



USAVolleyball

MINOR ATHLETE ABUSE PREVENTION POLICIES

USA VOLLEYBALL, THE RVAA and MEMBER CLUBS

TABLE OF CONTENTS

Introduction	3
Terminology	5
Part I: Education & Training Policy	6
Part II: Required Prevention Policies	8
Part III: Required Policies for One-on-One Interactions	9
Appendix	
Appendix A: Training Access Requirements	18

INTRODUCTION

USA Volleyball has adopted the U.S. Center for SafeSport Minor Athlete Abuse Prevention Policies.

The U.S. Center for SafeSport (the Center) is committed to building a sport community where participants can work and learn together in an atmosphere free of emotional, physical, and sexual misconduct.

Authority: prevention training and policies

Federal law authorizes the Center to address the risk of emotional, physical, and sexual abuse of amateur athletes in the U.S. Olympic and Paralympic Movements. See [Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017](#).

Prevention Training

Federal law authorizes the Center to develop training to prevent abuse, including emotional, physical, and sexual abuse, of any amateur athlete. At a minimum, national governing bodies and paralympic sports organizations *must offer and give consistent training related to the prevention of child abuse to: (1) adult members who are in regular contact with amateur athletes who are minors and (2) subject to parental consent, to members who are minors.*

Prevention Policies

Federal law also authorizes the Center to develop policies and procedures for implementation by national governing bodies or paralympic sports organizations to prevent abuse, including emotional, physical, and sexual abuse, of any amateur athlete. As a part of these policies and procedures, national governing bodies and paralympic sports organizations must implement *reasonable procedures to limit one-on-one interactions between an amateur athlete who is a minor and an adult (who is not the minor's legal guardian) at a facility under the jurisdiction of a national governing body or paralympic sports organization without being in an observable and interruptible distance from another adult, except under emergency circumstances.*

Application and implementation

The U.S. Olympic Committee and national governing bodies (collectively, “Covered Organizations/LAOs”) are required to follow these Minor Athlete Abuse Prevention Policies. Covered Organizations/LAOs are responsible for implementing and monitoring compliance with these policies.

The policies and procedures set forth herein are promulgated by the Center to assist Covered Organizations/LAOs in meeting their obligations under federal law. If, in implementing the required components identified here, these Covered Organizations/LAOs are nonetheless not in compliance with federal requirements, the Organization shall implement policies and procedures sufficient to meet such requirements.

TERMINOLOGY

Covered Organizations: The U.S. Olympic Committee and a national governing body. To ensure clarity of the policy, Covered Organizations refers to the NGB or USA Volleyball and terms may be used interchangeably herein. To provide clarity and for this policy, Covered Organizations refers to the NGB or USA Volleyball and the terms will be referenced interchangeably herein.

Jurisdiction: Authority or control.

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. To provide clarity and for this policy, LAOs include the Regional Volleyball Associations (RVAs) and USAV member clubs and these terms will be referenced interchangeably herein.

Minor, child or minor athlete: An amateur athlete under 18 years of age.

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 USOC, 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.

PART I
EDUCATION & TRAINING POLICY

A. Adults Required to Complete Mandatory Training

The following adults at a Covered Organization and Local Affiliated Organization shall complete training concerning child abuse prevention:

- Adult members at a Covered Organization or a Local Affiliated Organization who have regular contact with amateur athletes who are minors
- An adult authorized by a Covered Organization or a Local Affiliated Organization to have regular contact with or authority over an amateur athlete who is a minor
- Adult staff and board members of a Covered Organization or a Local Affiliated Organization.

The Center's "Core Center for SafeSport Training" provides the required child abuse prevention training mandated by federal law.

1. Core Center for SafeSport Training

The above listed adults are required to complete training concerning child abuse prevention. No later than March 23, 2019, the above listed adults at Covered Organizations/LAOs who are not currently in good standing with their NGB due to failure to complete required training must complete the U.S. Center for SafeSport's Core Center for SafeSport Training (i.e., the Center's online training or the Center's approved in-person training; NGB access to the Center's Core training is detailed in Appendix A):

- Before regular contact with an amateur athlete who is a minor begins; or
- Within the first 45 days of initial membership, or upon beginning a new role subjecting the adult to this policy.

Athletes turning 18 during the season, whose teammates are minors, will be required to take "Core" SafeSport training upon turning 18-years-of-age. To avoid any disruption in play, an athlete may complete the training at age 17 given parental consent to do so. Once a player has turned 18, he or she will not be permitted to continue play until "Core" SafeSport training has been completed.

Training other than the Core Center for SafeSport Training does not satisfy this policy. A Covered Organization/LAO may provide training *in addition* to the Core Center for SafeSport Training. However, if an organization provides additional training, it shall not refer to

such training as “SafeSport” Training.

2. Refresher Course(s)

A refresher course is required on an annual basis (e.g., membership year or another annual cycle, as determined by the NGB) effective the calendar year following the completion of the Core Center for SafeSport Training for each of the above listed adults at a Covered Organization/LAO (NGB access to the refresher course is detailed in Appendix A). Policies, procedures and/or communications to said adults concerning refresher course requirements must be updated by September 1, 2019.

B. Minor Athletes

Covered Organizations/LAOs shall, subject to parental consent, annually offer and give training to members who are minors regarding prevention and reporting of child abuse. Covered Organizations shall track:

- A description of the training(s);
- The date the training(s) was offered and given; and
- A description of how the training(s) was offered and given.

C. Exemptions

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 U.S. Center for SafeSport, ngbservices@safesport.org, or to the relevant NGB.

The Center will work with Covered Organizations/LAOs regarding appropriate accommodations for persons with disabilities to satisfy the training requirements herein.

If, in implementing the required components identified here, these Covered Organizations/LAOs are nonetheless not in compliance with federal requirements, the Organization shall implement policies and procedures sufficient to meet such requirements.

PART II
REQUIRED PREVENTION POLICIES

A. Required policies

Covered Organizations/LAOs are required to implement the following athlete abuse prevention policies by June 23, 2019:

1. One-on-One Interactions, including meetings and individual training sessions (Covered Organizations/LAOs are required to establish reasonable procedures to limit one-on-one interactions, as set forth in federal law).
2. Massages and rubdowns/athletic training modalities
3. Locker rooms and changing areas
4. Social media and electronic communications
5. Local travel
6. Team travel.

To satisfy these requirements, USA Volleyball provides these policies. RVAs and USAV member clubs may choose to implement stricter standards.

B. Minor athletes who become adult athletes

With the exception of athletes who are members of the same team, Minor Athletes who reach the age of majority (i.e. 18 years of age) must adhere to the provisions found in the Minor Athlete Abuse Prevention Policies when interacting with minor athletes who are 14 years of age or younger.

Minor Athletes who reach the age of majority and then obtain a position of authority that presents a power imbalance, such as becoming a coach or official, must also comply with these prevention policies regardless of the age of the minor athletes with whom they will interact.

PART III

REQUIRED POLICIES 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, 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.

ONE-ON-ONE INTERACTIONS

USA Volleyball, RVAs and USAV member clubs will comply with the following one-on-one policy.

A. Mandatory Components

a. Application

This policy shall apply to:

- 1) Adult members at a facility that is either partially or fully under the jurisdiction of a Covered Organization/LAO;
- 2) Adult members who have regular contact with amateur athletes who are minors;
- 3) Any adult authorized by a Covered Organization/LAO to have regular contact with or authority over an amateur athlete who is a minor; and
- 4) Adult staff and board members of a Covered Organization/LAO.

(Collectively “Applicable Adult” for the purposes of this policy.)

b. Observable and interruptible

- One-on-one interactions between a minor athlete and an Applicable Adult (who is not the minor’s legal guardian) at a facility partially or fully under the jurisdiction of a Covered Organization/LAO are permitted if they occur at an observable and interruptible distance by another adult.
- One-on-one interactions between minor athletes and an Applicable Adult (who is not the minor’s legal guardian) at a facility partially or fully under the jurisdiction of a Covered Organization/LAO are prohibited, except in the circumstances described in subpart d of this section and under emergency circumstances.

c. Meetings

- Meetings between Applicable Adults and minor athletes at a facility partially or fully under the jurisdiction of a Covered Organization/LAO 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 at a facility partially or fully under the jurisdiction of a Covered Organization/LAO, 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.
- d. Meetings with mental health care professionals and health care providers
 If a mental health care professional and/or health care provider meets with minor athletes at a facility partially or fully under the jurisdiction of a Covered Organization/LAO, 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 in advance by the mental health care professional and/or health care provider, with a copy provided to our organization.
- e. Individual training sessions
 Individual training sessions between Applicable Adults and minor athletes are permitted at a facility partially or fully under the jurisdiction of a Covered Organization/LAO if the training session is observable and interruptible by another adult. It is the responsibility of the Applicable Adult to obtain the written permission of the minor's legal guardian in advance of the individual training session if the individual training session is not observable and interruptible by another adult. Permission for individual training sessions must be obtained at least every six months. Parents, guardians, and other caretakers must be allowed to observe the training session.

MASSAGES AND RUBDOWNS/ATHLETIC TRAINING MODALITIES

USA Volleyball, the RVAs and USAV member clubs will comply with the following massages and rubdowns/athletic training modalities policy.

A. Mandatory components

a. Application

This policy shall apply to:

- 1) Adult members at a facility that is either partially or fully under the jurisdiction of a Covered Organization/LAO;
- 2) Adult members who have regular contact with amateur athletes who are minors;
- 3) Any adult authorized by a Covered Organization/LAO to have regular contact with or authority over an amateur athlete who is a minor; and
- 4) Adult staff and board members of a Covered Organization/LAO.

(Collectively “Applicable Adult” for the purposes of this policy.)

b. Massage or rubdown/athletic training modality

Any massage or rubdown/athletic training modality performed at a facility or a training or competition venue under the jurisdiction of a Covered Organization/LAO must be conducted in an open and interruptible location. 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 the person performing the massage or rubdown/athletic training modality in the room.

LOCKER ROOMS AND CHANGING AREAS

USA Volleyball, the RVAs and USAV member clubs will comply with the following locker room and changing area policy.

A. Mandatory Components

a. Application

This policy shall apply to:

- 1) Adult members at a facility that is either partially or fully under the jurisdiction of a Covered Organization/LAO;
- 2) Adult members who have regular contact with amateur athletes who are minors;
- 3) Any adult authorized by a Covered Organization/LAO to have regular contact with or authority over an amateur athlete who is a minor; and
- 4) Adult staff and board members of a Covered Organization.

(Collectively “Applicable Adult” for purposes of this policy.)

b. Non-exclusive facility

If a Covered Organization/LAO uses a facility not fully under their jurisdiction (for, e.g., training or competition or similar events) and the facility is used by multiple constituents, Applicable Adults in categories 1 through 4 are nonetheless required to adhere to the rules set forth herein.

c. Use of recording devices

Use of any device’s (including a cell phone’s) recording capabilities, including voice recording, still cameras and video cameras in locker rooms, changing areas, or similar spaces at a facility under the jurisdiction of a Covered Organization/LAO is prohibited. Exceptions may be made for media and championship celebrations, provided that such exceptions are approved by the Covered Organization or the LAO and two or more Applicable Adults are present.

d. Undress

Under no circumstances shall an unrelated Applicable Adult at a facility under the jurisdiction of a Covered Organization/LAO intentionally expose his or her breasts, buttocks, groin, or genitals to a minor athlete.

e. One-on-one interactions

- Except for athletes on the same team, at no time are unrelated Applicable Adults permitted to be alone with a minor athlete in a locker room or changing area when at a facility under the partial or full jurisdiction of a Covered Organization/LAO, except

under emergency circumstances.

- If a Covered Organization/LAO is using a facility that only has a single locker room or changing area, separate times will be designated for use by Applicable Adults, if any.

f. Monitoring

Covered Organization/LAOs will regularly and randomly monitor the use of locker rooms and changing areas at facilities under their jurisdiction to ensure compliance with these policies.

SOCIAL MEDIA & ELECTRONIC COMMUNICATIONS

USA Volleyball, The RVAs and USAV member clubs will comply with the following social media & electronic communications policy.

A. Mandatory components

a. Application

This policy shall apply to:

- 1) Adult members who have regular contact with amateur athletes who are minors;
- 2) Any adult authorized by a Covered Organization/LAO to have regular contact with or authority over an amateur athlete who is a minor; and
- 3) Adult staff and board members at a Covered Organization/LAOs.

(Collectively “Applicable Adult” for the purposes of this policy.)

b. Content

All electronic communication originating from Applicable Adults to minor athletes must be professional in nature.

c. Open and transparent

- Absent emergency circumstances, if an Applicable Adult with authority over minor athletes needs to communicate directly with a minor athlete via electronic communications (including social media), another Applicable Adult or the minor athlete’s legal guardian will be copied.
- If a minor athlete communicates to an Applicable Adult (with authority over the minor athlete) privately first, said Applicable Adult should respond to the minor athlete with a copy to another Applicable Adult or the minor athlete’s legal guardian.
- When an Applicable Adult with authority over minor athletes communicates electronically to the entire team, said Applicable Adult will copy another adult.
- Minor athletes may “friend” the organization’s official page.

d. Requests to discontinue

Legal guardians may request in writing that their minor athlete not be contacted through any form of electronic communication by the organization or by the Applicable Adults

subject to this policy. The Covered Organization/LAO will abide by any such request that their minor athlete not be contacted via electronic communication, absent emergency circumstances.

LOCAL TRAVEL

USA Volleyball, The RVAs, and USAV member clubs will comply with the following local travel policy.

A. Mandatory Components

1. Covered Organizations/LAOs must include components a and b. 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) Any adult authorized by a Covered Organization/LAO to have regular contact with or authority over an amateur athlete who is a minor; and
- 3) Adult staff and board members at a Covered Organization/LAO.

(Collectively “Applicable Adult” for the purposes of this policy.)

- b. Transportation

Applicable Adults who are not also acting as a legal guardian, shall not ride in a vehicle alone with an unrelated minor athlete, absent emergency circumstances, and must have at least two 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.

TEAM TRAVEL

USA Volleyball, the RVAs, and USAV member clubs will comply with the following team travel policy.

A. Mandatory Components

1. Covered Organizations/LAOs must include components a through d. 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) Any adult authorized by a Covered Organization/LAO to have regular contact with or authority over an amateur athlete who is a minor; and
- 3) Adult staff and board members at a Covered Organization/LAO.

(Collectively “Applicable Adult” for the purposes of this policy.)

b. Team/competition travel

When only one Applicable 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 said Applicable Adult.

c. Hotel rooms

Applicable Adults shall not share a hotel room or other sleeping arrangement with a minor athlete (unless the Applicable Adult is the legal guardian, sibling, or is otherwise related to the minor athlete). However, a parent/legal guardian may consent to such an arrangement in advance and in writing. Furthermore, a parent/legal guardian may consent in advance and in writing to the minor athlete sharing a hotel room or other sleeping arrangement with an adult athlete.

d. Meetings

Meetings shall be conducted consistent with the Covered Organization/LAO’s policy for one-on-one interactions (i.e., any such meeting shall be observable and interruptible).

APPENDIX A

TRAINING ACCESS REQUIREMENTS

Access

The U.S. Center for SafeSport makes required prevention training free to those individuals to whom the Education & Training Policy applies.

Requirements

Free access is contingent on Covered Organizations/LAOs complying with the following training access requirements.

In delivering the training, Covered Organizations/LAOs shall not:

- Post the access code, coupon, or other access information publicly;
- Post U.S. Center for SafeSport Core or Refresher online training content developed by the Center on a public site without the Center's prior written consent;
- Make such training available to organizations other than Covered Organizations/LAOs, as submitted to and approved by the Center;
- Charge a separate fee for the Center's training;
- Advertise the Center's training as free to anyone other than those individuals to whom the policy applies; and
- Refer to the Center's training as a "certification," or to individuals who have completed the training as "certified" or "licensed." (Instead, it shall be referred to as a "completion".)

Additional training

A Covered Organization may choose to provide training *in addition* to the Core Center for SafeSport Training (i.e., the Center's online training or the Center's approved in-person training). In so doing, however, the Covered Organization shall not use the term "SafeSport" to describe any such training.

Fees

The Center may impose a fee, including retroactively, and/or revoke access to the training for failing to comply with these training access requirements.