



2022

**MINOR ATHLETE ABUSE
PREVENTION POLICIES
MANUAL**

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INTRODUCTION¹

The Minor Athlete Abuse Prevention Policies (MAAPP) were created by the U.S. Center for SafeSport (the Center) to specifically address obligations under federal law for National Governing Bodies (NGB), Paralympic Sport Organizations (PSO), Local Affiliated Organizations (LAO), and the U.S. Olympic and Paralympic Committee (USOPC), and each of their respective participants. The MAAPP is a collection of proactive prevention and training policies for the U.S. Olympic and Paralympic Movement.² It has three primary components:

- 1 | AN EDUCATION AND TRAINING POLICY** that requires training for certain Adult Participants within the Olympic and Paralympic Movement;
- 2 | REQUIRED PREVENTION POLICIES**, focused on limiting one-on-one interactions between Adult Participants and Minor Athletes, that Organizations within the Olympic and Paralympic Movement must implement to prevent abuse; and
- 3 | RECOMMENDED PREVENTION POLICIES.**

This Manual provides further information on these obligations and how to practically implement them for Participants and at the organizational level.

¹ This product was supported in part by grant number 2018-KY-B8-0001, awarded by the SMART Office, Office of Justice Programs, U.S. Department of Justice. The opinions, findings, and conclusions or recommendations expressed in this product are those of the contributors and do not necessarily represent the official position or policies of the U.S. Department of Justice.

² While the MAAPP will help organizations implement these policies to greatly improve Minor Athlete safety, in no way can they guarantee athlete safety in all circumstances, especially when the policies are not fully implemented, followed, or monitored. These policies are not comprehensive of all prevention strategies, nor are they intended to be. These policies should be implemented alongside the [SafeSport Code](#).

WHY SHOULD I CARE ABOUT THE MAAPP?

The MAAPP is designed to create a safer and healthier environment in which Minor Athletes within the Olympic and Paralympic Movement can thrive. Minors who experience an athletic environment free from sexual, physical, and emotional abuse will perform better, and they will seek to remain active in the Olympic and Paralympic Movement to positively impact the next generation of athletes.

The MAAPP also supports the Center's vision that every athlete will be safe, supported, and strengthened through sport.

- > **SAFE:** Athletes are protected from emotional, physical, and sexual abuse.
- > **SUPPORTED:** Athletes enjoy welcome, respectful environments, and diversity is actively embraced.
- > **STRENGTHENED:** Athletes use the skills they have learned in sport to contribute to the well-being of their communities. Every athlete thrives, on and off the field of play.

HOW CAN THE MAAPP HELP HIGH PERFORMANCE SPORT ENVIRONMENTS?

Creating a sport environment free from abuse does not mean creating an environment free from high expectations. Coaches and athletes alike will continue to prioritize accountability, commitment, work ethic, and sport skills to foster success while involved in the Olympic and Paralympic Movement. Abusive behaviors of any kind have no place in sport and should not be viewed as synonymous with high performance.

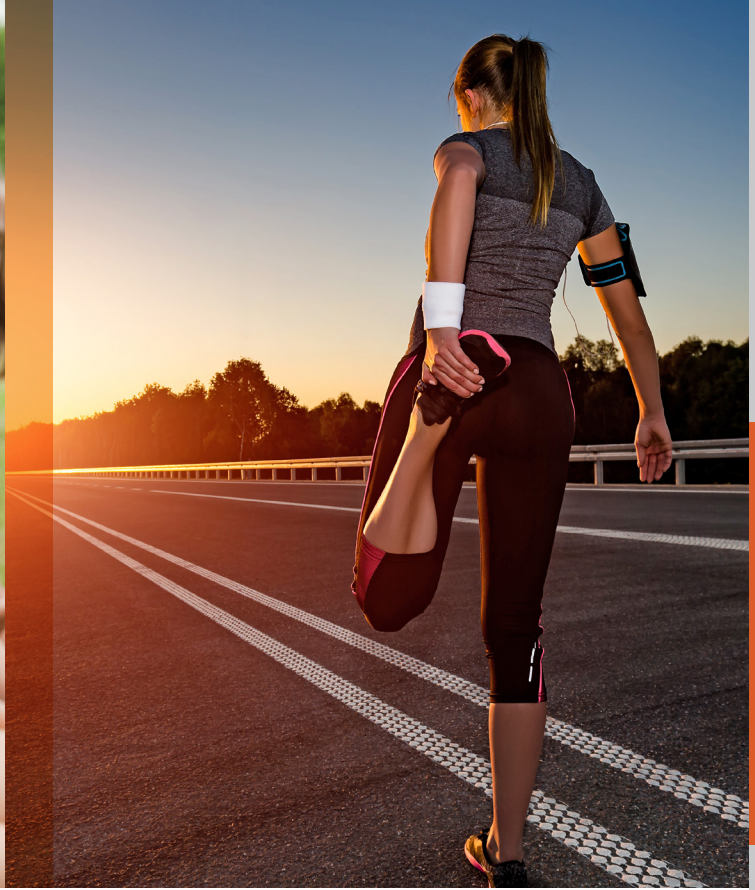
Additionally, coaches and staff members can still form professional, meaningful, and healthy relationships with Minor Athletes while following the MAAPP. The positive impact that a coach or staff member can have on a Minor Athlete cannot be overstated, and the MAAP policies are designed to allow for these types of appropriate relationships within the context of sport.

REMEMBER:

This Manual is designed to be a supporting document to the MAAPP, so please refer to both documents while using the MAAPP Manual.

HOW TO USE THIS MANUAL

This manual has been organized into three major areas: Requirements for Organizations, Scope of the MAAPP, and Required Prevention Policies. Depending on your role in the Olympic and Paralympic Movement, all three sections may apply to you. Requirements for Organizations is specifically tailored for NGBs, PSOs, LAOs, and the USOPC. Please review the definitions for the NGBs, PSOs, LAOs, and the USOPC and ensure that your organization is covered by the 2022 MAAPP.



REQUIREMENTS FOR ORGANIZATIONS³

Two sections of the MAAPP apply directly to Organizations:

1 | EDUCATION AND TRAINING REQUIREMENTS

2 | REQUIRED PREVENTION POLICIES

On the following page, you will find two tables that detail the MAAPP requirements for NGBs, PSOs, and the USOPC, along with best practices to assist in meeting each requirement. All requirements and best practices listed in these tables are based on the mandatory minimum requirements in the Center's model policy. Each NGB, PSO, and the USOPC can decide to extend the policies to a broader spectrum of Adult Participants and/or Organizational Members and can choose to make the policies more strict than the mandatory minimum requirements set forth in the Model MAAPP. LAO specific guidance can be found [here](#).

³ This manual refers to the mandatory minimum requirement of the Center's Model MAAPP, and therefore, Adult Participants and/or Adult Members should also refer to the Organization's policy. Some organizations may decide that all Adult Participants and/or Adult Members must complete the mandatory training regardless of their regular contact with or authority over Minor Athletes.

EDUCATION AND TRAINING POLICY: WHAT YOU NEED TO KNOW

REQUIREMENT

Each NGB, PSO, and the USOPC will need to define which groups of its Organization's Participants have Regular Contact with or Authority over Minor Athletes and are required to take the *SafeSport Trained Core* and subsequent Refreshers.⁴

Organizations must communicate these groups to the Center and to the Organization's own membership or participants.

Each NGB, PSO, and the USOPC must track Adult Participants who are required to complete the *SafeSport Trained Core* and subsequent Refreshers as required **and** ensure that these Adult Participants have met annual training requirements.

Once an Adult Participant's training has expired, they should no longer have Regular Contact with or Authority over Minor Athletes until their training is brought current.

BEST PRACTICES

Meet with appropriate staff to determine what groups within the Organization meet the definition of Regular Contact. Further information on Regular Contact can be found [here](#).

Meet with appropriate staff to determine what groups within the Organization have Authority over Minor Athletes.

Develop a comprehensive plan to track membership's training as required by the Center: This system could be automatically completed through the Organization's membership database or manually tracked through a spreadsheet. For those with a manual system, it is recommended that each Organization check its larger membership groups at least twice per year.

For instance, X Organization requires training for all Adult Athletes. X Organization should have a policy in place that requires Adult Athletes to complete the training and flags them in its registration system if they have not completed the training, regardless of when the Adult Athlete enters the system. This system should prevent any Adult Athlete from participating in events where Minor Athletes are present until the training requirements are met.

REMEMBER:

Training requirements include Adult Participants who have Regular Contact with OR Authority over Minor Athletes.

⁴ This manual refers to the mandatory minimum requirement of the Center's Model MAAPP, and therefore, Adult Participants or Adult Members should also refer to the Organization's policy. Some organizations may decide that all Adult Participants and/or Adult Members must complete the mandatory training regardless of their regular contact with or authority over Minor Athletes.

EDUCATION AND TRAINING POLICY: WHAT YOU NEED TO KNOW

REQUIREMENT

Offer annual training for Minor Athletes. Parental consent is required prior to Minor Athletes taking this training.

Communication must happen on a regular basis (at minimum once a year) to Minor Athletes or their guardians regarding Minor Athlete training.

A description of each training and how it was made available to Minor Athletes must be tracked, but individual trainings do not need to be completed or tracked.

Organizations must maintain compliance with the **Children’s Online Privacy Protection Act**.

Offer annual training to parents of Minor Athletes. (This parent training is separate from the *SafeSport Trained Core*. Parents who are not Adult Participants are not required to take the *SafeSport Trained Core*.)

Communication must happen on a regular basis (at minimum once a year) to parents of Minor Athletes regarding training.

A description of each training and how it was made available to parents must be tracked, but individual trainings do not need to be completed or tracked.

BEST PRACTICES

Examples of how to offer training:

- > Send emails
- > Provide links in newsletters
- > Post on social media

Any one of these above examples of communications would be considered offering training.

Communication should be regular and often, and consideration should be given to different audiences and learning styles.

The Center offers age appropriate Minor Athlete training, which is available at **athletesafety.org**. This training has a built-in parental consent function. Organizations can use this training to fulfill the Minor Athlete training requirement but can also offer other training.

Example of how to offer training:

- > Send emails
- > Provide links in newsletters
- > Post on social media

Any one of these above examples of communications would be considered offering training.

Communication should be regular and often, and consideration should be given to different audiences and learning styles.

The Center provides parent training, which is available at **athletesafety.org**. Organizations can use this training to fulfill the parent training requirement but can also offer other training.

REQUIRED PREVENTION POLICIES: WHAT YOU NEED TO KNOW

REQUIREMENT

All NGBs, PSOs, and the USOPC must have a policy specific to its Organization that includes the mandatory components of the Required Prevention Policies in the Center's model policy.

The Center must approve all NGB, PSO, and USOPC safety policies.

All NGBs and PSOs must have a policy that requires their respective LAOs to follow either the Center's mandatory components of the Center's model MAAPP or the Organization's specific approved policy.

After policies have been approved, the Center will work with each NGB, PSO, and the USOPC to support the implementation of these policies with its LAOs and Adult Participants.

BEST PRACTICES

Each Organization is not limited to the mandatory components of the Center's model policy and can choose to make its policies stricter.

*For instance, an Organization could decide that they want a tougher **Electronic Communications Policy** than the mandatory components of the model policy e.g., Adult Participants are not permitted to maintain private social media connections with Minor Athletes and must discontinue existing social media connections with Minor Athletes.*

NOTE: The Center recognizes that each Organization may define an LAO differently within its organizational structure, thus the Center will work with each Organization on how to best implement these policies with its LAOs. The following are suggestions on how to implement these policies:

- > All NGBs, PSOs, and the USOPC should create and provide a list of its LAOs to the Center, as defined by the NGB, PSO, or USOPC.
- > All NGBs, PSOs, and the USOPC should provide the Center its current enforcement procedures and policies as it relates to LAOs.

REQUIRED PREVENTION POLICIES: WHAT YOU NEED TO KNOW

REQUIREMENT

Each NGB, PSO, and the USOPC must implement these policies for all **In-Program Contact**, including:

- > At sanctioned events and facilities partially or fully under the Organization's jurisdiction.
- > During In-Program Contact that occurs outside of an Organization's sanctioned events or facilities partially or fully under the Organization's jurisdiction.

Each NGB, PSO, and the USOPC must have a reporting mechanism to receive reports of MAAPP violations. Once a report is made, the Organization must appropriately investigate and resolve any reports received.⁵

BEST PRACTICES

For In-Program Contact that occurs outside of an Organization's sanctioned event or facility, implementing these policies means:

- > Communicating the policies to individuals and LAOs under the Organization's jurisdiction.
- > Establishing a reporting mechanism for the violations of the policies.
- > Investigating and enforcing violations of the policies when reported to the Organization.

Organizations should regularly and clearly communicate the meaning of In-Program Contact to its participants. Examples of In-Program Contact are provided throughout this manual, and the Center can provide further insight as it relates to each Organization.

A reporting mechanism should consist of a clear method for individuals to report violations of the MAAPP. These methods could consist of one or all the following:

- > Provide a link to the Center's reporting form.
- > A reporting phone line, in which individuals could call and verbally report a violation to a live person or via message. If it is to an automated system, this automated system should be checked daily during business operations.
- > An email address in which an individual could email a report of a violation of the MAAPP.
- > An online reporting form in which an individual could report a violation of the MAAPP.

⁵ All Adult Participants must follow the reporting requirements that can be found on Page 19 of the [SafeSport Code](#).

LOCAL AFFILIATED ORGANIZATIONS

WHAT IS AN LAO?

The MAAPP defines an LAO as: a regional, state, or local club or organization that is directly affiliated with an NGB or that is affiliated with an NGB by its direct affiliation with a regional or state affiliate of said NGB. LAO does not include a regional, state, or local club or organization that is only a member of a National Member Organization of an NGB.

COMMON LAO QUESTIONS

Q: What are examples of an LAO?

A: An LAO could be a club, member organization, team, gym that pays membership fees, academy, or any regional, state, or local organization that is governed by an NGB, PSO or USOPC.

Q: Are all adult members of an LAO subject to the Education and Training Policy of the Center, even those who are not members of the NGB?

A: It depends. All adult members of an LAO **could** be subject to the Education and Training Policy of the MAAPP, even if the LAO member is not a member of the NGB.

All staff and board members of an LAO are required to complete the *SafeSport Trained Core* and subsequent Refresher courses. All LAO members who are having Regular Contact with or Authority over Minor Athletes are also required to complete the *SafeSport Trained Core* and subsequent Refresher courses regardless of their membership status with an NGB.

Q: If an LAO has no Minor Athletes, are the members required to complete the *SafeSport Trained Core* and subsequent Refresher courses?

A: If an LAO does not have any Minor Athletes, there are still some Adult Participants who will be required to complete the *SafeSport Trained Core* and subsequent Refresher courses.

These individuals include:

- > All staff and board members of the LAO.
- > Any Adult Member who has Regular Contact with or Authority over Minor Athletes.

NOTE: Regular Contact **could** occur at a sanctioned event where Minor Athletes are present or in situations where Adult Participants are competing against a Minor Athlete.

LOCAL AFFILIATED ORGANIZATIONS

Q: If an LAO has no Minor Athletes, are the members required to follow the Required Prevention Policies?

A: Yes. All Adult Participants **must** follow the Required Prevention Policies when interacting with Minor Athletes. If an LAO does not have Minor Athletes, there is still a chance that interaction with Minor Athletes could occur while attending camps or sanctioned events with other LAOs of the NGB.

Q: Are all adult members of an LAO required to follow the Required Prevention Policies even if they are not a member of the NGB?

A: Yes. All adult members of an LAO are required to follow all mandatory components of the Required Prevention Policies when interacting with Minor Athletes, regardless of whether the individual LAO member is also a member of the NGB.

Q: Who is responsible for making sure that all members of an LAO are completing the Center's training requirements and following the Required Prevention Policies?

A: It is the responsibility of the LAO to ensure its members are following the components of the MAAPP. It is the responsibility of the NGB to communicate the MAAPP requirements to the LAO.

Q: How can NGBs incentivize LAOs to follow the MAAPP?

A: There are many ways that NGBs can incentivize LAOs to follow the MAAPP. A few examples are:

- 1** | Create a program that recognizes those LAOs whose members complete the Center's training requirements and implement the Required Prevention Policies.
- 2** | Have a monthly LAO spotlight for an LAO who goes beyond the minimum requirements of the policy.
- 3** | On the NGB's website, identify those LAOs who are compliant with the policy and those who are not.

MAAPP: WHAT LAOs NEED TO KNOW

REQUIREMENT

Identify which groups of individuals within the LAO qualify as an Adult Participant and are required to take the *SafeSport Trained Core* and subsequent Refreshers.

Communicate these individuals to your NGB or PSO.

Offer annual training for Minor Athletes. Parental consent is required prior to Minor Athletes completing this training.

Communication must happen on a regular basis (at minimum once a year) to Minor Athletes or their guardians regarding Minor Athlete training.

LAOs must maintain compliance with the **Children's Online Privacy Protection Act**.

Offer annual training to parents of Minor Athletes.

(This parent training is separate from the *SafeSport Trained Core*. Parents who are not Adult Participants are not required to take the *SafeSport Trained Core*.)

Communication must happen on a regular basis (at minimum once a year) to parents of Minor Athletes regarding training.

BEST PRACTICES

Identify an individual within your LAO who will be responsible for identifying and ensuring the proper individuals are trained.

Remember, individuals need to be trained if they have Regular Contact with or Authority over Minor Athletes. Further information on Regular Contact can be found [here](#).

Examples of how to offer training:

- > Send emails
- > Provide links in newsletters
- > Post on social media

The Center has developed age appropriate Minor Athlete training, which is available [here](#) (this training has a built-in parental consent function). LAOs can use this training to fulfill the Minor Athlete training requirement, and they can also offer additional training.

Communication should be regular and often, and consideration should be given to different audiences and learning styles.

Examples of how to offer training:

- > Send emails
- > Provide links in newsletters
- > Post on social media

The Center has developed parent training, which is available at athletesafety.org. LAOs can use this training to fulfill the parent training requirement but can also offer alternate training.

Communication should be regular and often, and consideration should be given to different audiences and learning styles.

MAAPP: WHAT LAOs NEED TO KNOW

REQUIREMENT

Each LAO must adopt the Required Prevention Policies. These policies must contain the mandatory components of the Center's model policies as provided by the NGB or PSO.

Each LAO must have a reporting mechanism to receive reports of MAAPP violations. The LAO must appropriately investigate and resolve any reports received.

BEST PRACTICES

Adopt PSO or NGB-Specific approved policy that contains the mandatory components which have been approved by the Center and outlines additional sport-specific requirements.

Communicate these policies out to all LAO members and participants.

A reporting mechanism should consist of a clear method for individuals to report violations of the MAAPP. These methods could consist of one or all the following:

- > A provided link to the Center's reporting form.
- > A provided link to the Organization's reporting portal.
- > A reporting phone line, which individuals could call and verbally report a violation to a live person or via message. If it is to an automated system, this automated system should be checked daily during business operations.
- > An email in which an individual could report a violation of the MAAPP.
- > An online reporting form in which an individual could report a violation of the MAAPP.



SCOPE OF THE MAAPP: IN-PROGRAM CONTACT, REGULAR CONTACT, AND EXCEPTIONS

BACK TO BASICS: THE MAAPP

WHAT IS THE MAAPP?

The MAAPP is a collection of proactive prevention and training policies for the Olympic and Paralympic Movement. It has three primary components:

- > An Education and Training Policy that requires training for certain Adult Participants within the Olympic and Paralympic Movement.
- > Required Prevention Policies, focused on limiting one-on-one interactions between Adult Participants and Minor Athletes, that Organizations within the Olympic and Paralympic Movement must implement to prevent abuse.
- > Recommended Prevention Policies.

IS THE MAAPP DIFFERENT FROM THE SAFESPORT CODE?

Yes, the **SafeSport Code** works alongside the MAAPP to prevent abuse. The MAAPP includes proactive prevention policies for organizations and individuals, while the SafeSport Code contains misconduct policies for individuals. However, violations of the MAAPP can also be violations of the SafeSport Code, and violators can be sanctioned.

JURISDICTION AND SCOPE

HOW DO I KNOW IF THE POLICY APPLIES TO ME?

With approximately 18 million people in the Olympic and Paralympic Movement, the 2022 MAAPP has been carefully designed to be flexible in application while still comprehensive. In order to create this flexibility, the policies have several definitions that form the foundation of the policies and to whom they apply.

THE MAAPP APPLIES TO “IN-PROGRAM CONTACT” BETWEEN ADULT PARTICIPANTS AND MINOR ATHLETES WITHIN THE OLYMPIC AND PARALYMPIC MOVEMENT.⁶

In order to understand the statement above, three key terms must be defined. These terms are: Adult Participant, Minor Athlete, and In-Program Contact.

1 | ADULT PARTICIPANT: Any adult (18 years of age or older) who is:

- A** A member or license holder of an NGB, PSO, LAO, or USOPC;
- B** An employee or board member of an NGB, PSO, LAO, or USOPC;
- C** Within the governance or disciplinary jurisdiction of an NGB, PSO, LAO, or USOPC;
- D** Authorized, approved, or appointed by an NGB, PSO, LAO, or USOPC to have Regular Contact with or Authority over Minor Athletes.

2 | 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 partially or fully under the jurisdiction of, an NGB, PSO, USOPC, or LAO.

The addition of the “Minor Athlete” definition is an important change to the 2022 MAAPP. By adding this term, the jurisdiction of the MAAPP is more clearly defined to include minors that are currently or have previously participated in a program fully or partially under the jurisdiction of an NGB, PSO, USOPC, or LAO.

Note: this applies to any participation in the previous 12 months.

3 | IN-PROGRAM CONTACT: Any contact (including communications, interactions, or activities) between an Adult Participant and any Minor Athlete(s) related to participation in sport.

⁶ While the MAAP policies specifically address behaviors between Adult Participants and Minor Athletes, the Center acknowledges that Minor-on-Minor abuse occurs and should be addressed in future policies.

JURISDICTION AND SCOPE

These communications, interactions, and activities are those related to participation in sport, and thus are covered by the MAAPP. Every sport will have different activities that are considered “In-Program,” and the majority of each sport’s activities will fall into the broad categories listed below.



Please note that this list is **NOT** exhaustive and other activities not listed above could be considered In-Program Contact.

JURISDICTION AND SCOPE

When determining the jurisdiction of the MAAPP, it is important to note that the term **facility** applies in some but not all Required Prevention Policies. When jurisdiction is limited to facility or sanctioned events, it means that the policy **only** applies at those facilities that are partially or fully under the jurisdiction of the Organization and at all sanctioned events. For the remaining policies that apply to all In-Program Contact, In-Program interactions can occur at any location.

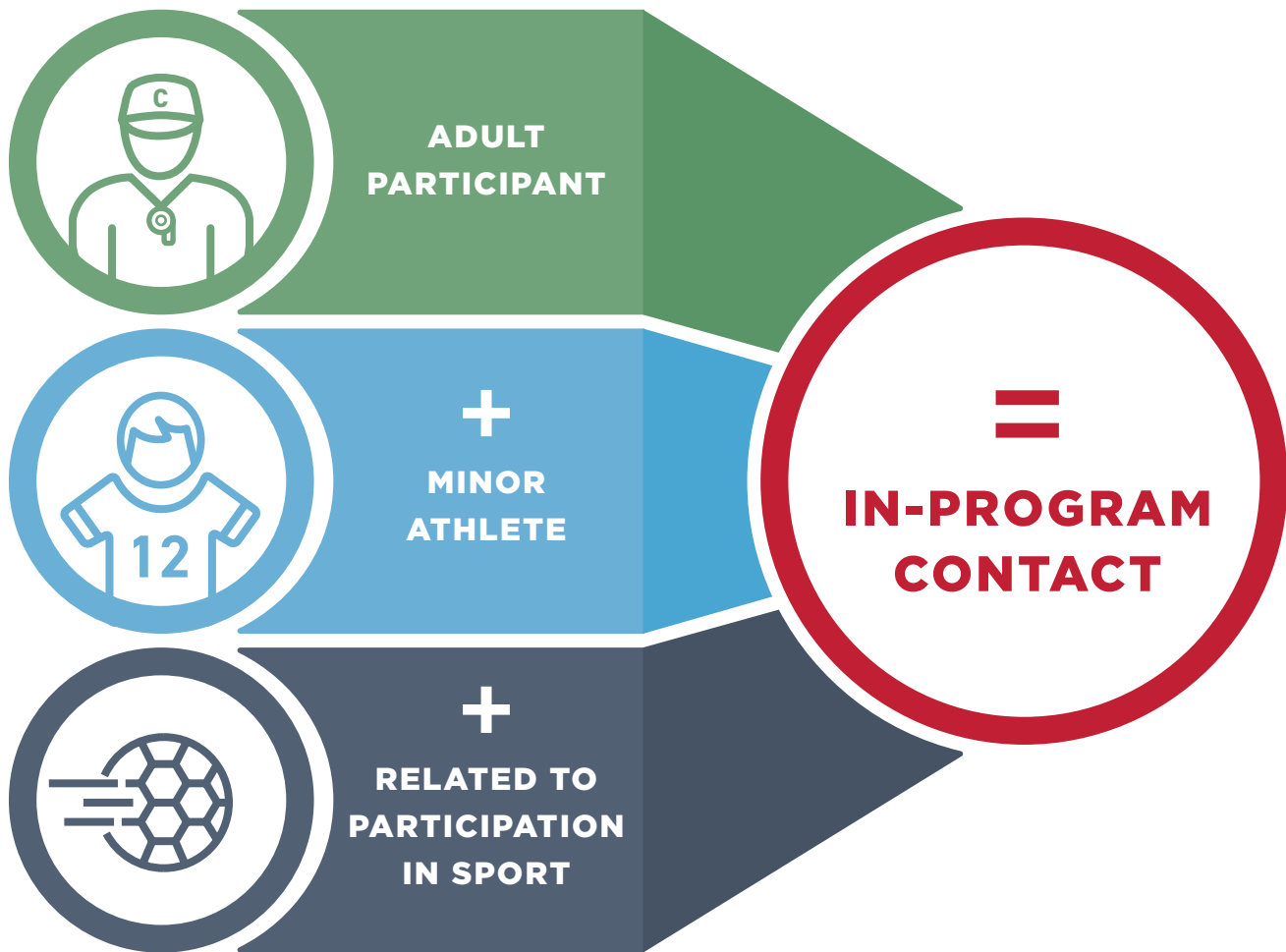
Please use the following chart for guidance.

JURISDICTIONAL COMPONENTS OF THE MAAPP		
IN-PROGRAM CONTACT JURISDICTION	FACILITY (FULL OR PARTIAL) AND/OR SANCTIONED EVENT	NO JURISDICTIONAL COMPONENT*
One-on-One	Meetings With: Licensed Mental Health Care Professional/Health Care Provider	Electronic Communications
Individual Training Sessions		
Athletic Training Modalities, Massages, or Rubdowns	Locker Rooms – Monitoring	
Locker Rooms	Locker Rooms – Private and Semi-Private Spaces	
Transportation		
Lodging		

*Electronic Communications does not have a jurisdictional component. The Electronic Communication policy must always be followed by an Adult Participant unless there is an exception that exists.

IN-PROGRAM CONTACT: THREE PART TEST

**ADULT PARTICIPANT + MINOR ATHLETE
+ RELATED TO PARTICIPATION IN SPORT = IN-PROGRAM CONTACT**



As the above equation suggests, all three components:

ADULT PARTICIPANT + MINOR ATHLETE + RELATED TO SPORT

must be present for the MAAPP to apply. If one component is absent, then the interaction or activity would **NOT** be considered **IN-PROGRAM** and thus not covered by the MAAPP.

Please review the following examples of In-Program contact.

IN-PROGRAM CONTACT SCENARIOS⁷

Leon was an athlete when he was younger, and his daughter, **CARLY**, followed in his footsteps. When Carly told her father she wanted to compete in the same sport as he had when he was younger, he knew he wanted her to train with his former coach, **REBECCA**, who had become a family friend over the years. Carly immediately began training with Rebecca at an LAO and excelled in the sport.

Now that Rebecca is Carly's coach, is it okay for Rebecca to come over for a picnic at Leon's that he is hosting for family and friends?

YES. If Leon invites Rebecca over for a picnic that is for family and friends, there is no relation to sport and, therefore, no In-Program Contact. Rebecca can attend the picnic, even though Carly will be present. If the picnic was related to sport (e.g., team gathering/celebration) instead of a family and friends gathering, then it would be considered In-Program and the MAAPP would apply.

AVI, a national team coach, scheduled an **INDIVIDUAL TRAINING** session with a member of the national team, **ELYSIA** (15). This training session will not take place at the national training facility, but at the gym closest to Elysia's house.

Would this session be considered In-Program Contact?

YES. **AVI**, is an Adult Participant in his role as a coach. **ELYSIA** is a Minor Athlete as she is under 18 and participated in an NGB program in the last 12 months (as a current member of the national team), and this **TRAINING SESSION** is related to participation in sport. So, even though the training does not take place at the national training facility, it is still considered to be **IN-PROGRAM CONTACT**.

⁷ Each of these scenarios are based on the minimum mandatory components of the Center's Model MAAPP. Every Organization may choose to go beyond these minimum requirements and set standards that are stricter. Adult Participants must be familiar with their respective Organization's policies and be aware of all requirements.

IN-PROGRAM CONTACT SCENARIOS

AARON is an LAO team coach. He occasionally hosts small **CLINICS** for 3-5 athletes at his local gym. Next week, Aaron will host a clinic for 5 players, all aged 10. In the last year, these players have only played in a league not associated with an LAO or NGB, but instead run through the local elementary school.

Will Aaron's clinic be considered In-Program Contact?

NO. Although **AARON** is an Adult Participant, the players participating in the **CLINIC** are not considered Minor Athletes under the MAAPP. This is because the athletes are not affiliated with a program partially or fully under the jurisdiction of an NGB or LAO. Their league is affiliated with the local elementary school. So, with an Adult Participant and an activity related to participation in sport, this example only meets two of the three criteria needed to be In-Program Contact.

MEI, an Adult Participant, heads out to a local surf spot to get a session in before work. When she arrives, she sees **JOSEF** (16), a member of the youth national team, also preparing for a **TRAINING SESSION**.

If Mei and Josef both paddle out together, is this interaction considered In-Program Contact?

YES. **MEI** is an Adult Participant, **JOSEF** is a Minor Athlete, and this interaction is related to participation in sport. Although it was an unplanned coincidence, it is still considered **IN-PROGRAM CONTACT** and meets the requirements for the MAAPP to apply. If this interaction is observable and interruptible and complies with the MAAPP, no changes are necessary. However, if Mei and Josef are the only two individuals at the local surf spot, Mei should choose another surf spot or time to surf to avoid this interaction with Josef.

IN-PROGRAM CONTACT SCENARIOS

NATASHA is a Track and Field coach at an LAO. Several **HIGH SCHOOL ATHLETES** (all Minor Athletes) who belong to the LAO that Natasha coaches for are also members of Natasha's church. This weekend, the church is having a volunteer event after the service.

If Natasha and the Minor Athletes attend, will this interaction be considered In-Program Contact?

NO. While the Adult Participant (**NATASHA**) and Minor Athletes (**HIGH SCHOOL ATHLETES**) are present, the volunteer event is not related to participation in sport since it is organized by the church. Therefore, the interaction is not considered In-Program Contact, and the MAAPP does not apply.

SABRINA is a trainer and an Adult Participant who has a new student, **DEVANTE** (17). Devante is considering competing in the Regional Equestrian Festival in two months but has not signed up and last competed at a sanctioned event 9 months prior. Devante is **TRAINING** with Sabrina at a private horse farm where his horse is boarded.

While he is training with Sabrina, is it In-Program Contact?

YES, this training session is **IN-PROGRAM CONTACT.** **SABRINA** is an Adult Participant, and **DEVANTE** is a Minor Athlete. They are engaging in an **ACTIVITY RELATED TO PARTICIPATION IN SPORT.** Devante's status as a Minor Athlete is confirmed because he competed at an event partially or fully under the jurisdiction of an NGB in the last 9 months. While he is unsure of his next competition, the MAAPP applies for 12 months from his last involvement with a sanctioned NGB/USOPC/ PSO/LAO program; therefore, Sabrina needs to follow the MAAPP while training Devante. If Devante does not compete before that 12 months lapses, the MAAPP will cease to apply until he again participates in a sanctioned program, event, activity, or competition.

IN-PROGRAM CONTACT SCENARIOS

JESSE, a Minor Athlete, signs up to take private training lessons from **MARCOS**, a head coach at an LAO. Jesse met Marcos last month at a camp that the LAO hosted to introduce minors to sport. The **INDIVIDUAL TRAINING** will take place at the auditorium at Jesse's middle school.

Is this training session considered In-Program Contact?



YES. MARCOS is an Adult Participant because he is a head coach for an LAO. **JESSE** met the definition of Minor Athlete when he participated in a program (camp) under the jurisdiction of the LAO within the previous 12 months. Marcos and Jess are having a training session that is related to participation in sport. While the **TRAINING SESSION** is not taking place at the LAO, it is still considered to be **IN-PROGRAM CONTACT**.

WHAT IS REGULAR CONTACT?

Whether you are reading this document as a staff member or as an individual Adult Participant, understanding the definition of Regular Contact is vital. Regular Contact between an Adult Participant and a Minor Athlete can occur in a variety of situations, and it is important to remember that the nature of the contact determines whether it is Regular Contact, not the title of the Adult Participant's role.

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).

EXAMPLES OF NGB/PSO/USOPC/LAO MEMBERS WHO MAY HAVE REGULAR CONTACT WITH MINOR ATHLETES

Coaches

Adult Athletes on teams with Minor Athletes

Adult Athlete frequently practicing with Minor Athletes

Volunteers in Positions of Regular Contact
(Identify positions e.g., locker room monitors, parent chaperones)

Athletic Trainers

Health Professionals

Officials

NGB/LAO/PSO/USOPC Staff

REGULAR CONTACT SCENARIOS⁸

Arnie is a groundskeeper at a training site. The U17 Boy's National Team (NGB team) is training at the site for the next three weeks. During the last three training sessions, the sprinkler system on the training field malfunctioned, and Arnie made repairs while the team was on the field.

Did Arnie have Regular Contact with the Minor Athletes?

NO. Arnie's responsibilities as a groundskeeper do not include direct and active engagement with the Minor Athletes on the team, even if he is making repairs in their vicinity. These types of repairs are unplanned and unrelated to the training session taking place, as the situation could easily occur when a team is not using the facility. Outside of this limited interaction, Arnie does not interact with these Minor Athletes, so he does not have ongoing contact with them.

Priya, a parent of a girl's hockey player, is volunteering at an LAO tournament. Priya is assigned to supervise the concession stand with another parent, where she will sell items for the entire duration of the tournament (12 hours). Parents, players (Minor Athletes), coaches, and officials can all purchase items from the stand.

Does Priya have Regular Contact with Minor Athletes?


NO. While Priya may have incidental contact with Minor Athletes, it is not ongoing or planned as part of her responsibilities. Instead of active contact, her interactions would be considered passive contact.

⁸ Each of these scenarios are based on the minimum mandatory components of the Center's Model MAAPP. Every Organization may choose to go beyond these minimum requirements and set standards that are stricter. Adult Participants must be familiar with their respective Organization's policies and be aware of all requirements.

REGULAR CONTACT SCENARIOS


A group of Minor Athletes from a PSO are traveling to a competition five hours away from their training site. Miguel, owner of a local bus company, is contracted to serve as their driver for the two-day trip. Other than driving the bus, the driver will not interact with the Minor Athletes. Two coaches and one PCA are also accompanying the players.

Will Miguel have Regular Contact with the Minor Athletes?

 **NO.** Miguel would not be considered to have Regular Contact, as he will not have direct engagement with the Minor Athletes. Miguel's interaction with the Minor Athletes is considered incidental, and he will not have the opportunity or access to interact with the Minor Athletes in a consistent manner.

Anne, an avid master triathlete, decides to volunteer twice per month at LAO youth events as a way of giving back to her favorite sport. At this weekend's event (her fourth volunteer event), Anne is assigned to the transition area where she will assist athletes as they finish the swimming portion and move to the bicycling portion of the race.

Does Anne have Regular Contact with Minor Athletes?

 **YES.** Anne is considered to have Regular Contact and must complete the *SafeSport Trained Core* because her volunteer role means she engages with Minor Athletes multiple times throughout the year. Additionally, Anne chose to work events that only cater to Minor Athletes. Also, Anne already worked four youth events, which aligns with the "ongoing interaction" portion of the Regular Contact definition.

REGULAR CONTACT SCENARIOS

Hadassah is an 18-year-old recent high school grad. Before attending college in the fall, Hadassah is looking for a summer job. The local gymnastics gym (LAO), where Hadassah trained for many years, is looking to hire an intern. This intern will have many different responsibilities, including managing the online registration system, keeping the gym clean, ordering new equipment, and serving as a spotter. Both adults and minors use the gym, although it is primarily Minor Athletes.

Will Hadassah have Regular Contact with Minor Athletes?

YES. Hadassah's work as a spotter (someone who assists gymnasts with more difficult or unsafe movements, sometimes through physical touch) means that she will have intentional and direct contact with Minor Athletes. While the other areas of her responsibility would not be Regular Contact, this one responsibility would still qualify her as having active and direct engagement with Minor Athletes.

An LAO decided to host an end of season banquet to celebrate high school athletes heading to college. In addition to inviting all athletes, coaches, and staff, parents have been invited as well.

Will parents who attend the event fall under the Regular Contact definition?

NO. This banquet would constitute one instance of interaction and would not qualify the parents as Adult Participants. Even if parents chose to intentionally engage with Minor Athletes (not including their own children), it would still be considered only a singular instance and not ongoing. When considering Regular Contact, the totality of the parents' engagement in the 12-month period will have to be considered. So, if they also serve in another capacity for the LAO, they may have Regular Contact depending on the nature of that involvement and whether it qualifies the parent as an Adult Participant. The banquet alone would not be enough to trigger Regular Contact.

AUTHORITY

This section examines the definition of Authority and its impact on many of the Center's mandatory training and policy requirements. A primary requirement to consider is that Adult Participants with Authority over Minor Athletes are required to complete the *SafeSport Trained Core* and subsequent Refresher courses.

The MAAPP defines Authority as: 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.

AUTHORITY SCENARIOS⁹

Sharon is a line judge at an NGB competition where there is also a head judge. The head judge can overrule Sharon's calls as necessary.

In this position as a judge/official, does Sharon have Authority over Minor Athletes?



YES. Even though there is a second judge/official that can overrule her calls, Sharon can make calls that impact the outcome of the game/match. Therefore, her role is one that gives her Authority.

Tanya (35) is a van driver hired by an LAO to transport Minor Athletes to a competition. Tanya will transport ten Minor Athletes to and from the competition this coming Saturday, and no other adults will travel with the group.

Does Tanya have Authority over the Minor Athletes?



YES. Tanya will have Authority over these Minor Athletes because no other Adult Participants will be present, and she will be responsible for transporting the Minor Athletes as well as supervising them in the van.

⁹ Each of these scenarios are based on the minimum mandatory components of the Center's Model MAAPP. Every Organization may choose to go beyond these minimum requirements and set standards that are stricter. Adult Participants must be familiar with their respective Organization's policies and be aware of all requirements.

MAAPP EXCEPTIONS

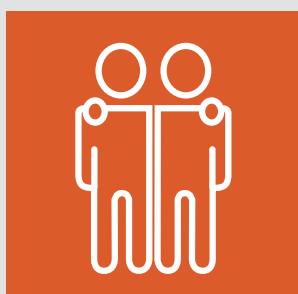
DOES THE MAAPP HAVE ANY EXCEPTIONS?

YES. In the MAAPP, there are multiple areas where exceptions have been built into the policies to address common relationships and situations that occur throughout the Olympic and Paralympic Movement. In some instances, an Adult Participant will not be required to follow a component of a policy. Where an exception has been granted, the Adult Participant must follow all additional requirements, such as parental consent, to remain in compliance with the policy.

The following section will identify the three exceptions found in the MAAPP, where they apply, explain in detail what each exception means, and provide examples. Additionally, emergency circumstances with appropriate reporting and documentation constitute an exception to all policies.

WHAT ARE THE EXCEPTIONS FOUND IN THE MAAPP?

THE EXCEPTIONS FOUND IN THE MAAPP ARE:



CLOSE-IN-AGE



PERSONAL CARE
ASSISTANT



DUAL
RELATIONSHIP

In addition to the above three exceptions there is an overarching Emergency Exception that applies in all areas of the MAAPP.

WHERE DO THE EXCEPTIONS APPLY?

The exceptions 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:

REQUIRED PREVENTION POLICY EXCEPTIONS:			
REQUIRED PREVENTION POLICY	CLOSE-IN-AGE	PERSONAL CARE ASSISTANT	DUAL RELATIONSHIP
One-on-One	Yes	Yes	Yes
Meetings with a Licensed Health Professional	No	No	No
Training Sessions	Yes	Yes	Yes
Athletic Training/Massage	No	No	No
Locker Room (One-on-One Interactions)	Yes	Yes	Yes
Locker Room (Shower)	Yes	No - Can assist when needed.	No
Electronic Communication	Yes	Yes	Yes
Transportation	Yes	Yes	Yes
Lodging	Yes	Yes	Yes

CLOSE-IN-AGE EXCEPTION

A Close-in-Age Exception exists to allow for specific In-Program Contact between an Adult Participant and Minor Athlete if:

- 1 | The Adult Participant does **NOT** have Authority over the Minor Athlete. The Adult Participant must be in a similar role (e.g., Adult Athlete) as the Minor Athlete and have no control over said Minor Athlete.
- 2 | The Adult Participant is **no more than four years older** than the Minor Athlete.



NOTE: This exception is different than the Close-in Age Exception in the SafeSport Code pertaining to misconduct.¹⁰

The Close-in-Age exception will be common among high school and college-age athletes. In many cases, these athletes have been peers, and then one becomes an Adult Participant because they turn 18. Once they become an Adult Participant, they are required to follow the Required Prevention Policies.

Additionally, a 17-year old athlete who is turning 18 must complete the *SafeSport Trained Core* by their 18th birthday if they will have Regular Contact with Minor Athletes. They will also need to follow the Required Prevention Policies when interacting with Minor Athletes during In-Program Contact other than when an exception exists.

¹⁰ The SafeSport Code focuses on legal capacity to consent to conduct of a sexual nature. The MAAPP Close-in-Age exception applies to noncriminal activities like texting, riding in cars, and changing in locker rooms, with safeguards put in place for Minor Athletes, while acknowledging the spectrum of adolescent development and age ranges.

CLOSE-IN-AGE EXCEPTION SCENARIOS¹¹

Cyrus (21) and Javier (15) are athletes on the same LAO team. Cyrus is an athlete on the team with no other role.

Would Cyrus meet the Close-in-Age Exception?



NO. While Cyrus does not have Authority over Javier, he is more than 4 years older than Javier. Cyrus would not meet the Close-in-Age Exception.

Alysia (19) recently started working as an assistant coach on an NGB team that she used to be a member of with Nia (16).

Would Alysia meet the Close-in-Age Exception?



NO. While Alysia is not more than 4 years older than Nia, she now has Authority over Minor Athletes on the team and no longer meets the requirements for the Close-in-Age Exception.

Courtney (20) and Jennifer (17) are athletes that practice at the same facility as part of an NGB program. Courtney has no Authority over Minor Athletes.

Would Courtney meet the Close-in-Age Exception?



YES. Courtney does not have Authority over Jennifer, and she is only three years older. Courtney would meet the Close-in-Age Exception.

¹¹ Each of these scenarios are based on the minimum mandatory components of the Center's Model MAAPP. Every Organization may choose to go beyond these minimum requirements and set standards that are stricter. Adult Participants must be familiar with their respective Organization's policies and be aware of all requirements.

PERSONAL CARE ASSISTANTS (PCA) EXCEPTION

A Personal Care Assistant (PCA) is an individual who assists an athlete who requires help with the activities of daily living or in 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 using the restroom. When assisting a Minor Athlete, PCAs must be authorized by the athlete's parent/guardian.




For a PCA to be considered an Adult Participant, the PCA must have Regular Contact with additional Minor Athlete(s) besides the Minor Athlete for whom they provide care, **or** the PCA must be hired by an Organization. In these circumstances, the following requirements must be met before a PCA Exception will be granted:

- 1** | The Minor Athlete's parent/guardian must provide **written** consent to the Organization for the PCA to provide care/work with their Minor Athlete.
- 2** | The PCA must complete the required training as defined in the Education and Training Policy.
- 3** | The PCA must meet all screening requirements of the Organization.

PERSONAL CARE ASSISTANT EXCEPTION SCENARIOS¹²


Jamal's (Minor Athlete at a PSO) parents hired Han as a PCA and verbally informed Jamal's coach that Han would be attending practice and assisting Jamal. Han attends practice and helps Jamal get ready before and after practice in the locker room while other Minor Athletes are present. Han completed the *SafeSport Trained Core* and the PSO's screening requirements.

Did Han meet all the PCA Exception requirements that would allow for him to be in the locker room with Jamal while other Minor Athletes are present?


 **NO.** The care that Han provides Jamal includes having Regular Contact with other Minor Athletes, meaning Han would be considered an Adult Participant. While Jamal's parents let the coach know they hired Han and that he completed the training and screening requirements, Jamal's parents must still complete a written consent form that is kept by the Organization.

Devon's (Minor Athlete at an LAO) parents hired Kiera as a PCA. Kiera will assist in taking Devon to practice and competitions but will not need to assist Devon in the locker room or be in situations that would cause her to be one-on-one with other Minor Athlete(s) at practice or competitions.

Is Kiera considered an Adult Participant that needs to follow the MAAPP?

 **NO.** Kiera was hired by a parent and not the Organization. If the care that Kiera provides to Devon does not lead her to have Regular Contact with Minor Athlete(s) other than Devon, she is not an Adult Participant and thus not required to follow the MAAPP.

If Kiera was hired by the Organization would she be an Adult Participant that needs to follow the MAAPP?

 **YES.** All PCAs hired by an Organization are considered Adult Participants and will need to meet all the exception requirements prior to working with Minor Athletes.

¹² Each of these scenarios are based on the minimum mandatory components of the Center's Model MAAPP. Every Organization may choose to go beyond these minimum requirements and set standards that are stricter. Adult Participants must be familiar with their respective Organization's policies and be aware of all requirements.

PERSONAL CARE ASSISTANT EXCEPTION SCENARIOS

Flynn's (14) parents hired Phillip as a PCA. Phillip will assist in taking Flynn to practice and competition and assist Flynn in getting dressed in the locker room before and after practices and competition. Flynn participates in an NGB program.

Is Phillip considered an Adult Participant that needs to follow the MAAPP?



YES. While Phillip was hired by a parent and not the Organization, Phillip's need to assist Flynn in the locker room will put him in Regular Contact with other Minor Athlete(s) and therefore make him an Adult Participant.

What steps need to be taken **before** Phillip meets the PCA exception and can assist Flynn in the locker room?



- 1** | Flynn's parent must provide **written** consent to the organization.
- 2** | Phillip must complete the *SafeSport Trained Core*.
- 3** | Phillip must meet all the Organization's screening requirements.

DUAL RELATIONSHIP EXCEPTION

A Dual Relationship exists when an Adult Participant has a relationship with a Minor Athlete that is outside of the sport program. Examples of Dual Relationships include but are not limited to family members, mental health professionals, teachers, medical professionals, and family friends.

A parent/guardian must provide written consent to the organization on an annual basis for an exception to be granted. Sample consent forms can be found [here](#).



DUAL RELATIONSHIP SCENARIOS¹³

Georgia's (15, Minor Athlete) coach Nichole (Adult Participant) and her mother June competed on the same team when they were younger. Over the years, Nichole and June maintained a close friendship. When Nichole became Georgia's coach, she had known Georgia for many years, as she was often at Georgia's home visiting.

In this scenario, would the relationship between Georgia and Nichole qualify as a Dual Relationship?



YES. The previously established relationship between Georgia and Nichole would qualify as a Dual Relationship because the relationship between Nichole and June is outside of the sport program. For Nichole to receive a Dual Relationship Exception to any of the policies, June would need to provide written consent to the Organization on an annual basis authorizing what exceptions Nichole is allowed.

¹³ Each of these scenarios are based on the minimum mandatory components of the Center's Model MAAPP. Every Organization may choose to go beyond these minimum requirements and set standards that are stricter. Adult Participants must be familiar with their respective Organization's policies and be aware of all requirements.

DUAL RELATIONSHIP SCENARIOS

Maksim, an Adult Participant, is Aria's coach and uncle. Aria is a Minor Athlete.

Is Maksim able to pick Aria up from her house and take her to practice?



YES. Since Maksim is Aria's uncle, they have a Dual Relationship. For Maksim to be allowed to pick Aria up, her parent/guardian must provide written consent on a yearly basis to the Organization.

Jasmine is the director of an LAO, and her daughter Aurora (10) is on one of the LAO's teams. Aurora's coach is Tiana, who has been coaching the 12U team for 5 years. Tiana and Jasmine met through the LAO program while working together, and they have developed a strong friendship. Aurora's nickname for Tiana is Auntie Tia.

Would the relationship between Tiana and Aurora qualify as a Dual Relationship since Jasmine and Tiana met because of their work at the LAO?



YES. Often, adults develop friendships with their co-workers. Jasmine would need to complete the Dual Relationship consent form.

In addition to serving as an LAO head coach, Samir is also an NCAA coach. Currently, Samir is working in her capacity as an NCAA coach and actively recruiting one of the Minor Athletes at her club.

Can Samir send one-on-one communication to the Minor Athlete or is she required to copy an Adult Participant and/or the Minor Athlete's parent/guardian in compliance with Center's mandatory requirements?



Samir is working in her capacity as an NCAA recruiter and this contact would fall under the dual relationship exception. Samir needs to obtain a Dual Relationship consent form from the Minor Athlete's parent prior to sending any one-on-one communications.

EMERGENCY EXCEPTION

Common examples of emergency circumstances are listed below. Please note that this list is not exhaustive, and that Adult Participants must carefully consider whether a specific circumstance meets the threshold of “emergency.” It is also recommended that Adult Participants document emergency situations in accordance with their Organization’s protocols.

- 1** | After practice, a coach is waiting in his car for all the athletes to be picked up. While waiting for the last Minor Athlete to be picked up, a strong storm rolls into the area. In order to shield the Minor Athlete from the storm, the coach has the Minor Athlete come sit in the car. To mitigate the situation, he contacts the parents via phone while waiting to let them know the Minor Athlete is sitting in his car due to the storm and stays on the line with them until they arrive.
- 2** | The following could all be considered emergencies: (1) a Minor Athlete is injured, (2) an athlete needs to be taken to the hospital immediately, or (3) treatment is provided at the location of a life-threatening injury.
- 3** | During a practice or an event, a Minor Athlete’s parent has a car accident and cannot come to pick up their child. The parent contacts the coach, explains the situation, and asks for the coach to bring that Minor Athlete home.
- 4** | After practice, a coach receives a message that his child has been rushed to the hospital. He is waiting on one Minor Athlete to be picked up and gets word that the parent is running behind. He knows this Minor Athlete lives in the direction of the hospital so he lets the parent know the situation and says he will bring the Minor Athlete home. The parent agrees and meets them at the Minor Athlete’s house.
- 5** | Practice location/event start time has changed at the last minute, and the coach/team manager calls the Minor Athlete to be sure they get the message that the practice location changed.
- 6** | A Minor Athlete calls an Adult Participant because of an unplanned, serious event (e.g., accident, weather emergency, suicidal thoughts/behavior, or to report abuse). In this situation, the Adult Participant should stay on the call as long as needed to ensure the safety of the Minor Athlete. The coach should follow the Organization’s emergency protocol and be sure to contact the proper individual at the Organization and/or authorities.
- 7** | A Minor Athlete emails an Adult Participant regarding potential physical abuse that is happening in their home. They request that the Adult Participant not mention this information to anyone else. In this situation, the Adult Participant does not need to copy another Adult Participant in their response. The Adult Participant will have to follow all the Mandatory Reporting Requirements and any other Organizational requirements regarding Minor Athlete Abuse.



REQUIRED PREVENTION POLICIES FOR PARTICIPANTS

The following section will explain the Required Prevention Policies of the MAAPP. These policies are a group of individual policies that relate directly to In-Program activities. Collectively, they cover common sport situations like travel, individual training sessions, and electronic communications, among others.

Within the Required Prevention Policies, there are several situations where consent is required. The following chart contains an overview of all policy consent information, including the consent type and associated requirements. Additionally, sample consent forms can be found in the [NGB Portal](#).

CONSENT FORM REQUIREMENT OVERVIEW

POLICY OR EXCEPTION	CONSENT TYPE	HOW OFTEN? (Minimum Requirement)
Personal Care Assistant Exception	Written	Annually
Dual Relationship Exception	Written	Annually
Individual Training Session	Written	Annually
Meetings with Licensed Health Professional	Written	Obtained by the Provider as required by law.
Athletic Training Modalities/ Massages and Rubdowns	Documented	Annually
Media and Championship Celebrations in Locker Rooms	Documented	Annually
PCA Exception in Locker Room	Written	Annually
Transportation – Adult Participant one-on-one with Minor Athlete	Written	Annually
Transportation – Sanctioned by Organization	Written	Annually
Hotel Room/Shared Room – Adult Participant (Close-in Age) and Minor Athlete	Written	Every Instance
Hotel Room/Shared Room – PCA Exception	Written	Every Instance
Hotel Room/Shared Room – Dual Relationship Exception	Written	Every Instance
In Program Lodging	Written	Annually

For all In-Program lodging authorized or funded by the Organization, Adult Participants traveling **with** the Organization must agree to and sign the Organization's lodging policy at least annually.



ONE-ON-ONE INTERACTIONS

POLICY EXPLANATION

The following are the requirements for all one-on-one In-Program Contacts between Adult Participants and a Minor Athlete:

- 1 | **OBSERVABLE:** THE CONTACT MUST BE ABLE TO BE SEEN BY ANOTHER INDIVIDUAL (ADULT OR MINOR).
- 2 | **INTERRUPTIBLE:** ANOTHER INDIVIDUAL (ADULT OR MINOR) MUST BE ABLE TO STOP THE INTERACTION EASILY.¹⁴

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:

- 1 | When there is an emergency.
- 2 | When there is a Dual Relationship.
- 3 | Where there is a Close-in-Age Exception that applies.
- 4 | If the Minor Athlete needs a Personal Care Assistant and all the requirements have been met for **Personal Care Assistants**.

¹⁴ Under the Protecting Young Victims from Abuse and Safe Sport Authorization Act of 2017 the Center is charged with creating “reasonable procedures to limit one-on-one interaction 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.” The Center strongly recommends that a second adult be present to make contact between a minor and an adult observable and interruptible but also acknowledges that this may not be reasonable in all situations.

SCENARIOS – ONE-ON-ONE INTERACTIONS¹⁵

Finn, a Minor Athlete, is disqualified from a national level race. After the race, Esther, an official and Adult Participant, has a one-on-one conversation with Finn. This conversation was off to the side and out in the open, and she explained the reason he was disqualified.

Did Esther follow the one-on-one Interactions Policy during her interaction with Finn?



YES. Esther's interaction with Finn was observable and interruptible. It took place during a competition, off to the side of the finish, and in the presence of other officials, coaches, and volunteers.

Hope, a 17-year-old Minor Athlete, was upset and frustrated after a mistake cost her the win, and she went off to a private area to gather her emotions. Her LAO teammate, Dahlia (20), followed her to give her some guidance and encouragement.

Did Dahlia follow the one-on-one Interactions Policy?



YES. While Dahlia is an Adult Participant and this one-on-one interaction did not take place in an observable and interruptible location, she meets the Close-in-Age exception and this interaction is acceptable under the policy.

Seline, a Minor Athlete, requests to have a one-on-one meeting with Silas, her NGB head coach. Silas and Seline go into his office behind a closed door. Silas did make another coach aware of the meeting and advised Seline's parents of the meeting.

Does this meeting between Silas and Seline meet the requirements of the policy?



NO. As a coach and Adult Participant, Silas must not have a one-on-one closed-door meeting with any Minor Athlete. Silas can still have a private conversation with a Minor Athlete, but he needs to arrange it in a location where the conversation is observable and interruptible by another individual.

¹⁵ Each of these scenarios are based on the minimum mandatory components of the Center's Model MAAPP. Every Organization may choose to go beyond these minimum requirements and set standards that are stricter. Adult Participants must be familiar with their respective Organization's policies and be aware of all requirements.

SCENARIOS – ONE-ON-ONE INTERACTIONS

During a practice, Silas, a PSO national level coach, took Meredith, a Minor Athlete, out into the hallway of the gym to discuss her lack of effort. Because of the sensitive nature of the discussion, there were no other individuals present.

Did Silas follow the one-on-one Interactions Policy?



NO. This violates the policy because this one-on-one interaction is not observable. Silas should have pulled Meredith off to the side of the court in the sight of other individuals present to have the private conversation.

During practice, Anna, an LAO coach, pulled Malachai, a Minor Athlete, off to the side to work one-on-one while the other coaches worked with the rest of the group. Malachai was new to the sport, and so he needed additional skill work.

Did Anna follow the one-on-one Interactions Policy?



YES. Anna was working with Malachai individually with other coaches present and in an area that was both observable and interruptible.

Anna's assistant coach called her right before practice to let her know she was ill and would not be able to make it to the team's practice.

Can Anna still hold practice for her 17U team without her assistant coach?



YES. Anna can still hold practice if there are multiple Minor Athletes present at practice. While not required, the Center strongly recommends that the coach requests a parent to stay and watch the practice if available.

SCENARIOS – ONE-ON-ONE INTERACTIONS

Valerie, a 22-year-old Adult Participant who is an athlete, works out at the same gym as Harper, a 17-year-old Minor Athlete. Valerie arranges a meeting at the gym before it opens to help Harper with some training strategies. There are no other individuals present.

Did Valerie follow the one-on-one Interactions Policy?



NO. This scenario violates the policy because the 22-year-old is beyond the Close-in-Age Exception (more than four years), and she scheduled this meeting at a time when no other individual is present. The Adult Participant (Valerie) should make this arrangement at a time when other adults will be present.



MEETINGS AND TRAINING SESSIONS

POLICY EXPLANATION - INDIVIDUAL TRAINING SESSIONS

The following are the policy requirements for all one-on-one In-Program individual training sessions with Minor Athletes:


- 1 | Observable: the contact must be able to be seen by another individual (adult or minor).
- 2 | Interruptible: another individual (adult or minor) must be able to stop the interaction easily.
- 3 | A one-on-one, In-Program Individual Training Session must be observable and interruptible except:
 - A When there is an emergency.
 - B When there is a Dual Relationship.
 - C Where there is a Close-in-Age Exception that applies.
 - D If the Minor Athlete needs a Personal Care Assistant and all the requirements have been met for the **Personal Care Assistant**.
- 4 | The coach, adult athlete, official, etc. providing the one-on-one individual training session must get written approval from the Minor Athlete's parent/guardian **before** the start of the first training session and then on an annual basis afterwards. This consent can be withdrawn at any time.
- 5 | The coach, adult athlete, official, etc. providing the individual training session must allow the parent/guardian to watch the training session.

NOTE: One-on-one individual training sessions do not include individual instruction during a team practice.

SCENARIOS – INDIVIDUAL TRAINING SESSIONS¹⁶


Elena, a Minor Athlete, asked her coach, Damon, for some one-on-one individual training. The only time that works for her schedule is before the facility opens and during a time when no other individual is present. Damon (Adult Participant) spoke with Elena's parents and advised that the only way he would provide this one-on-one individual training is if one of them agreed to be present during the training sessions. The parents agreed and signed a consent form.

Did Damon follow the Individual Training Sessions Policy?

 **YES.** By ensuring that one parent would always be present and in the facility during the training sessions along with getting a consent form signed, Damon is following the policy.

Prior to an individual training session, a parent called Damon (Adult Participant), who coaches their daughter Caroline, a Minor Athlete, and notified him that due to a drop in school grades, Caroline could not stay after regular practice for her one-on-one individual training session and that Damon should consider this notification as the parent's withdrawal of their consent form. When Caroline arrived for practice that day, she convinced Damon to go ahead and provide her one last one-on-one individual training session.

In this scenario, did Damon follow the Individual Training Session Policy?

 **NO.** Damon violated the policy by providing a one-on-one training session after a parent contacted him and revoked their consent. The coach should not have provided the training session.

¹⁶ Each of these scenarios are based on the minimum mandatory components of the Center's Model MAAPP. Every Organization may choose to go beyond these minimum requirements and set standards that are stricter. Adult Participants must be familiar with their respective Organization's policies and be aware of all requirements.

SCENARIOS – INDIVIDUAL TRAINING SESSIONS

Bonnie, an LAO coach, provides one-on-one individual training sessions at the LAO facility during a time when other teams are practicing. She requires all Minor Athletes' parents/guardians to sign a consent prior to providing individual training sessions.

Did Bonnie follow the Individual Training Sessions Policy?

YES. Bonnie is providing the one-on-one individual training sessions during a time when other individuals are present at the facility, and she collects parent/guardian written consent before all training sessions.

Is it acceptable under the Individual Training Sessions Policy for Bonnie to provide one-on-one individual training sessions without notifying the other individuals present at the facility?

YES. Bonnie does not need to communicate with the other individuals that she is providing one-on-one individual training sessions. She just needs to be sure that her individual training sessions are taking place where the other individuals present can visually see what she is doing and interrupt her if necessary.

Bonnie, an LAO coach, provides one-on-one individual training sessions to Minor Athletes at a facility during a time when there is another individual present and all the training sessions are observable and interruptible. She obtains verbal consent for the one-on-one individual training sessions from each of the Minor Athlete's parent/guardian.

In this scenario, did Bonnie follow the Individual Training Session Policy?

NO. Verbal consent does not meet the requirements, and therefore, she violated the policy. To comply with the policy, the coach would need to obtain written consent from the parent/guardian before the start of the first one-on-one individual training session each year.

POLICY EXPLANATION - MEETINGS WITH LICENSED MENTAL HEALTH CARE PROFESSIONALS AND HEALTH CARE PROVIDERS (OTHER THAN ATHLETIC TRAINERS)


The following are the requirements for all meetings with licensed mental health care professionals and health care providers that are (1) not observable and interruptible and (2) take place at locations partially or fully under the jurisdiction of the Organization (the meetings could take place at practices, events, competitions, or facilities owned/rented/utilized by an NGB, LAO, PSO or the USOPC, etc.):

- 1** | The door can be closed, but it **must** be unlocked.
- 2** | A second adult must be **present in the facility** where the meeting is taking place and **know** that the meeting is taking place. The second adult does not need to know the Minor Athlete's identity.
- 3** | The Organization (NGB, PSO, LAO, USOPC) is aware the provider is having a meeting with a Minor Athlete.
- 4** | The provider received consent as **per the local laws and the provider's ethical standards**.
- 5** | Consent for treatment of a Minor Athlete can be withdrawn by parents/guardians at any time.


SCENARIOS – MEETINGS WITH LICENSED MENTAL HEALTH CARE PROFESSIONALS AND HEALTH CARE PROVIDERS (OTHER THAN ATHLETIC TRAINERS)¹⁷

Alexia, a Minor Athlete, has a scheduled appointment with Jake, her NGB team's Sport Psychologist. Prior to the appointment, the other adult scheduled to be present at the facility called in sick and cannot be present.


Can Alexia still have her appointment or does the appointment need to be cancelled?

 If Alexia's parent/legal guardian agrees to stay at the facility while the appointment is occurring, then the meeting can still happen. If Alexia's parents are unwilling or unable to stay at the facility during the appointment, then the appointment will need to be rescheduled. The MAAPP requires at least one other adult present in the facility, who is aware of the appointment while the appointment is happening.

Can Alexia's parents wait in their car?

 **NO.** Alexia's parents need to be in the facility while the meeting is taking place.

Do Alexia's parents need to be in the room during the appointment?

 **NO.** The other adult present at the facility needs to know the meeting is taking place and be in the facility, but they do not need to be in the room.

¹⁷ Each of these scenarios are based on the minimum mandatory components of the Center's Model MAAPP. Each Organization can choose to go beyond these minimum requirements and set standards that are stricter. Always familiarize yourself with your Organization's policies and be aware of all requirements.

ATHLETIC TRAINING MODALITIES, MASSAGES, AND RUBDOWNS

POLICY EXPLANATION - ATHLETIC TRAINING MODALITIES, MASSAGES, AND RUBDOWNS

The following are the requirements for all In-Program athletic training modalities, massages, and rubdowns with Minor Athletes:

- 1 | Must be observable: the contact must be able to be seen by another individual (adult or minor).
- 2 | Must be interruptible: another individual (adult or minor) must be able to stop the interaction easily.

NOTE: An Athletic Training Modality, Massage, and Rubdown does not meet the requirements of the policy by simply being observable and interruptible. A *Second Adult Participant* **MUST ALWAYS** be present as required in No. 4.

- 3 | **There are NO exceptions to One-on-One Interactions as it relates to In-Program Athletic Training Modalities, Massages, and Rubdowns except for an emergency.**
- 4 | A **Second** Adult Participant must be present in the room/location of all athletic training modalities, massages, or rubdowns.
- 5 | Must have documented consent **on file** prior to providing treatment.
 - A Consent must be collected on a yearly basis by the provider of the treatment, NGB, LAO, PSO, or USOPC.
 - B Consent must be collected **before** any treatment.
 - C Parent/guardian can withdraw consent at any time.
- 6 | All treatments will be done with the Minor Athlete fully or partially clothed. The Minor Athlete's breasts, buttocks, groin, and genitals must always be covered.
- 7 | Parents **must** be allowed to observe, except for competitions or training venues that limit access to certain areas for the safety of all athletes.

SCENARIOS – ATHLETIC TRAINING MODALITIES, MESSAGES, AND RUBDOWNS¹⁸

Rebekah, a Minor Athlete, pulled a muscle last week, and her coach recommended she see Julian, the PSO's athletic trainer, before competing again. At practice, Julian allowed Stan, Rebekah's parent and an Adult Participant, to be in the room as an observer. The athletic training room is attached to the practice facility, and the door was kept open. Julian made sure that both Rebekah and her parent gave consent for athletic training, and he narrated all the steps he performed. Rebekah was fully clothed during her therapy.

Did Julian follow all the requirements for the Athletic Training Modalities, Messages, and Rubdowns Policy?

YES. Julian ensured that the interaction was observable and interruptible by keeping the door open and allowing Stan to be with Rebekah. Documented Consent has been obtained from Stan for athletic training modalities through the Organization, and Julian checked to make sure the consent form had been signed. If Stan was not an Adult Participant, there would need to be an additional Adult Participant in the room as Julian is providing treatment to Rebekah.

Two Minor Athletes are in the athletic training room waiting to receive treatment. In the same room, athletic trainer Julian (Adult Participant) is treating Enzo, also a Minor Athlete, for a calf strain by massaging his calf. The Minor Athletes leave the room for a team meeting, and Julian stops treating Enzo until they return.

Was Julian following the Athletic Training Policy?

NO. Julian can only massage Enzo with another Adult Participant present. Even though other Minor Athletes are in the room, making it observable and interruptible, all athletic training modalities, massages, or rubdowns must be observed by a second Adult Participant. Additionally, prior to treatment, Julian must ensure that he obtained consent from the parent/guardian of Enzo and that this consent has been obtained within the past year.

¹⁸ Each of these scenarios are based on the minimum mandatory components of the Center's Model MAAPP. Every Organization may choose to go beyond these minimum requirements and set standards that are stricter. Adult Participants must be familiar with their respective Organization's policies and be aware of all requirements.

SCENARIOS – ATHLETIC TRAINING MODALITIES, MESSAGES, AND RUBDOWNS

Julian, an athletic trainer hired by a PSO, is treating Katarina, a Minor Athlete, for a back injury. Julian and Katarina are the only two in the room, but the door is open, and anyone can come and go as they please. Julian received proper consent to treat Katarina. In an adjacent office, which has a window that looks into the athletic training room, is Julian's supervisor, Russ. Russ can see everything that is happening in the athletic training room.

Is Julian's treatment of Katarina acceptable under the MAAPP?

NO. Julian can only treat Katarina with another Adult Participant in the room. Russ being in an adjacent room that has a window looking into the athletic training room is not sufficient. For Julian to treat Katarina, Russ needs to be physically inside the athletic training room.

Julian is contracted as an athletic trainer for an NGB national level event that includes Minor Athletes. The athletic training area is an open space near the competition floor to ensure it is observable and interruptible. The competition limits the competition floor to participants only, meaning that parents cannot be present for athletic training modalities.

Is this acceptable under the Athletic Training Policy? How should Julian proceed?

Because the Organization limits access to the competition floor, Julian would need to ensure that another Adult Participant is present whenever performing athletic training modalities. Julian and the Organization must also ensure that parents/guardians have given consent within the year.

Does Julian need to take the *SafeSport Trained Core*?

YES. Julian is not on site for emergencies only, he is on site to perform massages and athletic training modalities. Because of Julian's potential for Regular Contact with Minor Athletes and the type of medical services he will provide, Julian must take the *SafeSport Trained Core*.

SCENARIOS – ATHLETIC TRAINING MODALITIES, MESSAGES, AND RUBDOWNS

Julian, the NGB's staff athletic trainer, is asked to go to a local gym that is not affiliated with the NGB. The purpose of Julian's visit is to provide treatment to a Minor Athlete who is involved in the NGB's national team program after the Minor Athlete's individual training session.

If Julian goes to this gym that is not affiliated or under the jurisdiction of the NGB and treats the Minor Athlete, will he need to follow the Athletic Training Modalities, Messages, and Rubdowns Policy of the MAAPP?



YES. The Athletic Training Modalities, Messages, and Rubdowns Policy follows all In-Program Contact. This treatment is an injury related to sport that the trainer has been treating, and the treatment is being provided by an Adult Participant to a Minor Athlete. The three prongs (Adult Participant, Minor Athlete, related to participation in sport) are met in this situation for **In-Program Contact**.



LOCKER ROOMS AND CHANGING AREAS

POLICY EXPLANATION

The following are the requirements for all one-on-one In-Program locker room and changing areas with Minor Athletes:

- 1** | All one-on-one In-Program interactions between an Adult Participant and Minor Athlete in a locker room or changing area must be:
 - A** Observable: the contact must be able to be seen by another individual (adult or minor).¹⁹
 - B** Interruptible: another individual (adult or minor) must be able to stop the interaction easily.
- 2** | One-on-one In-Program interactions between an Adult Participant and Minor Athlete in a locker room do not have to be observable and interruptible:
 - A** When there is an emergency.
 - B** When there is a Dual Relationship. (This exception does **NOT** apply in showers.)
 - C** When there is a Close-in-Age Exception that applies.
 - D** If the Minor Athlete needs a Personal Care Assistant and all the requirements have been met for the **Personal Care Assistant**.
- 3** | **Monitoring:** locker rooms and changing areas must be monitored by the organization to ensure all policy requirements are being followed. Monitoring should occur at all sanctioned events, facilities owned by the organization (full jurisdiction) or facilities rented/utilized for practices/events (partial jurisdiction).

¹⁹ Under the Protecting Young Victims from Abuse and Safe Sport Authorization Act of 2017 the Center is charged with creating “reasonable procedures to limit one-on-one interaction 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.” The Center strongly recommends that a second adult be present to make contact between a minor and an adult observable and interruptible but also acknowledges that this may not be reasonable in all situations.

- 4** | A semi-private or private place to change clothes or undress must be provided for Minor Athletes at all sanctioned events or facilities that are partially or fully under the Organization's jurisdiction.
- A** A semi-private area is an area that is not separate from where other individuals are changing but offers the Minor Athlete some privacy to change. For example, a bathroom stall with a door would meet this requirement. A semi-private area can also be created by a partition or drapery.
- B** A private area is an area separated completely from anyone else changing. This area would be fully enclosed with a door, and no other individual would be able to enter without the Minor Athlete's permission. This could be a single restroom or family restroom, where the Minor Athlete can change alone and lock the door.
- 5** | The photographic or recording capabilities of any device is prohibited in any area that is designated as a place for changing clothes.
- 6** | No Adult Participant can change clothes or behave in a way that causes them to intentionally or recklessly expose their breast, buttocks, groins, or genitals to a Minor Athlete.
- 7** | No Adult Participant can shower with Minor Athletes, except for the following circumstances:
- A** The Adult Participant has no authority over the Minor Athlete and is not more than four years older than the Minor Athlete. (Close-in-Age Exception)
- B** The Adult Participant and Minor Athletes are wearing swimwear and the shower is part of a pre- or post-activity rinse.
- C** **NOTE: A dual relationship exception does NOT apply during showering.**

At any time, a parent/guardian can request that their Minor Athlete not shower or change with the Organization or Adult Participants subject to this policy. This request must be followed by the Organization and the Adult Participant.

- 8** | Media and championship celebrations – recording and photography is permitted in locker room and changing rooms for the purpose of highlighting a sport or accomplishment. The following requirements must be met for this to be allowed:
- A** Consent is received from parents/guardians.
- B** The Organization has approved.
- C** There are two or more Adult Participants present.
- D** Everyone is fully clothed.
- 9** | Personal Care Assistants can be with the Minor Athletes in Locker Room and Changing Areas where there are other Minor Athletes in addition to the Minor Athlete they are assisting, as long as they meet all the **Personal Care Assistant** requirements.

SCENARIOS – LOCKER ROOMS AND CHANGING AREAS²⁰

Emily's LAO team has a competition next weekend at a rental facility that does not have locker rooms available. As Board President, she put out a notice about how the club will provide changing areas for the athletes of all teams competing (ages 17-25). Each team's athletes will have 15 minutes allotted to them before competition where the restrooms in the facility will be used as changing rooms. While the athletes are changing, there will be volunteers monitoring changing rooms to ensure that Adult Participants are not one-on-one with Minor Athletes.

Does this solution follow the Locker Room and Changing Areas Policy?

YES. The volunteer monitoring the changing area should ensure that Adult Participants are not one-on-one with Minor Athletes in the restrooms while they are being used as changing rooms. The LAO should also ensure that Adult Participants are not exposing themselves to Minor Athletes.

Emily, the LAO Board President, is planning an event at a local facility that will not have locker rooms available. The LAO advised athletes that they should arrive to the competition dressed and should not need access to changing areas during the competition. There will be public restrooms available for any unplanned situations that may occur.

Has Emily followed the Locker Room Policy?

YES. The LAO stated that locker rooms will not be needed at this competition site but will still have restrooms available for any situation where a Minor Athlete may need to change on site. Restroom stalls would be considered a semi-private area for changing.

Do the public restrooms need to be monitored at this event?

NO. The LAO is not using a designated locker room or changing area and it advised that all athletes should come to the event changed, so the LAO does not need to provide monitors.

²⁰ Each of these scenarios are based on the minimum mandatory components of the Center's Model MAAPP. Every Organization may choose to go beyond these minimum requirements and set standards that are stricter. Adult Participants must be familiar with their respective Organization's policies and be aware of all requirements.

SCENARIOS – LOCKER ROOMS AND CHANGING AREAS

Stefan, an NGB coach, is walking by the doorway to a locker room when he hears someone yelling inside. Stefan quickly goes inside and finds Jeremy, a Minor Athlete, clutching his foot—Jeremy has a bad cut. Only Stefan and Jeremy are in the locker room.

Has Stefan followed the requirements of the Locker Room Policy?

YES. Because Stefan thought someone was in distress, this situation qualifies as an emergency. As soon as Jeremy is safe, Stefan must immediately get another individual to join him in the locker room with Jeremy or move Jeremy to an area that is observable and interruptible. It is also recommended that Stefan document this emergency situation in accordance with his Organization's protocols.

Stefan, a national coach for a PSO, is attending a competition with his team, comprised of para-athletes. While getting ready for the competition, Stefan assists multiple Minor Athletes with getting dressed in the locker room. Stefan tells the team that all athletes must stay in the locker room until everyone is ready for competition.

Did Stefan follow the Locker Room Policy?

YES. Stefan can assist his athletes but must ensure that the interaction is observable and interruptible. By ensuring that all athletes are in the locker room while he is assisting them, the interaction is easily observed and can be stopped by another individual.²¹

²¹ Under the Protecting Young Victims from Abuse and Safe Sport Authorization Act of 2017 the Center is charged with creating "reasonable procedures to limit one-on-one interaction 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." The Center strongly recommends that a second adult be present to make contact between a minor and an adult observable and interruptible but also acknowledges that this may not be reasonable in all situations.

SCENARIOS – LOCKER ROOMS AND CHANGING AREAS

Alaric, a volunteer monitoring a locker room, followed Tyler, a Minor Athlete, into the locker room to comfort him because he is visibly upset after a bad race. Alaric (Adult Participant) is aware that there are no other individuals in the locker room.

Did Alaric follow the Locker Room Policy?

NO. All one-on-one interactions between a Minor Athlete and an Adult Participant in a Locker Room must be observable and interruptible unless an exception exists. In this scenario, because the situation is not an emergency circumstance and no other exception exists, the volunteer monitor should ask an additional individual to accompany him to check on Tyler to avoid a one-on-one interaction.

As a volunteer monitor, can Alaric be in the locker room while the team is there?

YES. It is often necessary that a monitor be in the locker room monitoring to ensure there is no peer-to-peer bullying, roughhousing, or dangerous behavior. Alaric can enter a locker room/changing area as a volunteer monitor as long as no one-on-one contact occurs between him and a Minor Athlete. Alaric can monitor the locker room inside or outside as needed by the Organization. Whenever possible, monitors should take care to avoid Minor Athletes who are actively changing. Additionally, in some situations, the age and number of Minor Athletes in a locker room should also be considered when assigning a monitor.

Tom, a 16-year-old Minor Athlete, is competing at an NGB National Event with his teammates. Tom is an exceptional athlete for his age, and the competitors at this competition are all over 20 years of age. After each dive, the competitors rinse off in the shower next to the pool.

Does this scenario follow the Locker Room and Changing Area Policy?

YES. Tom and his teammates are rinsing off after their dives and are wearing their swimwear. The age of the competitor is not an issue because they are all in their swimwear.

SCENARIOS – LOCKER ROOMS AND CHANGING AREAS

Kai, a Personal Care Assistant (PCA), is in the locker room with Elijah, a Minor Athlete, because he is assisting him in getting ready for his competition. Kai was hired by Elijah's parents to be his PCA, and because of his interactions with Elijah in the locker room, he could potentially have Regular Contact with Minor Athletes. Elijah's parents provided the PSO with written consent for Kai to be his PCA. Kai then completed the Center's *SafeSport Trained Core* course and the PSO's required screening policy.

Is Kai in compliance with the policy?



YES. As a PCA, Kai has met all the requirements and can be alone in the locker room with Elijah to assist him as needed.

Hayley, a Minor Athlete, and her LAO team just won a big game against their biggest rival and are celebrating in the locker room. Some of Hayley's teammates pull out their phones and begin taking selfies and pictures with their teammates. When the pictures are taken, everyone is fully clothed.

Is this conduct allowed in the locker room?




NO. It is not appropriate for anyone to be taking pictures in the locker room or in any other area designated as a place for changing clothes. The athletes taking selfies may accidentally take a picture of a teammate not fully clothed or take a picture of someone who does not want to be photographed and unknowingly pass that photo along to other individuals. The only exception to this policy is when the organization approves media and championship celebrations and all above stated requirements have been met.


SCENARIOS – LOCKER ROOMS AND CHANGING AREAS

An LAO utilizes a YMCA facility to practice. They do not rent out the entire facility during their practice time, and therefore, share locker room facilities with the general public.


How will the LAO provide a semi-private or private area for Minor Athletes to change?

-  **A** Many locker rooms also have bathroom stalls that can be used as a semi-private location for Minor Athletes to change.
- B** A facility may also have a family restroom that a Minor Athlete can use as a private location to change.
- C** If neither of these options are available, an LAO, PSO, or NGB can use a pop-up changing tent or put up drapery for the Minor Athletes to have a semi-private area to change.

Does the LAO need to communicate to the Minor Athletes what changing areas are available to them?

-  It is always in the best interest of the Minor Athlete to let them know all available changing areas designated for them. Otherwise, some Minor Athletes will not be aware that they can change in stalls or another private bathroom.

Does the LAO need to monitor the locker room even though not all individuals in the locker room will be covered by the policy?

-  **YES.** Since this locker room is open to individuals who are not covered by the policy, it is even more important to monitor the locker rooms. Adult Participants monitoring the locker rooms need to be sure they are never one-on-one with a Minor Athlete.



ELECTRONIC COMMUNICATIONS

POLICY EXPLANATION

Electronic communication includes but is not limited to phone calls, video calls and training sessions, texts, social media platforms (e.g., Facebook, Twitter, Instagram, WhatsApp, Snapchat, etc.), fitness applications, emails, and direct messaging.

The following are the requirements for all one-on-one Electronic Communications with Minor Athletes:

- 1** | All electronic communication between an Adult Participant and a Minor Athlete must be **open and transparent**, meaning that a parent/guardian, another adult family member of the Minor Athlete, or another Adult Participant must be copied or included on all communication. This includes responses to communications started by the Minor Athlete. The following are some exceptions to the Open and Transparent requirement:
 - A** When there is an emergency.
 - B** When there is a Dual Relationship.
 - C** When the Close-in-Age Exception applies.
 - D** If the Minor Athlete needs a Personal Care Assistant and all the requirements have been met for **Personal Care Assistants**.
- 2** | The only electronic platforms (e.g., smart phone applications, athletic applications, social media applications) that can be used to communicate with Minor Athletes are those that allow for Open and Transparent communication.
- 3** | All team communication or communications with more than one Minor Athlete from an Adult Participant must copy or include another Adult Participant, or the Minor Athletes' parents/guardians.
- 4** | All communication should be professional in nature (related to In-Program activities) unless one of the above stated exceptions exists. Content can discuss practice, competition, organizational events, etc.
- 5** | At any time, parents/guardian can request that direct communication to Minor Athletes cease and that all communication go through the parent/guardian. The Organization must honor this request, except in emergency situations.

SCENARIOS – ELECTRONIC COMMUNICATIONS²²

Sarah, an LAO coach, sends a text in a group chat to Olivia (17) and her teammates, all 16 or 17 years old. Sarah does not copy anyone else on this text.

Is this permissible under the Electronic Communication Policy?

NO. This communication does not follow the Electronic Communications Policy. Sarah must copy another Adult Participant (e.g., coach, LAO staff member) or each of the Minor Athletes' parents/guardians for her communication to be in compliance.

Stacey, a 22-year-old adult athlete on an NGB national team, messages her teammate, Olivia, a 17-year-old Minor Athlete, to tell her that she will not be at the competition this weekend. Stacey also lets Olivia know that it was not an emergency.

Is this acceptable under the Electronic Communication Policy?

NO. Because Stacey is more than four years older than Olivia, she does not fall into the Close-in-Age Exception and must follow the Electronic Communications Policy by making sure the communication is Open and Transparent.

Practice starts in an hour, but Sarah, an LAO head coach, just received word that the county is under a tornado watch. Sarah determines it is safer for her 17U team to stay home, and to ensure that they all get notified, she decides to call them individually.

Was Stacey adhering to the Electronic Communications Policy when she called each Minor Athlete directly?

YES. The incoming weather is an emergency and could threaten the safety of the Minor Athletes. The decision to call the Minor Athletes is in the best interest of the athletes and would not be a violation of the policy. It is recommended that this emergency be documented via email or other means that are in accordance with the Organization's policies or emergency protocols.

²² Each of these scenarios are based on the minimum mandatory components of the Center's Model MAAPP. Every Organization may choose to go beyond these minimum requirements and set standards that are stricter. Adult Participants must be familiar with their respective Organization's policies and be aware of all requirements.

SCENARIOS – ELECTRONIC COMMUNICATIONS

Olivia, a 17-year-old Minor Athlete, sends a text to her coach, Sarah (Adult Participant), to see what time practice starts tomorrow.

How should Sarah respond?



Sarah should reply and copy either Olivia's parent/guardian, another adult family member, or another Adult Participant on the text to ensure she is following the Electronic Communications Policy.

Olivia, a 17-year-old Minor Athlete on an NGB team, calls her coach, Sarah (Adult Participant).

Is it okay for Sarah to answer the call?




YES. Sarah can answer a call from a Minor Athlete, as the athlete could be calling because of an emergency. Sarah should answer the call and keep the conversation short and to the point. If she is with another Adult Participant, she could also put the call on speaker when she answers. Once it has been determined that the call is not an emergency, Sarah should reschedule it to a time when an additional Adult Participant, Olivia's parent/guardian, or another adult family member can join. If it is an emergency, Sarah should document the phone call in accordance with her Organization's policies and emergency protocols.

SCENARIOS – ELECTRONIC COMMUNICATIONS


Sarah, an LAO head coach, invites her team to use a team communication app as their primary form of communication for all updates, announcements, and questions. All parents are invited to be a part of the team group so they can also see the communication.

Is this app considered Open and Transparent?

 **YES.** As long as Sarah only posts to the team group channel that includes another Adult Participant or each of the Minor Athletes' Parent/Guardian, this form of communication would be considered Open and Transparent. Sarah must not communicate one-on-one with Minor Athletes through this app without copying another Adult Participant, the Minor Athlete's Parent/Guardian, or another adult family member.

John, a PSO coach for Olivia, a 17-year-old Minor Athlete, sends a text to her and copies her parents to ensure he has followed the Electronic Communication Policy. Olivia's parents ask John if he can remove them from communication, as they trust Olivia to inform them of any changes in his training.


Can John contact Olivia without copying her Parents/Guardians if he copies another Adult Participant on the communication instead?

 **YES.** John must copy another Adult Participant or another adult family member of Olivia's on any one-on-one communications with Olivia, even if her parents do not want to be copied or included in communications.

SCENARIOS – ELECTRONIC COMMUNICATIONS


Riley, an NGB Staff member, receives an email from an athlete asking if they can try out for the high-performance team. Riley is unaware of the age of the athlete, so he responds without copying another Adult Participant, parent/guardian, or an adult family member.

Is this acceptable under the Electronic Communication Policy?

 **NO**, if the Athlete is a Minor Athlete it is a violation of the policy. If Riley is able to find out the athlete's age, he should determine this information before responding. If Riley is unable to determine the athlete's age, he should use caution and copy another Adult Participant on his response.

Tanner, a PCA and Adult Participant, sends a text to Liam, a 15-year-old Minor Athlete, to let him know what time he will arrive at his house to pick him up for practice. He does not copy Liam's parents, an adult family member, or another Adult Participant. Tanner has met all the requirements for the PCA exception.

Is this communication acceptable under the Electronic Communication Policy?

 **YES**. Since Tanner has met the PCA requirements, he does not need to copy a parent/guardian, an adult family member, or another Adult Participant.



TRANSPORTATION

POLICY EXPLANATION


The following are the requirements for In-Program Travel with Minor Athletes:

- 1** | An Adult Participant **can** transport a Minor Athlete one-on-one during In-Program travel, if:
 - A** There is an emergency.
 - B** There is a Dual Relationship between the Adult Participant and Minor Athlete.
 - C** There is a Close-in-Age Exception between the Adult Participant and Minor Athlete.
 - D** The Adult Participant is a Personal Care Assistant and has met all the Personal Care Assistant Requirements.
 - E** The Minor Athlete's parent/guardian has provided written consent before the transportation. This consent must be obtained yearly and can be withdrawn at any time.
- 2** | The Adult Participant is accompanied by another Adult Participant or at least two minors.
- 3** | Written consent is required annually for all transportation sanctioned by an NGB, PSO, USOPC, or LAO.

SCENARIOS – TRANSPORTATION²³


Josette, an LAO head coach, is in a rush after practice and needs to leave quickly for a hair appointment. Other teams are still practicing at the facility when Josette's team ends their practice. All athletes from Josettes's team have been picked up except for April, a Minor Athlete, who says that her parents are running late. Josette takes April home so that she can get to her appointment.

Did Josette follow the Transportation Policy?

 **NO.** Without advance written consent, or at least one other minor or Adult Participant also in the vehicle, Josette is in violation of the policy. Josette should proactively communicate with parents about potential conflicts so that this situation can be avoided.

Sybil, an LAO staff member and parent, is part of a carpool with three other parents. She does not have written consent to travel with the other Minor Athlete, but her Minor Athlete is always in the car when she has another Minor Athlete in the car. Additionally, this carpool was not planned by the LAO but between parents.

Is Sybil in compliance with the Transportation Policy?

 **YES.** Sybil is never one-on-one with an unrelated Minor Athlete; therefore, she does not need to obtain written consent for the carpool travel. If something occurred that would cause her to be one-on-one with the Minor Athlete, she would need to get written consent before traveling with that minor because of her role as an LAO staff member.

²³ Each of these scenarios are based on the minimum mandatory components of the Center's Model MAAPP. Every Organization may choose to go beyond these minimum requirements and set standards that are stricter. Adult Participants must be familiar with their respective Organization's policies and be aware of all requirements.

SCENARIOS – TRANSPORTATION

Cade has known and coached Ben, a 10-year-old Minor Athlete, for years. This year, Ben's parents mention to Cade that both of their work schedules would prevent them from getting Ben to his PSO-organized training sessions on time. Cade offers to drive Ben to the training sessions. Ben's parents agree and sign a written consent form for this arrangement.

Is Cade following the Transportation Policy?



YES. With advance, written consent from Ben's parents, Cade can transport Ben one-on-one during In-Program travel. Cade should ensure that written consent is obtained annually.

Matt, a Minor Athlete, gets hit in the head during a competition and has a large gash over his eye. The athletic trainers on-site think the best thing to do is get him to the hospital instead of waiting for the ambulance. Matt's parents did not make the trip to the competition, so Yvette (the LAO athletic trainer) takes Matt to the hospital while the assistant athletic trainer stays behind to monitor the remainder of the game.

Did Yvette adhere to the Transportation Policy when she took Matt to the hospital?



YES. This is an emergency and the policy does not apply in this situation. The Center does recommend that this incident be documented in some fashion. The documentation can be through email or through any method the Organization already utilizes for emergency situations.

Cade, an NGB national team head coach, arranged travel to take his team to the national tournament. The team consists of 16 and 17-year-olds. Cade collected written consent forms from all the parents/guardians of the Minor Athletes traveling on the bus.

Is Cade following the Transportation Policy?



YES. Cade arranged the travel and obtained consent as required by the policy.



LODGING

POLICY EXPLANATION

The following are the requirements for one-on-one In-Program Lodging with Minor Athletes:

- 1** | All interactions between an Adult Participant and Minor Athlete during In-Program lodging must be:
 - A** Observable: the contact must be able to be seen by another individual (adult or minor).
 - B** Interruptible: another individual (adult or minor) must be able to stop the interaction easily.
- 2** | Hotel Rooms/Other sleeping arrangements – An Adult Participant cannot share a hotel room or sleep in the same room with a Minor Athlete(s) except:
 - A** When the Close-In-Age exception applies and the Minor Athlete's parent/guardian provides written consent before the lodging arrangement occurs.
 - B** When the Dual Relationship exception applies and the Minor Athlete's parent/guardian provides written consent before the lodging arrangement occurs.
 - C** The Minor Athlete has a Personal Care Assistant who meets all the Personal Care Assistant Requirements and the Minor Athlete's parent/guardian provides written consent before the lodging arrangement occurs.

POLICY EXPLANATION – LODGING

- 3** | All In-Program Contact at a hotel or lodging site must be observable and interruptible except:
 - A** When there is an emergency.
 - B** When there is a Dual Relationship.
 - C** Where the Close-in-Age Exception applies; or
 - D** If the Minor Athlete needs a Personal Care Assistant and all the requirements have been met for **Personal Care Assistants**.
- 4** | Written consent from a Minor Athlete's parent/guardian is required for all In-Program lodging at least annually.
- 5** | Monitoring – Monitoring is not a requirement of the policy, but if an organization or team performs room checks, the One-on-One Interactions Policy must be followed.
- 6** | For lodging authorized or funded by the Organization, Adult Participants traveling with the Organization must agree to and sign the organization's lodging policy on a yearly basis.
- 7** | Any Adult Participant that travels overnight with a Minor Athlete is assumed to have "Authority" over Minor Athletes. This means all these individuals will be required to complete the *SafeSport Trained Core*.

SCENARIOS – LODGING²⁴

Liv's National Level team (16 and 17-year-olds) traveled out of state for a weekend tournament. All travel and lodging were sanctioned by the LAO. There were 12 Minor Athletes, two coaches, and two parents who agreed to come along as chaperones. The entire team is staying on the third floor of a local hotel near where the tournament is taking place. The Minor Athletes are sharing rooms (four to a room) and each adult gets their own room.

Are the two parents who came on the trip now considered Adult Participants and required to complete the *SafeSport Trained Core*?

YES. The parents have been authorized by the LAO to have authority over the Minor Athletes and now qualify as Adult Participants. Additionally, any Adult Participant who travels overnight with Minor Athletes has Authority over minors, triggering the requirement to take the *SafeSport Trained Core*.

Can the coach perform room checks each night to confirm the Minor Athletes are in their room by their designated curfew?

YES. A coach can perform room checks, BUT they must follow the One-on-One Interaction Policy.

For this lodging arrangement, are there any consent forms that need to be signed?

YES. Since this arrangement was made by the LAO, there are consent forms that need to be signed. The LAO must have written consent at least annually for all lodging sanctioned by the Organization from all parents of Minor Athletes. Adult Participants traveling on the trip need to agree to and sign the organization's lodging policy annually.

²⁴ Each of these scenarios are based on the minimum mandatory components of the Center's Model MAAPP. Every Organization may choose to go beyond these minimum requirements and set standards that are stricter. Adult Participants must be familiar with their respective Organization's policies and be aware of all requirements.

SCENARIOS – LODGING

Amara, a 17-year-old Minor Athlete, is traveling with her team out of state for a tournament this weekend. The NGB made all arrangements for lodging. Amara and Sheila, a 20-year-old athlete and an Adult Participant on Amara's team, will be sharing a room during the tournament. The NGB obtained written consent for this lodging arrangement prior to departure for the event, and Sheila signed off on the Organization's lodging policy at the beginning of the season when she renewed her membership.

Is this lodging arrangement acceptable under the Lodging Policy?



YES. Sheila meets the Close-in-Age Exception and signed the NGB's lodging policy. The NGB also obtained consent prior to lodging arrangement. All policy requirements were met for Amara and Sheila to share a hotel room.

In addition to being Jenna's (14-year-old Minor Athlete) head coach, Carol, is also considered Jenna's aunt due to her longtime friendship with Jenna's mom. Carol and Jenna's PSO team has a tournament out of town and Jenna's parents cannot attend, so Carol agreed to take Jenna. Carol has a Dual Relationship consent form on file with the PSO that gives her an exemption as permitted in the MAAPP. Since Carol and Jenna are sharing a hotel room, Carol also obtained consent for this specific lodging arrangement.

Based on the policy, can Carol and Jenna share a hotel room?




YES. Carol followed all the appropriate requirements and can share a room with Jenna due to the Dual Relationship exception.


SCENARIOS – LODGING

Kol, an NGB Staff Member, volunteered to take his son and four of his son's teammates to an event out of state because the teammates' parents could not travel to the event. Kol found a shared lodging arrangement near the event with three bedrooms and three bathrooms. Kol and his son will share one room and the four other Minor Athletes will share the other two rooms.


Is this lodging arrangement allowed under the policy?

 **YES.** Shared lodging arrangements may be allowed under the policy if no Adult Participant is sleeping in the same room as a Minor Athlete. Remember that the One-on-One Interaction Policy still applies for In-Program Contact at the lodging site. Since Kol is an Adult Participant because of his role as an NGB Staff member, all his interaction with the Minor Athletes must be observable and interruptible.

Is Kol considered an Adult Participant who needs to take the *SafeSport Trained Core*?

 **YES.** Kol is an NGB Staff member, and because of that role, he is required to take the training. If Kol was not an NGB Staff member, he would not need to take the *SafeSport Trained Core* because he would not be considered an Adult Participant from this situation alone.

For this lodging arrangement are there any consent forms that need to be signed?

 **YES.** Kol must obtain written consent for all Minor Athletes because this lodging arrangement is considered In-Program.

SCENARIOS – LODGING

Tripp, Georgie's parent, volunteered to take Georgie, a Minor Athlete, and three of her teammates to an event out of state because the teammates' parents could not travel to the event. Tripp found a shared lodging arrangement near the event, and he had his own room while Georgie and her teammates shared the other rooms.

Is Tripp considered an Adult Participant who needs to take the *SafeSport Trained Core* because he is a parent who will be traveling with other Minor Athletes?

NO. Tripp would not be considered an Adult Participant due to this event alone because, as a parent, he is working with other parents to arrange travel. If Tripp has other roles or meets the definition of Adult Participant, then he would need to take the *SafeSport Trained Core*, but being a parent who arranges travel with other parents or traveling to a sanctioned event with his child and his child's teammates does not qualify him as an Adult Participant.

Is this lodging arrangement allowed under the policy?

This lodging arrangement was made by a parent who is not an Adult Participant and other parents of the team. This arrangement would not be covered by the policy because it does not involve In-Program Contact by a Minor Athlete and an Adult Participant.

For this lodging arrangement, are there any consent forms that need to be signed?

NO. This lodging arrangement was made by parents on the team and not by the LAO or the NGB. It is not covered by the policy, and therefore, no consent forms would need to be obtained.

SCENARIOS – LODGING

The LAO planned a Team Retreat for Luke, an LAO head coach, and his athletes at a sleepaway camp out of town. The cabin that the team will be staying at is an open space with bunkbeds and one shared bathroom. The team is comprised of athletes aged 16 to 21.

Is this lodging arrangement acceptable under the Lodging Policy?

NO. Because of the age range of the athletes, not everyone will meet the Close-in-Age Exception, and the lodging arrangement would not be acceptable. Luke would need to have a separate cabin for athletes who do not meet the Close-in-Age Exception. Additionally, parent/guardian consent must be obtained in advance for any lodging arrangement where a Minor Athlete shares a cabin with an Adult Participant who meets the Close-In-Age Exception.

Can Luke stay in the cabin with the team?

NO. Luke cannot sleep in the same room as Minor Athletes. If there was a separate bedroom in the cabin, Luke could stay in the separate bedroom.

Rudy, an LAO head coach, offered to let Shaun, a Minor Athlete, stay at his home over the summer to ensure that Shaun is able to attend every team training camp held at the training facility near Rudy's house. Shaun will have his own car to use and will be staying in a garage apartment separate from Rudy's house.

Is this acceptable under the Lodging Policy?

YES. Rudy will be staying in a separate room from Shaun, so this is not a violation of the Lodging Policy. Remember that Rudy must still follow the Education and Training Policy and the Required Prevention Policies within the MAAPP, as this arrangement is considered In-Program contact.

Does Rudy need to obtain written consent from Shaun's Parent/Guardian for this arrangement?

YES. Written consent is required for all In-Program lodging.



CONCLUSION: NEXT STEPS

FOR NGBs, PSOs, AND THE USOPC, THE CENTER IS AVAILABLE TO OFFER ADDITIONAL SUPPORT. HERE ARE A FEW WAYS THAT WE CAN ASSIST:

- **General Assistance:** Not sure how to implement a policy? Facing a logistical challenge? We will assist in finding a solution that works for your organization.
- **Consent Forms:** To assist organizations with compliance, the Center has provided consent form templates for all policies and exceptions found throughout the MAAPP
- **Site Visits:** The Center will conduct voluntary Site Visits at regular intervals, allowing for direct feedback on the implementation of the MAAPP requirements at competitions and training sites.
- **Membership Structure:** The Center can provide insight into successful membership structures and provide feedback on an Organization's current structure.
- **Education and Training Requirements:** The Center can provide training and answer questions and concerns related to training requirements and resources.

LAOs, Adult Participants, Volunteers, and Parents should reach out directly to their Organization with questions related to MAAPP compliance.



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