

1. **Purpose** Kiefer Youth Sports is committed to providing a safe and nurturing environment for all participants, including players, coaches, volunteers, and staff. This sexual abuse policy outlines our zero-tolerance approach towards any form of sexual abuse or misconduct within our organization, including but not limited to electronic communication, transportation, photography, gifts, and contact outside of the program.
2. **Definitions**
 - **Sexual Abuse:** Any conduct of a sexual nature, including but not limited to sexual advances, inappropriate touching, sexual harassment, or exploitation of a minor.
 - **Minor:** Any individual under the age of 18 years old.
3. **Prevention Measures**
 - a. **Screening:** All coaches, volunteers, and staff members involved in Kiefer Youth Sports must undergo thorough background checks before assuming their roles.
 - b. **Training:** All adults interacting with minors must complete training on recognizing and preventing sexual abuse. Training sessions will cover appropriate behavior, recognizing signs of abuse, reporting procedures, and creating safe boundaries.
 - c. **Code of Conduct:** Kiefer Youth Sports has a Code of Conduct that explicitly prohibits any form of sexual misconduct, including electronic communication, transportation, photography, gifts, and contact outside of the program. This code applies to all individuals associated with the league and sets clear expectations for appropriate behavior.
 - d. **Two-Deep Leadership:** Whenever possible, there should be at least two responsible adults present during activities involving minors to prevent situations where an adult is alone with a minor.
4. **Electronic Communication**
 - a. **Guidelines:** All electronic communication (e.g., emails, text messages, social media) between adults and minors should be conducted within the boundaries of the program. Personal or inappropriate communication is strictly prohibited.
 - b. **Transparency:** Parents/guardians should be aware of and have access to any electronic communication between their child and adults associated with the league.
5. **Transportation**
 - a. **Permission:** Transportation of minors by adults associated with the league must have prior parental/guardian consent and follow established safety protocols.
 - b. **No One-on-One Rides:** Adults should not transport minors alone unless absolutely necessary and with parental/guardian permission.
6. **Photography**
 - a. **Consent:** Photography or video recording of minors should have parental/guardian consent and be used for league-related purposes only.
 - b. **Privacy:** Images or videos should not be shared publicly without appropriate consent, and sensitive areas of privacy should be respected.
7. **Gifts**
 - a. **Prohibition:** Adults associated with the league should not give gifts or favors to minors that could be perceived as grooming or manipulation.
 - b. **Transparency:** Any gifts exchanged within the program should be appropriate, transparent, and not violate the league's policies or code of conduct.

8. **Contact Outside of the Program**
 - a. **Boundaries:** Adults should maintain professional boundaries when interacting with minors outside of league activities.
 - b. **Parental Awareness:** Parents/guardians should be informed of and approve any contact initiated by adults associated with the league outside of official program activities.
9. **Reporting Procedures**
 - a. **Mandatory Reporting:** Any suspicions or allegations of sexual abuse or misconduct, including violations related to electronic communication, transportation, photography, gifts, or contact outside of the program, must be reported immediately to the league's designated Child Safety Officer (CSO) or appropriate law enforcement authorities.
 - b. **Confidentiality:** Reports of sexual abuse or misconduct will be handled with the utmost confidentiality, with information shared only with those directly involved in the investigation and reporting process.
 - c. **No Retaliation:** Retaliation against individuals who report suspected abuse or misconduct in good faith is strictly prohibited and will result in disciplinary action.
10. **Response and Investigation**
 - a. **Prompt Response:** Upon receiving a report of sexual abuse or misconduct, the league will promptly investigate the allegations following established procedures.
 - b. **Support for Victims:** The league will provide support and resources to victims of sexual abuse or misconduct, including access to counseling services and guidance on legal options.
 - c. **Disciplinary Action:** If an individual is found to have engaged in sexual abuse or misconduct, appropriate disciplinary action will be taken, which may include suspension or expulsion from the league and reporting to relevant authorities.
11. **Awareness and Education**
 - a. **Parental/Guardian Education:** Parents/guardians will receive information about the league's sexual abuse policy, reporting procedures, and resources for discussing safety with their children, including guidelines regarding electronic communication, transportation, photography, gifts, and contact outside of the program.
 - b. **Player Education:** Age-appropriate education on personal safety, boundaries, and recognizing inappropriate behavior will be integrated into player development programs, including discussions about electronic communication, transportation, photography, gifts, and contact outside of the program.
12. **Review and Updates** This sexual abuse policy, including provisions related to electronic communication, transportation, photography, gifts, and contact outside of the program, will be reviewed annually by the league's board of directors to ensure its effectiveness and relevance. Updates and revisions will be made as necessary to reflect best practices and legal requirements.
13. **Compliance** All individuals associated with Kiefer Youth Sports are expected to comply fully with this sexual abuse policy, including guidelines regarding electronic communication, transportation, photography, gifts, and contact outside of the program. Failure to do so may result in disciplinary action, up to and including dismissal from the league.

Kiefer Youth Sports is committed to creating a safe and enjoyable experience for all participants. Together, we can prevent sexual abuse and protect the well-being of our youth.

REQUIRED POLICIES FOR ONE-ON-ONE INTERACTIONS

Kiefer Youth Sports recognizes that youth-adult relationships can be healthy and valuable for development. Policies on one-on-one interactions protect children while allowing for these beneficial relationships. As child sexual abuse is often perpetrated in isolated, one-on-one situations, it is critical that organizations limit such interactions between youth and adults and implement programs that reduce the risk of sexual abuse.

ONE-ON-ONE INTERACTIONS

A. Mandatory Components

1. Observable and Interruptible

- a. All one-on-one In-Program Contact between an Adult Participant and a Minor Athlete must be observable and interruptible, except in emergency circumstances.
- b. 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:
 - i. When a Dual Relationship exists; or
 - ii. When the Close-in-Age Exception applies; or
 - iii. If a Minor Athlete needs an Adult Participant Personal Care Assistant, and:
 - (1) the Minor Athlete's parent/guardian has provided written consent to the Organization for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
 - (2) the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and
 - (3) the Adult Participant Personal Care Assistant has complied with the Organization's screening policy; or
 - iv. In other circumstances specifically addressed in this policy that allow for certain one-on-one interactions if the Organization receives parent/guardian consent.

MEETINGS AND TRAINING SESSIONS

A. Mandatory Components

1. Observable and Interruptible

Adult Participants must follow the one-on-one interaction policy in all meetings and training sessions where Minor Athlete(s) are present.

2. Individual Training Sessions

- a. One-on-one, In-Program, individual training sessions must be observable and interruptible except if:
 - i. A Dual Relationship exists; or
 - ii. The Close-in-Age Exception applies; or
 - iii. A Minor Athlete needs an Adult Participant Personal Care Assistant, and:
 - (1) the Minor Athlete's parent/guardian has provided written consent to the Organization for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and

(2) the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and

(3) the Adult Participant Personal Care Assistant has complied with the Organization's screening policy.

b. The Adult Participant providing the individual training session must receive advance, written consent from the Minor Athlete's parent/guardian at least annually, which can be withdrawn at any time; and

c. Parents/guardians must be allowed to observe the individual training session.

B. Recommended Components

1. Monitoring

If a permitted meeting or training session takes place between an Adult Participant(s) and a Minor Athlete(s) at a facility partially or fully under the Organization's jurisdiction, another Adult Participant will monitor each meeting or training session. Monitoring includes reviewing the parent/guardian consent form, knowing that the meeting or training session is occurring, knowing the approximate planned duration of the meeting or training session, and dropping in on the meeting or training session.

2. Parent Training

Parents/guardians receive education and training on child abuse prevention before providing consent for their Minor Athlete to have a meeting or training session with an Adult Participant subject to these policies.

ATHLETIC TRAINING MODALITIES, MESSAGES, AND RUBDOWNS

This policy has been struck, as no rubdowns or massages on minor athletes by Kiefer Youth Sports staff or volunteers will be permitted.

A. Mandatory Components

1. Athletic training modality, massage, or rubdown

All In-Program athletic training modalities, massages, or rubdowns of a Minor Athlete must:

a. Be observable and interruptible; and

b. Have another Adult Participant physically present for the athletic training modality, massage, or rubdown; and

c. Have documented consent as explained in subsection (2) below; and

d. Be performed with the Minor Athlete fully or partially clothed, ensuring that the breasts, buttocks, groin, or genitals are always covered; and

e. Allow parents/guardians in the room as an observer, except for competition or training venues that limit credentialing.

2. Consent

a. Providers of athletic training modalities, massages, and rubdowns or the NGB or USOPC, when applicable, must obtain consent at least annually from Minor Athletes' parents/guardians before providing any athletic training modalities, massages, or rubdowns.

b. Minor Athletes or their parents/guardians can withdraw consent at any time.

B. Recommended components

1. Parent Training

Parents/guardians receive the education and training on child abuse prevention before providing consent for their Minor Athlete to receive an athletic training modality, massage, or rubdown.

2. The provider should narrate the steps in the massage, rubdown, or athletic training modality

before taking them, seeking assent of the Minor Athlete throughout the process.

3. When possible, techniques should be used to reduce physical touch of Minor Athletes.

4. Only licensed providers should administer a massage, rubdown, or athletic training modality.

5. Coaches, regardless of whether they are licensed massage therapists, should not massage

Minor Athletes

LOCKER ROOMS AND CHANGING AREAS

A. Mandatory Components

Minor athletes should arrive at games in game attire. The only acceptable locations for changing to or from game attire are restrooms or areas specifically designated as changing areas. When changing must occur at game locations:

1. Observable and Interruptible

Adult Participants must ensure that all one-on-one In-Program Contact with Minor Athlete(s) in a locker room, changing area, or similar space where Minor Athlete(s) are present is observable and interruptible, except if:

a. A Dual Relationship exists; or

b. The Close-in-Age Exception applies; or

c. A Minor Athlete needs a Personal Care Assistant and:

i. the Minor Athlete's parent/guardian has provided written consent to the Organization for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and

ii. the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and

iii. the Adult Participant Personal Care Assistant has complied with the Organization's screening policy.

2. Conduct in Locker Rooms, Changing Areas, and Similar Spaces

a. No Adult Participant or Minor Athlete can use the photographic or recording capabilities of any device in locker rooms, changing areas, or any other area designated as a place for changing clothes or undressing.

b. Adult Participants must not change clothes or behave in a manner that intentionally or recklessly exposes their breasts, buttocks, groins, or genitals to a Minor Athlete.

c. Adult Participants must not shower with Minor Athletes unless:

i. The Adult Participant meets the Close-in-Age Exception; or

ii. The shower is part of a pre- or post-activity rinse while wearing swimwear.

d. Parents/guardians may request in writing that their Minor Athlete(s) not change or shower with Adult Participant(s) during In-Program Contact. The Organization and the Adult Participant(s) must abide by this request.

3. Media and Championship Celebrations in Locker Rooms

The Organization may permit recording or photography in locker rooms for the purpose of

highlighting a sport or athletic accomplishment if:

- i. Parent/legal guardian consent has been obtained; and
- ii. The Organization approves the specific instance of recording or photography; and
- iii. Two or more Adult Participants are present; and
- iv. Everyone is fully clothed.

4. Personal Care Assistants

Adult Participant Personal Care Assistants are permitted to be with and assist Minor Athlete(s) in locker rooms, changing areas, and similar spaces where other Minor Athletes

are present, if they meet the requirements in subsection (1)(a)(iii) above.

5. Availability and Monitoring of Locker Rooms, Changing Areas, and Similar Spaces

- a. The Organization must provide a private or semi-private place for Minor Athletes that need to change clothes or undress at sanctioned events or facilities partially or fully under the Organization's jurisdiction.
- b. The Organization must monitor the use of locker rooms, changing areas, and similar spaces to ensure compliance with these policies at sanctioned events or facilities partially or fully under the Organization's jurisdiction.

ELECTRONIC COMMUNICATIONS

A. Mandatory Components

Electronic communication between coaches, volunteers, and minor athletes must be in approved group applications, such as GroupMe, where parents and other coaches communicate collectively.

1. Open and Transparent

a. All one-on-one electronic communications between an Adult Participant and a Minor Athlete must be Open and Transparent except:

- i. When a Dual Relationship exists; or
- ii. When the Close-in-Age Exception applies; or
- iii. If a Minor Athlete needs a Personal Care Assistant and:

(1) the Minor Athlete's parent/guardian has provided written consent to the Organization for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and

(2) the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and

(3) the Adult Participant Personal Care Assistant has complied with the Organization's screening policy.

b. Open and Transparent means that the Adult Participant copies or includes the Minor Athlete's parent/guardian, another adult family member of the Minor Athlete, or another Adult Participant.

• If a Minor Athlete communicates with the Adult Participant first, the Adult Participant must follow this policy if the Adult Participant responds.

c. Only platforms that allow for Open and Transparent communication may be used

to communicate with Minor Athletes.

2. Team Communication

When an Adult Participant communicates electronically to the entire team or any number

of Minor Athletes on the team, the Adult Participant must copy or include another Adult Participant or the Minor Athletes' parents/guardians.

3. Content

All electronic communication originating from an Adult Participant(s) to a Minor Athlete(s) must be professional in nature unless an exception in (1)(a) exists.

4 Electronic communications include, but are not limited to: phone calls, videoconferencing, video coaching, texting, and social media.

4. Requests to discontinue

Parents/guardians may request in writing that the Organization or an Adult Participant subject to this policy not contact their Minor Athlete through any form of electronic communication. The Organization and the Adult Participant must abide by any request to

discontinue, absent emergency circumstances.

B. Recommended components

1. Hours

Electronic communications should generally be sent only between the hours of 8:00 a.m.

and 8:00 p.m. local time for the location of the Minor Athlete.

2. Social Media Connections

Adult Participants, except those with a Dual Relationship or who meet the Close-in-Age Exception, are not permitted to maintain private social media connections with Minor Athletes and should discontinue existing social media connections with Minor Athletes.

TRANSPORTATION

A. Mandatory Components

1. Transportation

a. An Adult Participant cannot transport a Minor Athlete one-on-one during In-Program travel, except if:

i. A Dual Relationship exists; or

ii. The Close-in-Age Exception applies; or

iii. A Minor Athlete needs a Personal Care Assistant and:

(1) the Minor Athlete's parent/guardian has provided written consent to the Organization for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and

(2) the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and

(3) the Adult Participant Personal Care Assistant has complied with the Organization's screening policy; or

iv. The Adult Participant has advance, written consent to transport the Minor Athlete one-on-one obtained at least annually from the Minor Athlete's parent/guardian.

- b. Minor Athlete(s) or their parent/guardian can withdraw consent at any time.
- c. An Adult Participant meets the In-Program transportation requirements if the Adult Participant is accompanied by another Adult Participant or at least two minors.
- d. Written consent from a Minor Athlete's parent/guardian is required for all transportation by any Kiefer Youth Sports affiliated volunteer at least annually.

B. Recommended Components

1. Shared or Carpool Travel Arrangement

The Organization encourages parents/guardians to pick up their Minor Athlete first and drop off their Minor Athlete last in any shared or carpool travel arrangement.

2. Parent Training

Parents/guardians receive the U.S. Center for SafeSport education and training on child abuse prevention before providing consent for their Minor Athlete to travel one-on-one with an Adult Participant.

LODGING

A. Mandatory Components

1. Hotel Rooms and Other Sleeping Arrangements

a. All In-Program Contact at a hotel or lodging site between an Adult Participant and a Minor Athlete must be observable and interruptible, and an Adult Participant cannot share a hotel room or otherwise sleep in the same room with a Minor Athlete(s), except if:

i. A Dual Relationship Exists, and the Minor Athlete's parent/guardian has provided the Organization with advance, written consent for the lodging arrangement;

ii. The Close-in-Age Exception applies, and the Minor Athlete's parent/guardian has provided the Organization with advance, written consent for the lodging arrangement; or

iii. The Minor Athlete needs a Personal Care Assistant, and:

(1) The Minor Athlete's parent/guardian has provided advance, written consent to the Organization for the Adult Participant Personal Care Assistant to work with the Minor Athlete and for the lodging arrangement;

(2) The Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and

(3) The Adult Participant Personal Care Assistant has complied with the Organization's screening policy.

b. Written consent from a Minor Athlete's parent/guardian must be obtained for all In-Program lodging at least annually.

2. Monitoring or Room Checks During In-Program Travel

If the Organization or team performs room checks during In-Program lodging, the one-on-one interaction policy must be followed and at least two adults must be present for the room checks.

3. Additional Requirements for Lodging Authorized or Funded by the Organization

a. Adult Participants traveling with the Organization must agree to and sign the

Organization's lodging policy at least annually.

b. Adult Participants that travel overnight with Minor Athlete(s) are assumed to have Authority over Minor Athlete(s) and thus must comply with the Center's Education & Training Policy.

B. Recommended Components

Parent Training

Parents/guardians receive education and training on child abuse prevention before providing consent for lodging arrangements under this policy.

ADDITIONAL POLICIES FOR KEEPING YOUNG ATHLETES SAFE

A. Out-of-Program Contact

Adult Participants, who do not meet the Close-in-Age Exception nor have a Dual Relationship with a Minor Athlete, should not have out-of-program contact with Minor Athlete(s) without legal/parent guardian consent, even if the out-of-program contact is not one-on-one.

B. Gifting

1. Adult Participants, who do not meet the Close-in-Age Exception nor have a Dual Relationship with a Minor Athlete, should not give personal gifts to Minor Athlete(s).
2. Gifts that are equally distributed to all athletes and serve a motivational or education purpose are permitted.

C. Photography/Video

1. Photographs or videos of athletes may only be taken in public view and must observe generally accepted standards of decency.
2. Adult Participants should not publicly share or post photos or videos of Minor Athlete(s) if the Adult Participant has not obtained the Parent/Guardian and Minor Athlete's consent.