00 p.m., unless emergency circumstances exist, or while traveling internationally or during competition travel.
- (b) 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 should discontinue existing social media connections with Minor Athletes.

F. **Transportation**

- (1) An Adult Participant cannot transport a Minor Athlete one-on-one during In-Program travel, except if:
 - (a) A Dual Relationship exists; or
 - (b) The Close-in-Age Exception applies; or
 - (c) The Personal Care Assistant Exception applies; or
 - (d) 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.
- (2) Minor Athlete(s) or their parent/guardian can withdraw consent at any time.
- (3) An Adult Participant meets the In-Program transportation requirements if the Adult Participant is accompanied by another Adult Participant or at least two minors.
- (4) Written consent from a Minor Athlete's parent/guardian is required for all transportation sanctioned by Utah Crew at least annually.

G. **Lodging**

(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 Utah Crew with advance, written consent for the lodging arrangement; or
 - ii. The Close-in-Age Exception applies, and the Minor Athlete's parent/guardian has provided Utah Crew with advance, written consent for the lodging arrangement; or
 - iii. The Personal Care Assistant Exception applies.
- (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 Utah Crew 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 Utah Crew

- (a) Adult Participants traveling with Utah Crew must, at least annually, agree to and sign the lodging policy of Utah Crew.
- (b) Adult Participants that travel overnight with Minor Athlete(s) are deemed to have Authority over Minor Athlete(s) and thus must comply with the Education & Training Policy.

IV. Other Athlete Safety Measures

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 legal/parent guardian consent, even if the out-of-program contact is not one-on-one.

B. Gifting:

- (1) Adult Participants, who do not meet the Close-in-Age Exception 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 or serve a motivational or education 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.

V. Compliance

A. Utah Crew reserves the right to audit, require certifications of compliance with, or otherwise review compliance with Utah Crew's SRM Policy by any individual participating in Utah Crew.

B. Violation of the SRM Policy may result in disqualification and/or disciplinary action with respect to the applicable Adult Participant, in accordance with Utah Crew Bylaws, Policies and Rules.

VI. Reporting

A. Mandatory Reporting of Suspected Child Abuse to Law Enforcement.

- (1) Pursuant to the Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017 (the “SafeSport Act”), which amended the Victims of Child Abuse Act of 1990, all mandatory reporters are required to report suspected child abuse, including sexual abuse, within 24 hours to the local law enforcement agency or local child protective services agency that has jurisdiction to investigate reports of child abuse or to protect child abuse victims, or, if applicable, to the FBI, **AND** U.S. Center for SafeSport online at [uscenterforsafesport.org/report-a concern](http://uscenterforsafesport.org/report-a-concern) or by calling 720-531-0340.
- (2) **All Adult Participants are mandatory reporters.**
- (3) The reporting obligation is triggered when a mandatory reporter becomes aware of “facts that give reason to suspect” a child has suffered an incident of child abuse. Child abuse includes physical or mental injury, sexual abuse or exploitation, or negligent treatment of a child. Sexual abuse is defined to include the employment, use, persuasion, inducement, enticement, or coercion of a child to engage in, or assist another person to engage in, sexually explicit conduct or the rape, molestation, prostitution, or other form of sexual exploitation of children or incest with children. Mental injury means harm to a child’s psychological or intellectual functioning which may be exhibited by severe anxiety, depression, withdrawal or outward aggressive behavior, or a combination of those behaviors, which may be demonstrated by a change in behavior, emotional response or cognition.

B. **Other reporting.**

- (1) Incidents, per this policy, which must be reported include, but are not limited to, arrests for a felony or other crime of violence, sexual misconduct, or any other act or pattern of behavior which may have or in the future put youth players at risk. Adult Participants are encouraged to err on the side of reporting and allow Utah Crew to ascertain whether a disqualification from participation or other action is warranted.
- (2) Mandatory reports of child abuse or sexual misconduct should be made to law enforcement or other officials as stated in A.(1) above. While non-sexual misconduct issues may be reported directly to the U.S. Center of SafeSport, USRowing encourages initial reporting of such matters to Utah Crew using the internal reporting process. If, following review by Utah Crew, the issue remains unresolved or is not susceptible to resolution at the Utah Crew level, it may be reported to USRowing using the USRowing reporting form found here:
https://usrowing.org/sports/2018/4/13/18827_132107104230772015.aspx
- (3) To report incidents to Utah Crew, contact the president, vice president, or head coach of Utah Crew, or email: info@utahcrew.org.
- (4) **Anonymous Reporting.** Utah Crew recognizes that it can be difficult to report an allegation of misconduct and strives to remove as many barriers to reporting as possible. Anonymous reports may be made without the formality of completing an Incident Report Form by:
 - (a) Completing (without including a name) an Incident Report Form found here
https://usrowing.org/sports/2018/4/13/18827_132107104230772015.aspx

- (b) Expressing concerns to the Safe Sport Protection Team at
USRowingSafeSport@usrowing.org

VII. **Enforcement**

A. **Disqualification of Individuals.**

- (1) Utah Crew may deny registration to and disqualify any individual, or deny membership to or otherwise discipline any Member which:
 - (c) intentionally disregards Utah Crew's SRM Policy or registration procedures, or participates with Minor Athletes before registration is approved and an "eligible" determination is made; or
 - (d) continues to employ or utilize any individual who either fails to comply with the registration procedures; or
 - (e) falsifies information, completes an application on behalf of another; or
 - (f) as a result of risk management procedures is determined by Utah Crew to be unfit to continue in his or her current position, and is thereby disqualified.
- (2) Utah Crew may use any information and its absolute discretion in determining disqualification, but at a minimum such information may include, without limitation, the following offenses: any felony, gross misdemeanors, violation of these guidelines, or driving offenses, including loss of license, reckless driving, impaired driving, or a DUI.
- (3) Any person accused of a sexual offense, an offense against a minor, or an offense involving physical violence may be asked to resign voluntarily or may be disqualified by Utah Crew until the matter is resolved. Regardless of criminal or civil guilt in the alleged abuse, the continued presence of the person could be detrimental to the reputation of Utah Crew and could be harmful to the participants. A person who is accused but later cleared of charges may apply to be reinstated within Utah Crew.
- (4) In addition, an individual's actions may give rise to a suspension instead of a disqualification under Utah Crew's Disciplinary Procedures.

VIII. **Prohibited Conduct Policy.**

Utah Crew's Prohibited Conduct Policy is included in Appendix A below.

IX. **Risk Management Committee.**

A. The primary responsibilities of the Utah Crew Risk Management Committee are as follows:

- (1) Conduct a review or hearing of an appeal of an individual who has been disqualified from registration with Utah Crew or participation in Utah Crew programming.

- (2) In accordance with Federation Policy 601-10 (Recognition of Risk Management Actions), conduct a review or hearing to determine eligibility for registration or participation with Utah Crew of an individual who has been disqualified or disciplined for violation of another Federation Organization Member's Risk Management program.
- (3) Review violations of Utah Crew's SRM Policies. The committee may undertake additional responsibilities on an as-needed basis.

B. A Utah Crew Risk Management Committee shall be appointed by the President of the Board of Utah Crew for each review or hearing, and consist of three individuals, including at least two (2) Utah Crew Board members. One individual shall be designated as the Risk Management Committee Chairperson.

C. **Risk Management Appeals.** Individuals who have been disqualified from registration or participation with Utah Crew may appeal the determination to the Utah Crew Risk Management Committee within 15 calendar days of such determination by submitting a letter indicating such appeal, along with supporting material, to info@utahcrew.org with subject line: Risk Management Committee Utah Crew. The information submitted, or otherwise available and relevant, will be shared with the members of the Risk Management Committee. The Risk Management Committee shall then determine next steps, and ultimately render a final decision.

X. **Definitions**

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.

Closed: A determination of eligible or disqualified has not been made because of incomplete background screening, applicant withdrawal, lack of registration request, lack of response, or other similar situation. By definition, individuals with a "closed" determination are also ineligible.

Disqualified: An individual has been prohibited from all involvement in Utah Crew activities, including registration with Utah Crew or participation in Utah Crew programming. Disqualifications are usually based upon SRM Policies. Unless specified otherwise by Utah Crew, the Utah Crew SRM Policies. A disqualified individual may reapply for registration or participation with Utah Crew for the subsequent registration season. Depending on the circumstances, Utah Crew may, at its sole discretion, extend the period of disqualification. By definition, all disqualified individuals are also ineligible.

Dual Relationship: 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.

Eligible: In Utah Crew's absolute and sole discretion, an individual that has met the criteria necessary for registration with Utah Crew or participation within Utah Crew activities.

Ineligible: An individual has not met the criteria necessary for registration with Utah Crew or participation in Utah Crew activities, and as such, is prohibited from doing so.

Partial or Full Jurisdiction / Utah Crew's Jurisdiction: Includes any sanctioned event (including all travel and lodging in connection with the event) by Utah Crew, or any facility that Utah Crew owns, leases, or rents for practice, training or competition.

Personal Care Assistant: An Adult Participant who assists an athlete requiring help with activities of daily living (ADL) and preparation for athletic participation. When assisting a Minor Athlete, Adult Participant PCAs must be authorized by the athlete's parent/guardian.

Personal Care Assistant Exception: An exception to the One-on-One Interaction Policies that applies if a Minor Athlete needs a Personal Care Assistant, and:

- the Minor Athlete's parent/guardian has provided written consent to Utah Crew for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
 - the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and
- the Adult Participant Personal Care Assistant has complied with the Utah Crew's background screening policy

APPENDIX A: Utah Crew Prohibited Conduct Policy

The policy set forth in this Appendix A (“Policy”) applies to all Covered as well as conduct by any subcontractor, supplier, customer or third party and their employees in their dealings Utah Crew.

Utah Crew is committed to maintaining a work environment that is free from all forms of discrimination, including harassment, on the basis of any legally protected status. Accordingly, Utah Crew does not permit any form of unlawful harassment, discrimination or intimidation against its employees by anyone, including managers, supervisors, coworkers, executives, directors, officers, other employees, vendors, clients, customers or third parties. Protected status includes race, color, age, religion, marital status, sex, ancestry, national origin, citizenship, veteran’s status, pregnancy, disability, sexual orientation, protected activity, or any other characteristic protected by federal, state or local law. The policy also prohibits harassment on the basis of the protected status of an individual’s relatives, friends or associates.

Utah Crew is also committed to maintaining a work environment that is free from all forms of sexual abuse, sexual misconduct, emotional misconduct, physical misconduct, bullying and hazing.

Any violation of this Policy by Adult Participants may subject the Adult Participant to disciplinary action. Appropriate action also will be taken against any subcontractor, supplier, or customer found in violation of this Policy.

This Policy is in addition to all other provisions of the Utah Crew Bylaws, Policies and Rules as well as all applicable federal, state and local laws, rules and regulations. It is the obligation of all Adult Participants to know and comply with all applicable federal, state and local laws, rules and regulations.

HARASSMENT:

Harassment consists of unwelcome conduct, whether verbal, physical or visual, that is based upon a person’s protected status. Utah Crew will not tolerate harassing conduct that affects tangible job benefits, that unreasonably interferes with an individual’s work performance, or safety, or that creates an intimidating, hostile, or offensive working environment.

Among the types of conduct prohibited by this Policy are epithets, slurs, negative stereotyping or intimidating acts based on an individual’s protected status and the circulation or posting of written or graphic materials that show hostility toward an individual because of his or her protected status.

Prohibited conduct can also include jokes, kidding, or teasing about another person’s protected status. While harassing conduct is unlawful only if it affects tangible job benefits and/or interferes unreasonably with work performance and creates an abusive or hostile work environment, this Policy forbids harassing conduct even when it does not rise to the level of a violation of law.

SEXUAL HARASSMENT:

Sexual harassment deserves special mention. Unwelcome sexual advances, requests for sexual favors, and other verbal, written, or physical conduct of a sexual nature constitute sexual harassment when: submission to such conduct is made either explicitly or implicitly a term or condition of the individual's employment; submission to or rejection of such conduct by an individual is used as the basis for an employment decision affecting that individual; or such conduct has the purpose or effect of unreasonably interfering with an individual's work performance and creating an intimidating, hostile, or offensive working environment. Sexual harassment may involve individuals of the same or different gender. It may also occur between individuals of any employment status.

Examples of conduct which may constitute sexual harassment and are prohibited by this Policy include, but are not limited to: unnecessary touching, patting, hugging, pinching, or brushing against a person's body; staring, ogling, leering, or whistling at a person; continued or repeated verbal abuse of a sexual nature; sexually explicit statements, sexual flirtations, advances, propositions, subtle pressure for sexual activity, comments, questions, jokes, or anecdotes; graphic or degrading comments about a person's clothing, body or sexual activity; sexually suggestive objects, cartoons, posters, calendars, or pictures in the workplace; suggestive or obscene letters, notes or invitations; harassing use of electronic mail, electronic or instant messaging, or telephone communication systems; or other physical or verbal conduct of a sexual nature.

Utah Crew prohibits managers and supervisors from threatening or insinuating, either explicitly or implicitly, that an employee's submission to or rejection of sexual advances will in any way influence any personnel decision regarding that employee's wages, assigned duties, advancement, evaluation, shifts, career development, or any other condition of employment.

RACIAL, RELIGIOUS, OR NATIONAL ORIGIN HARASSMENT:

Racial, religious, or national origin harassment deserves special mention as well, and is expressly prohibited by Utah Crew. Racial, religious, or national origin harassment includes any verbal, written, or physical act in which race, religion (including atheism), or national origin is used or implied in a manner which would make a reasonable person uncomfortable in the work environment or which would interfere with the person's ability to perform the job. Examples of race, religious or national origin harassment may include, but are not limited to: jokes, which include reference to race, religion, or national origin; the display or use of objects or pictures which adversely reflect on a person's race, religion, or national origin; or the use of pejorative or demeaning language regarding a person's race, religion, or national origin.

CHILD SEXUAL ABUSE:

Any sexual activity with a child is prohibited. This includes sexual contact with a child that is accomplished by deception, manipulation, force or threat of force, regardless of the age of the participants, and all sexual interactions between an adult and a child, regardless of whether there is deception, or the child understands the sexual nature of the activity.

SEXUAL MISCONDUCT:

Any sexual interaction between an athlete and an individual with evaluative, direct or indirect authority is prohibited. Such relationships involve an imbalance of power and are likely to impair judgment or be exploitative. This section does not apply to a pre-existing relationship between two spouses or life partners.

EMOTIONAL MISCONDUCT:

Emotional misconduct in all forms is prohibited. Emotional misconduct is a pattern of deliberate, non-contact behavior that has the potential to cause emotional or psychological harm to another person. Non-contact behaviors include verbal acts, physical acts, or acts that deny attention or support; or any act or conduct described as emotional abuse or misconduct under federal or state law (e.g. child abuse, child neglect). Emotional misconduct does not include professionally-accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline or improving athletic performance.

PHYSICAL MISCONDUCT:

Physical misconduct in all forms is prohibited. Physical misconduct is defined as contact or non-contact conduct that results in, or reasonably threatens to, cause physical harm to another person; or any act or conduct described as physical abuse or misconduct under federal or state law (e.g. child abuse, child neglect, assault). Physical misconduct does not include professionally-accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline or improving athletic performance. For example, hitting and punching are well-regulated forms of contact in combat sports, but have no place in crew.

BULLYING:

Intentional, persistent and repeated pattern of committing or willfully tolerating physical and non-physical behaviors that are intended, or have the reasonable potential, to cause fear, humiliation or physical harm in an attempt to socially exclude, diminish or isolate the targeted athlete(s), as a condition of membership are prohibited. Bullying does not include group or team behaviors that (a) are meant to establish normative team behaviors, or (b) promote team cohesion.

Coercing, requiring, forcing or willfully tolerating any humiliating, unwelcome or dangerous activity that serves as a condition for (a) joining a group or (b) being socially accepted by a group's members are prohibited. Hazing does not include group or team activities that (a) are meant to establish normative team behaviors or (b) promote team cohesion.

All Adult Participants are responsible to help ensure that we avoid misconduct. Utah Crew cannot act to eliminate misconduct unless it has notice of the conduct. Adult Participants are thus charged with reporting any concerns regarding compliance with its SRM Policies. For the avoidance of doubt, in some instances, Adult Participants will be required to report to law enforcement.

Furthermore, Utah Crew employees are responsible to help assure that the work environment, on or off-premises, is free from harassment. All employees have an obligation to promptly report any and all allegedly harassing conduct they are the subject of, that they learn of, or that they witness. Utah Crew's policy provides for immediate notice of problems to the persons designated in this Policy so that we may address and resolve any problems as quickly as possible.

The harassing conduct must be reported according to the Reporting section of the SRM Policy

This Policy does not require reporting the misconduct to any individual who is creating the harassment or discrimination. All Adult Participants have an obligation to cooperate in any investigation of a complaint of misconduct, including providing any and all information concerning the complaint. Failure to do so may be a violation of this Policy.

Utah Crew's Prohibited Conduct Policy offers its participants greater protection from harassment than does the law. Consequently, Adult Participants who are found to have violated Utah Crew's Prohibited Conduct Policy shall be subject to corrective action, discipline or termination, even in cases where applicable laws may not have been violated and without regard to whether the conduct constitutes a violation of the law.