



## **USA RUGBY POLICY FOR 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, you 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.

### **ONE-ON-ONE INTERACTIONS:**

#### a. Application

This policy shall apply to:

- 1) Adults at a facility, event or team under the jurisdiction of USA Rugby or USAR member organization
- 2) Adult members who have regular contact with amateur athletes who are minors
- 3) An adult authorized by USA Rugby or a USA Rugby member organization to have regular contact with or authority over an amateur athlete who is a minor
- 4) Staff and board members of USA Rugby or a USA Rugby Member Organization (collectively, Adults).

#### b. Observable and interruptible

- One-on-one interactions between minors and an Adult (who is not the minor's legal guardian) at our facility or events are permitted, if they occur at an **observable and interruptible distance by another adult.**
- Isolated, one-on-one interactions between minors and an Adult (who is not the minor's legal guardian) at our facility or event are prohibited, except under emergency circumstances.

#### c. Meetings

- Meetings between Adults and minors at our facilities, events or team activities may only occur if another adult is present, except under emergency circumstances. Such meetings must occur where interactions can be easily observed and at an interruptible distance from another adult.
- If a one-on-one meeting takes place in an office, meeting room, hotel room or any enclosed location, the door to the office must remain unlocked and open. If available, it will occur in a location that (if available) has windows, with the windows, blinds, and/or curtains remaining open during the meeting.



d. Meetings with mental health care professionals

If a mental health care professional meets with minors at our facilities, events or team activities, a closed-door meeting may be permitted to protect patient privacy – provided that (1) the door remains unlocked, (2) another adult is present at the facility, (3) the other adult is advised that a closed-door meeting is occurring, and (4) written legal guardian consent is obtained by the mental health care professional, with a copy provided to our organization.

e. Individual training sessions

Individual training sessions between Adults and minors are permitted at our facility or by our member teams and events if the training session is observable and interruptible by another adult. The Adult must obtain the written permission of the minor's legal guardian in advance of the individual training session. Parents, guardians, and other caretakers must be allowed to observe the training session. Permission for individual training sessions must be obtained at least every six months.

a. Monitoring

When one-on-one interactions between Adults and minors occur at our facility, events, or team activities adults will monitor these interactions. 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. Out-of-program contacts

Adults are prohibited from interacting one-on-one with unrelated minor athletes in settings outside of the program (including, but not limited to, one's home, restaurants, and individual transportation), unless parent/legal guardian consent is provided for each out-of-program contact. Such arrangements are nonetheless strongly discouraged.



## USA RUGBY POLICY FOR MESSAGES AND RUBDOWNS

### **MESSAGES AND RUBDOWNS**

a. Application

This policy shall apply to:

- 1) Adults at a facility, event or team activity under the jurisdiction of USA Rugby or a USA Rugby member organization
- 2) Adult members who have regular contact with amateur athletes who are minors
- 3) An adult authorized by a Covered Organization to have regular contact with or authority over an amateur athlete who is a minor
- 4) Staff and board members of USA Rugby or a USA Rugby member organization (collectively, Adults).

b. Licensed, certified professional

- Any massage or rubdown performed by an Adult on a minor athlete at our facilities, events or team activities or a training or competition venue is prohibited unless such Adult is a licensed massage therapist.
- Any massage or rubdown performed by a licensed professional must be conducted in **open and interruptible** locations. Any massage of a minor athlete must be done with at least one other adult present and must never be done with only the minor athlete and licensed massage therapist in the room.
- Even if a coach is a licensed massage therapist, the coach shall not perform a rubdown or massage of an athlete under any circumstances.

c. Written consent

Written consent by a legal guardian shall be provided before providing each massage or rubdown on a minor athlete. Parents must be permitted to be in the room as an observer.



## **USA RUGBY POLICY FOR LOCAL TRAVEL**

### **LOCAL TRAVEL**

Local travel consists of travel to training, practice, and competition that occurs locally and does not include coordinated overnight stay(s).

#### a. Application

This policy shall apply to:

- 1) Adult members who have regular contact with amateur athletes who are minors
- 2) An adult authorized by USA Rugby or a USA Rugby member organization to have regular contact with or authority over an amateur athlete who is a minor
- 3) Staff and board members of USA Rugby or a USA Rugby member Organization (collectively, Participating Adults).

#### Transportation

- The organization does not arrange for local travel.
- Participating Adults who are not also acting as a legal guardian, shall not ride in a vehicle alone with an unrelated athlete who is a minor, absent emergency circumstances, and may only drive with at least two other minor athletes or another adult at all times, unless otherwise agreed to in writing by the minor athlete's parent/legal guardian in advance of each local travel.

#### b. Shared or Carpool Travel Arrangement

We encourage parents/legal guardians to pick up their minor athlete first and drop off their minor athlete last in any shared or carpool travel arrangement.

- #### c. Parents/legal guardians should receive education concerning child abuse prevention before providing consent for their minor to travel alone with a Participating Adult.



## USA RUGBY POLICY FOR TEAM TRAVEL

### TEAM TRAVEL

Team travel is travel to a competition or other team activity that the organization plans and supervises.

a. Application

This policy shall apply to:

- 1) Adult members who have regular contact with amateur athletes who are minors
- 2) An adult authorized by USA Rugby or a USA Rugby member organization to have regular contact with or authority over an amateur athlete who is a minor
- 3) Staff and board members at USA Rugby or a USA Rugby member organization (collectively, Participating Adults).

b. Team/competition travel

- When only one Participating Adult and one minor athlete travel to a competition, the minor athlete must have his/her legal guardian's written permission in advance and for each competition to travel alone with the Participating Adult.

c. Hotel rooms

- Participating Adults shall not share a hotel room or other sleeping arrangement with a minor athlete (unless the Participating Adult is the legal guardian, sibling, or is otherwise related to the minor athlete).

d. Meetings

- Meetings shall be conducted consistent with USA Rugby's policy for one-on-one interactions – i.e., any such meeting shall be **observable and interruptible**.
- Meetings shall not be conducted in a hotel room.

e. Team travel policies should be signed and agreed to by all minor athletes, parents, and Participating Adults traveling with the organization.

f. Participating Adults who travel with the organization should successfully pass a criminal background check and other screening requirements consistent with the organization's policies.





- g. During team travel, when doing room checks, attending team meetings and/or other activities, two-deep leadership and **observable and interruptible** environments should be maintained.
- h. Parents/legal guardians receive education concerning child abuse prevention before providing consent for their minor to travel alone with a Participating Adult.