



SAFESPORT PROGRAM HANDBOOK

11/29/2017

Table of Contents

INTRODUCTION	4
SAFESPORT – WHERE OUR GAME PLAN BEGINS	4
DEFINITIONS.....	5
SECTION I – SAFESPORT POLICIES.....	6
Sexual Abuse and Misconduct	7
Physical Abuse and Misconduct.....	10
Examples of Physical Misconduct	10
Physical Contact in Training and Instruction.....	11
Emotional Abuse and Misconduct	11
Verbal Acts:	11
Physical Acts:.....	12
Acts that Deny Attention and Support:	12
Bullying, Threats and Harassment	12
Bullying.....	12
Threats	13
Harassment	13
Hazing.....	14
Willfully Tolerating Misconduct	14
SECTION II - ATHLETE PROTECTION POLICIES AND GUIDELINES	15
Athlete Protection Policy	15
Commitment to Safety.....	15
Supervision of Athletes and Participants.....	16
Two-Deep Leadership	16
Changing Areas	16
Coed Changing Rooms	17
Social Media, Mobile and Electronic Communications Guidelines	17
Social Media	18
Email, Text Messaging and Similar Electronic Communication	18
Request To Discontinue All Electronic Communication or Imagery with Minors.....	18
Abuse and Misconduct.....	18
Reporting.....	18
Travel Guidelines.....	18

BWP Ski Team SafeSport Handbook

Individual Travel..... 19
Mixed Gender and Mixed Age Travel 19
Chaperone Responsibilities..... 19

INTRODUCTION

Bottineau Winter Park Ski Team strives to provide a safe environment for its members and to protect the opportunity of its members to participate in the sport in an atmosphere that is free of harassment and abusive practices. The team will not tolerate or condone any form of harassment or abuse of any of its members including athletes, coaches, officials, directors, employees, parents, and volunteers or any other persons while they are participating in or preparing for downhill skiing or any other event conducted under the auspices of BWP Ski Team.

There are many positive reasons to participate in alpine skiing, but like all sports, it can also be a high-risk environment for misconduct: emotional, physical, sexual, bullying, harassment and hazing. All forms of misconduct are unacceptable and in direct conflict with the BWP Ski Team values and ideals.

Misconduct may damage an athlete's psychological well-being. Athletes who have been mistreated experience social embarrassment, emotional turmoil, psychological scars, and loss of self-esteem, misconduct also may have a negative impact on family, friends and the sport. Misconduct often hurts an athlete's competitive performance and may cause him or her to drop out of sport entirely.

This SafeSport Handbook, originally created by the U.S. Olympic Committee, www.safesport.org, and adapted by BWP Ski Team, includes various guidelines that apply to all programs, events and activities. It further includes the available and required training of coaches and select BWP Ski Team volunteers, officials and staff members on recognizing and reducing circumstances for potential abuse to occur; information on BWP Ski Team required screening and background check program; the availability and procedures for any person to report suspected abuse or misconduct (including protections from any retaliation or repercussions for such reporting); the procedures and means by which all our teams and programs will monitor and supervise this alpine ski team to help ensure its effectiveness.

As described more fully within this Handbook, BWP Ski Team shall designate a club member to hold the title of Club SafeSport Compliance Chair beginning November 1, 2017. The specific duties of the Club SafeSport Compliance Chair will include monitoring the SafeSport policies and procedures of the club, verifying coach compliance and being the initial contact for persons reporting suspected abuse, misconduct or other violations, compiling information, and when appropriate, reporting such information to U.S. Ski & Snowboard. Also, the BWP Ski Team should have at least three members who have completed the SafeSport Program training course.

Through the U.S. Olympic Committee SafeSport Program, the BWP Ski Team is committed to providing the safest possible environment for all participants.

SAFESPORT – WHERE OUR GAME PLAN BEGINS

What is SafeSport?

SafeSport is the Olympic community's initiative to recognize, reduce and respond to misconduct in sport. The six primary types of misconduct are:

- Bullying
- Harassment
- Hazing
- Emotional Misconduct
- Physical Misconduct, and
- Sexual Misconduct, including Child Sexual Abuse

Why SafeSport?

Sport provides athletes with an opportunity to perform – on and off the field. Unfortunately, sport can also be a high-risk environment for misconduct and abuse. For example, studies indicate that as many as 1 in 8 athletes will be sexually abused within their sport. Misconduct is a critical issue in sport, and one which we all need a game plan to prevent.

Who is affected by SafeSport?

We all play a role in reducing misconduct and abuse in sport. SafeSport provides resources for all members of the sport community – organizations, coaches, parents and athletes – to identify misconduct, implement ways to reduce it and enact plans to respond to it.

What tools are available from SafeSport?

The SafeSport tools include written materials to help the community prevent misconduct in sport. For example, SafeSport Handbook, provides a starting place for all programs to develop a SafeSport strategy and includes sample guidelines, forms and documents.

The tools also include the SafeSport Training, a video-based online training for coaches, staff and volunteers that addresses the six types of misconduct and provides an in-depth look at how to recognize, reduce and respond to child sexual abuse.

As a community, we have an opportunity to be part of the SafeSport solution. Start now by visiting www.safesport.org

DEFINITIONS

Child, children, minor and youth

Anyone under the age of 18. Here, “child,” “children,” “minor” and “youth” are used interchangeably.

Child physical abuse

- Non-accidental trauma or physical injury caused by contact behaviors, such as punching, beating, kicking, biting, burning or otherwise harming a child. Child physical abuse also may include non-contact physical misconduct as described in the Athlete Protection Policy.
- Legal definitions vary by state. To find guidelines concerning your state, visit the Child Welfare Information Gateway (www.childwelfare.gov).

Child sexual abuse

- Child sexual abuse involves any sexual activity with a child where consent is not or cannot be given. This includes sexual contact with a minor that is accomplished by deception, manipulation, force or threat of force regardless of whether there is deception or the child understands the sexual nature of the activity. Sexual contact between minors can also be abusive if there is a significant imbalance of power or disparity in age, development or size, such that one child is the aggressor. The sexually abusive acts may include sexual penetration, sexual touching or non-contact sexual acts such as verbal acts, sexually suggestive written or electronic communications, exposure or voyeurism.

- Legal definitions vary by state. To find guidelines concerning your state, visit the Child Welfare Information Gateway (www.childwelfare.gov).

Misconduct

Conduct which results in harm, the potential for harm or the imminent threat of harm. Age is irrelevant to misconduct. There are six primary types of misconduct in sport: emotional, physical misconduct, sexual misconduct, bullying, harassment and hazing.

Participants

Participants are minors who participate in a sport activity through a club or organization and athletes 18 years and older and officials.

Participant Safety Handbook As used here, a set of guidelines collecting policies and practices related to an organization's strategy for recognizing, reducing and responding to child sexual abuse and other misconduct in sport.

SECTION I – SAFESPORT POLICIES.

BWP Ski Team is committed to providing a safe and positive environment for its participants' physical, emotional and social development and ensuring it promotes an environment free from abuse and misconduct. As part of this program, BWP Ski Team has implemented policies to address certain types of abuse and misconduct, and to reduce, monitor and govern areas where potential abuse and misconduct could occur.

The policies below address the following types of abuse and misconduct:

- Sexual Abuse
- Physical Abuse
- Emotional Abuse
- Bullying, Threats and Harassment
- Hazing
- Willfully Tolerating Misconduct

The SafeSport policies below set forth the boundaries for appropriate and inappropriate conduct and should be implemented to reduce the risks of potential abuse:

- Athlete Protection and Commitment to Safety
- Two-Deep Leadership and Appropriate Supervision
- Locker Room and Changing Room Policy
- Social Media, Mobile and Electronic Communications Policy
- Travel Guidelines
- Codes of Conduct for Skiers, Parents, Coaches and Club Board Members

All BWP Ski Team members shall familiarize themselves with each form of abuse and misconduct and shall refrain from engaging in such misconduct and/or violating any of these policies.

In the event that any BWP Ski Team member, club volunteer, official or staff observe inappropriate behaviors (i.e., policy violations), suspected physical or sexual abuse, or any other type of abuse or misconduct, it is the personal responsibility of each such person to immediately report their observations to the appropriate person as described in Section IV of this Handbook concerning Reporting.

In addition to reporting within U.S. Ski & Snowboard, BWP Ski Team members and staff must also report suspected child physical or sexual abuse to appropriate law enforcement authorities as required under U.S. Ski & Snowboard rules and under applicable law. One should not attempt to evaluate the credibility or validity of child physical or sexual abuse allegations as a condition for reporting to appropriate law enforcement authorities.

BWP Ski Team has ZERO TOLERANCE for abuse and misconduct. How BWP Ski Team will respond to an allegation of abuse or misconduct is described in Section V of this handbook concerning responding.

What is Child Abuse?

A legal definition of child abuse exists in each state, which BWP Ski Team will adopt for purposes of enforcing this policy. A child is someone under the age of 18 or who has not attained the age of legal majority in the state in which he or she resides.

Child abuse can include physical contact or the threat of it that intentionally causes bodily harm or injury to a child. Examples include hitting, shaking, kicking, shoving a skater into a barrier; forcing an individual to ski knowing that he or she is injured; and mandating excessive exercise as a form of punishment.

It can include touching for the purpose of sexual arousal or gratification that involves a child, or forcing a child to pose for or watch pornographic materials. This includes rape, incest, fondling, exhibitionism, and sexual exploitation.

Child abuse can include chronic attacks on a child's self-esteem. Examples include screaming or directing profanity at a child; exhibiting racism; threatening, stalking, hazing or isolating a child. It can include chronic inattention to a child's basic needs by a person responsible for the child's welfare. Examples include improper supervision, not providing adequate food or rest, inadequate medical or dental care, and unsafe equipment or facilities.

Sexual Abuse and Misconduct

How to Recognize, Reduce and Respond to Sexual Misconduct

Alpine Ski racing teaches lessons that reach beyond the race arena, but its ability to do so depends on maintaining the bonds of trust, mentorship and mutual respect among members. These elements are undermined when sexual misconduct occurs in any sport setting. Sexual misconduct includes sexual abuse, sexual harassment and rape. Every member of the sport community, especially adult staff in positions of authority, can contribute to a sport environment free from sexual misconduct by working together and being informed.

It is the policy of BWP Ski Team that there shall be no sexual abuse or misconduct of any minor involved in any of its programs by coaches, officials, directors, employees, parents or volunteers.

Definition:

Sexual misconduct involves any touching or non-touching sexual interaction that is nonconsensual or forced, coerced or manipulated, or perpetrated in an aggressive, harassing, exploitative or threatening manner. It also includes any sexual interaction between an athlete and an individual with evaluative, direct or indirect authority which is considered an imbalance of power. Last, any act or conduct described as sexual abuse or misconduct under federal or state law (e.g., sexual abuse, sexual exploitation, rape) qualifies as sexual misconduct.

Notes:

- An imbalance of power is always assumed between an athlete, regardless of age, and an adult in a position of authority (such as a coach, official, director, employee, parent or volunteer.)
- Minors cannot consent to sexual activity with an adult. All sexual interaction between an adult and a minor is strictly prohibited.

Sexual abuse of a minor occurs when an adult coach, official, director, employee, parent or volunteer touches a minor for the purpose of sexual arousal or gratification of the minor or the coach, official, director, employee, parent or volunteer. Sexual abuse of a minor also occurs when a minor touches a coach, official, director, employee, parent or volunteer for the sexual arousal or sexual gratification of either the minor or coach, official, director, employee, parent, or volunteer, even if the touching occurs at the request or with the consent of the coach, official, director, employee, parent or volunteer.

Authority and Trust:

Once the unique coach-athlete relationship is established, the authority and trust on the part of the coach over the athlete shall be assumed, regardless of age. However, in some circumstances in regard to adult ski racers, this assumption is rebuttable.

Imbalance of Power:

Factors relevant to determining whether there is an imbalance of power include, but are not limited to: the nature and extent of the coach's supervisory, evaluative or other authority over the athlete being coached; the relationship between the parties; the parties' respective roles; the nature and duration of the sexual relations or intimacies; the age of the coach; the age of the athlete or participant; and whether the coach has engaged in a pattern of sexual interaction with other athletes or participants.

Sexual contact between children also can be abusive if there is a significant disparity in age, development, or size that renders the younger child incapable of giving informed consent; if there is the existence of an aggressor; or where there is an imbalance of power and/or intellectual capabilities. The sexually abusive acts may include sexual penetration, sexual touching or non-contact sexual acts such as exposure or voyeurism.

Neither consent of the minor to the sexual contact, mistake as to the participant's age, nor the fact that the sexual contact did not take place at a BWP Ski Team function are defenses to a complaint of sexual abuse. Sexual abuse may also occur between adults or to an adult. Sexual abuse includes sexual interactions that are nonconsensual or accomplished by force or threat of force, or coerced or manipulated, regardless of the age of the participants.

Sexual abuse may also include non-touching offenses, such as sexually harassing behaviors, an adult discussing his/her sex life with a minor, an adult asking a minor about his/her sex life, an adult requesting or sending nude or partial dress photo to minor; exposing minors to pornographic material, sending minors sexually explicit electronic messages or photos (e.g. "sexting"), deliberately exposing a minor to sexual acts, or deliberately exposing a minor to inappropriate nudity.

Without limiting the above, any act or conduct described as sexual abuse, sexual misconduct or child sexual abuse under applicable federal or state law constitutes sexual abuse under this policy.

Any BWP Ski Team member who engages in any act of sexual abuse or misconduct is subject to appropriate disciplinary action including but not limited to suspension, permanent suspension, and/or referral to law enforcement authorities.

Examples of Sexual Misconduct

Touching offenses

- Fondling an athlete's breasts or buttocks
- Exchange of reward in sport (e.g., team placement, scores, feedback, free lessons, etc.) for sexual acts

- Genital contact – whether or not either party is clothed
- Sexual relations or intimacies between participants in a position of trust, authority and/or evaluative and supervisory control over athletes or other sport participants

Non-touching offenses

- Sexually-oriented comments, jokes or innuendo made to or about an athlete, or other sexually harassing behavior
- Discussing his or her sex life with an athlete
- Asking an athlete about his or her sex life
- Requesting or sending a nude or partial-dress photo to athlete
- Exposing athletes to pornographic material
- Sending athletes sexually-explicit or suggestive electronic or written messages or photos (e.g., “sexting”)
- Deliberately exposing an athlete to sexual acts
- Deliberately exposing an athlete to nudity (except in situations where locker rooms and changing areas are shared)
- Sexual solicitation, physical advances, or verbal or nonverbal conduct that is sexual in nature

These guidelines do not apply to a pre-existing relationship between spouses or life partners.

Reporting Sexual Misconduct

It's critical for coaches, staff members, volunteers and parents to report suspicions or allegations of sexual misconduct to U.S. Ski & Snowboard and appropriate law enforcement officials.

“Grooming” behaviors

Offenders typically control their victims through a systematic process called “grooming” or seduction. Many offenders exploit a child’s vulnerabilities using a combination of tactics to gain the victim’s trust, lower inhibitions, and gain cooperation and “consent.” Since the initial stages of the grooming process can occur in public or group settings, offenders also take care to groom the community, which makes it easier to gain the trust of staff and administrators. The grooming process has six steps:

1. Targeting the victim – An offender will identify a child and determine his or her vulnerabilities.
2. Gaining trust – Through watching and gathering information about the child, an offender will become acquainted with his or her needs.
3. Filling a need – Offenders will often lavish gifts, extra attention, and affection to forge a bond with their victims.
4. Isolating the child – By developing a special relationship with the child, an offender creates situations in which he or she is alone with the child.
5. Sexualizing the relationship – An offender will desensitize a child by talking to, taking photos of and even creating situations in which both the offender and victim are touching or naked. The adult then uses a child’s curiosity and feelings of stimulation to engage in sexual activity.
6. Maintaining control – To ensure the child’s continued participation and silence, offenders can use secrecy and blame as well as other tactics. Victims sometimes continue the relationship out of fear or shame at the thought of having to tell someone about the abuse.

Since interactions between a predator and child can occur in sport settings around other people, coaches, staff members or volunteers are well positioned to witness grooming behavior. Therefore, it's critical for all members of the sport community to be on the alert for policy violations, suspicious behavior, or other signals

that an individual might be a sexual predator. Offenders will use tickling, wrestling, horseplay, photography and giving gifts to push the boundaries of what's acceptable and form connections with their victims.

All questions or concerns related to inappropriate, suspicious or suspected grooming behavior should be directed to the appropriate persons within U.S. Ski & Snowboard as defined below.

Physical Abuse and Misconduct

How to Recognize, Reduce and Respond to Physical Abuse and Misconduct

Almost all sport involves strenuous physical activity; in practices and competition, athletes regularly push themselves to the point of exhaustion. However, any activity that physically harms an athlete - such as direct contact with coaches or other members, disciplinary actions, or punishment - is unacceptable. Physical misconduct can extend to seemingly unrelated areas including inadequate recovery times for injuries and diet. Two of the best ways to promote safe conditions are to set clear boundaries and take a team approach to monitoring athletes and participants.

It is the policy of BWP Ski Team that there shall be no physical abuse or misconduct of any participant involved in any of its programs and activities by any coach, official, director, employee, parent or volunteer.

Definition:

Physical abuse means physical contact with a participant that intentionally causes or has the potential to cause the participant to sustain bodily harm or personal injury.

Physical abuse also includes physical contact with a participant that intentionally creates a threat of immediate bodily harm or personal injury. Physical abuse may also include intentionally hitting or threatening to hit an athlete with objects or sports equipment.

In addition to physical contact or the threat of physical contact with a participant, physical abuse also includes the providing of alcohol to a participant under the age of 21 and the providing of illegal drugs or non-prescribed medications to any participant.

It also includes any act or conduct described as physical abuse or misconduct under federal or state law (e.g., child abuse, child neglect and assault).

Physical misconduct does not include professionally accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline or improving athlete performance.

Without limiting the above, any act or conduct described as physical abuse or misconduct under applicable federal or state law constitutes physical abuse under this policy.

Any BWP Ski Team member who engages in any act of physical abuse is subject to appropriate disciplinary action including but not limited to suspension, permanent suspension, and referral to law enforcement authorities.

Examples of Physical Misconduct

Contact offenses:

- Punching, beating, biting, striking, choking or slapping an athlete
- Intentionally hitting an athlete with objects or sporting equipment
- Providing alcohol to an athlete under the legal drinking age (under U.S. law)
- Providing illegal drugs or non-prescribed medications to any athlete

- Encouraging or permitting an athlete to return to play prematurely or without the clearance of a medical professional, after a serious injury (e.g., a concussion)
- *Prescribed dieting or other weight-control methods (e.g., public weigh-ins, caliper tests for humiliation purposes)

Non-contact offenses:

- Isolating an athlete in a confined space (e.g., locking an athlete in a small space)
- Forcing an athlete to assume a painful stance or position for no athletic purpose (e.g. requiring an athlete to kneel on a harmful surface)
- Withholding, recommending against or denying adequate hydration, nutrition, medical attention or sleep.

Reporting Physical Misconduct

It's critical for clubs, programs, coaches, staff members, volunteers and parents to report suspicions or allegations of physical misconduct to the proper officials and appropriate law enforcement officials.

Physical Contact in Training and Instruction

Physical contact in sport is inherent in instruction and training. Appropriate physical contact has three elements:

1. The physical contact takes place in public
2. There is no potential for, or actual, physical or sexual intimacies during the physical contact
3. The physical contact is for the benefit of the athlete, not to meet an emotional or other need of an adult.

With these elements in place, physical contact with athletes for the safety and instruction, celebration or consolation may be appropriate. In particular, coaches improve skills and make the training environment safer through appropriate physical contact.

Emotional Abuse and Misconduct

It is the policy of BWP Ski Team that there shall be no emotional abuse of any participant involved in any of its programs or activities by any coach, official, director, employee, parent, or volunteer.

Definition:

Emotional abuse involves a pattern of deliberate, non-contact behavior that has the potential to cause emotional or psychological harm to a participant. These behaviors may include verbal acts, physical acts or acts that deny attention or support.

Examples of emotional misconduct prohibited by this policy include, without limitation:

Verbal Acts:

A pattern of verbal behaviors that attack a participant personally (e.g., calling them worthless, fat or disgusting) or repeatedly and excessively yelling at a particular participant or participants in a manner that serves no productive training or motivational purpose.

Physical Acts:

A pattern of physically aggressive behaviors, such as throwing sport equipment, water bottles or chairs at, or in the presence of, participants; or punching walls, windows or other objects.

Acts that Deny Attention and Support:

A pattern of ignoring a participant for extended periods of time or routinely or arbitrarily excluding participant from practice.

Emotional abuse does not include generally accepted and age-appropriate coaching methods of skill enhancement, physical conditioning, motivation, team building, appropriate discipline or improving athletic performance.

A BWP Ski Team member who engages in any act of emotional abuse is subject to appropriate disciplinary action, including but not limited to suspension, permanent suspension, and referral to law enforcement authorities.

Note: Bullying, threats, harassment, and hazing (defined on the next page) often involve some form of emotional misconduct.

Clarification – a single incident, e.g., a verbal outburst – while it may be inappropriate – does not constitute emotional misconduct, which requires a pattern of harmful behaviors over time.

Bullying, Threats and Harassment

BWP Ski Team supports an environment for participation in alpine ski racing conducive to the enjoyment of ski racing that is free from threats, harassment and any type of bullying behavior. The purpose of this policy is to promote consistency of approach and to help create a climate in which all types of bullying, harassing or threatening behavior are regarded as unacceptable.

Bullying

Bullying is the use of coercion to obtain control over another person or to be habitually cruel to another person. Bullying involves an intentional, persistent or repeated pattern of committing or willfully tolerating physical and nonphysical behaviors that are intended to cause fear, humiliation, or physical harm in an attempt to socially exclude, diminish, or isolate another person. Bullying can occur through written, verbal or electronically transmitted expression or by means of a physical act or gesture. Bullying behavior is prohibited in any manner in connection with all BWP Ski Team activities and events.

Examples of bullying prohibited by this policy include, without limitation, physical behaviors, such as punching, kicking or choking an athlete; and verbal and emotional behaviors, such as, the use of electronic communications (i.e., “cyber bullying”), to harass, frighten, degrade, intimidate or humiliate.

While other members are often the perpetrators of bullying, it is a violation of this policy if a coach or other responsible adult knows or should know of the bullying behavior but takes no action to intervene on behalf of the targeted participant(s).

A BWP Ski Team member or parent of a participant who engages in any act of bullying is subject to appropriate disciplinary action including but not limited to suspension, permanent suspension and referral to law enforcement authorities. The severity and pattern, if any, of the bullying behavior and/or result shall be taken into consideration when disciplinary decisions are made.

Threats

A threat to harm others is defined as any written, verbal, physical or electronically transmitted expression of intent to physically injure or harm someone. A threat may be communicated directly to the intended victim or communicated to a third party. Threatening behavior is prohibited in any manner in connection with all BWP Ski Team activities and events.

Any BWP Ski Team member or parent of a participant who engages in any act of threatening or harassing behavior is subject to appropriate disciplinary action including but not limited to suspension, permanent suspension, and/ or referral to law enforcement authorities. The severity and pattern, if any, of the threatening behavior and/or resulting harm shall be taken into consideration when disciplinary decisions are made.

Harassment

Harassment is defined in various sources such as case law, state legislation, sports organization and professional association codes of conduct and training manuals, corporation and workplace documents, and Human Rights Commission materials.

Behavior: Harassment in sport includes any pattern of physical and/or non-physical behaviors that (a) are intended to cause fear, humiliation, or annoyance, (b) offend or degrade, (c) create a hostile environment, or (d) reflect discriminatory bias in an attempt to establish dominance, superiority, or power over an individual participant or group based on gender, race, ethnicity, culture, religion, sexual orientation, gender expression, or mental or physical disability.

Environment: Creation of an environment through behavior or course of conduct that is insulting, intimidating, humiliating, demeaning or offensive. Harassment usually occurs when one person engages in abusive behavior or asserts unwarranted power or authority over another, whether intended or not. It includes, for example, name-calling, taunts, threats, belittling, unwelcome advances and requests for sexual acts, as well as undue threats to perform or succeed. Harassment includes child abuse.

Sexual Harassment is a form of harassment prohibited by this policy. It shall be a violation for any member, coach, official, director, employee, parent or volunteer, to harass a participant(s) through conduct or communications of a sexual nature or to retaliate against anyone that reports sexual harassment or participates in a harassment investigation.

BWP Ski Team shall investigate all indications, informal reports and formal grievances of sexual harassment by any athlete, coach, official, director, employee, parent or volunteer, and appropriate corrective action shall be taken. Corrective action includes taking all reasonable steps to end the harassment, to prevent harassment from recurring and to prevent retaliation against anyone who reports sexual harassment or participates in a harassment investigation.

Unwelcome sexual advances, requests for sexual acts, or other verbal, nonverbal or physical conduct of a sexual nature may constitute sexual harassment, even if the harasser and the participant being harassed are the same sex and whether or not the participant resists or submits to the harasser, when:

1. Submission to such conduct is made either explicitly or implicitly a term or condition of a participant's participation in any activity; or
2. Submission to or rejection of such conduct by a participant is used as the basis for decisions affecting the participant; or
3. Such conduct is sufficiently severe, persistent or pervasive such that it limits a participant's ability to participate in or benefit from a program or activity or it creates a hostile or abusive environment.

Any conduct of a sexual nature directed by a minor toward an adult or by an adult to a minor is presumed to be unwelcome and shall constitute sexual harassment. Acts of verbal or physical aggression,

intimidation or hostility based on sex, but not involving conduct of a sexual nature may also constitute sexual harassment. Legitimate non-sexual touching or other non-sexual conduct is not sexual harassment.

It is also a violation of this policy if a coach or other responsible adult knows or should know of the harassment or sexual harassment but takes no action to intervene on behalf of the targeted participant(s).

A BWP Ski Team participant or parent of a participant who engages in any act of harassing or sexually harassing behavior is subject to appropriate disciplinary action, including but not limited to, suspension, permanent suspension, and referral to law enforcement authorities. The severity and pattern, if any, of the harassing or sexually harassing behavior and/or result shall be taken into consideration when disciplinary decisions are made.

Hazing

It is the policy of U.S. Ski & Snowboard that there shall be no hazing of any participant involved in any of its member clubs, programs or teams by any member, coach, official, director, employee, parent, or volunteer.

Definition:

Hazing includes any conduct which is intimidating, humiliating, offensive, or physically harmful. The hazing conduct is typically an activity that serves as a condition for joining a group or being socially accepted by a group's members.

Examples of hazing prohibited by this policy include, without limitation, requiring or forcing (including through peer pressure) the consumption of alcohol or illegal drugs; tying, taping, or physically restraining a participant; sexual simulations or sexual acts of any nature; sleep deprivation, or the withholding of water and/or food; social actions or public displays (e.g. public nudity) that are illegal or meant to draw ridicule; beating, paddling, or other forms of physical assault.

Activities that fit the definition of hazing are considered to be hazing regardless of a person's willingness to cooperate or participate.

Hazing does not include group or team activities that are meant to establish normative team behaviors, or promote team cohesion, so long as such activities do not have reasonable potential to cause emotional or physical distress to any participant.

It is also a violation of this policy if a coach or other responsible adult knows or should know of the hazing but takes no action to intervene on behalf of the targeted participant(s).

A BWP Ski Team member or parent of a participant who violates this Hazing Policy is subject to appropriate disciplinary action, including but not limited to, suspension, permanent suspension and referral to law enforcement authorities.

Willfully Tolerating Misconduct

It is a violation of this Athlete Protection policy if a coach, official, director, employee, parent or volunteer knows of misconduct, but takes no action to intervene on behalf of the athlete(s), participant(s), staff member and/or volunteer.

Reporting

Although these policies are designed to reduce child sexual abuse and other misconduct, it can still occur. Staff, members, volunteers and participants of each member club and program shall follow the reporting procedures set forth in the reporting policy. It is a clear violation of this policy if a club or program does not

investigate suspicions or allegations of child physical or sexual abuse, or attempt to evaluate the credibility or validity of such allegations, as a condition of reporting suspicions or allegations to the appropriate law enforcement authorities.

Violations

Violations of the Athlete Protection Policy shall be reported pursuant to our reporting policy and will be addressed under our disciplinary rules and procedure.

SECTION II - ATHLETE PROTECTION POLICIES AND GUIDELINES

The following guidelines are set forth to further help prevent misconduct in all U.S. Ski & Snowboard related activities. U.S. Ski & Snowboard strongly recommends each member club and program to develop and implement its own policies based upon the information within this SafeSport Handbook for the purposes of athlete protection and providing a safe environment for all to participate.

Athlete Protection Policy

An athlete protection policy describes the organization's commitment to promoting athlete safety by describing acceptable and unacceptable conduct.

The absence of clear behavioral boundaries is a significant risk factor for misconduct. If inappropriate conduct is not clear to sport stakeholders, unacceptable situations might be tolerated and no disciplinary action taken. Unclear boundaries can also lead to inadvertent misconduct (e.g., where a coach models behavior that he or she experienced as an athlete without realizing its negative effects).

An Athlete Protection policy clarifies to all stakeholders that the organization is committed to creating a safe and positive environment for athletes. It also emphasizes and sets forth standards of behavior that clearly outline unacceptable behaviors, minimize opportunities for misconduct, and help to prevent unfounded allegations.

Elements

- States commitment to athlete safety
- Describes to whom the policy applies (e.g., those individuals within the organization's control)
- Defines child sexual abuse and all other forms of misconduct in sport:
 - Emotional, physical and sexual misconduct in sport
 - Bullying, harassment and hazing in sport
 - Prohibits all forms of misconduct in sport
- Meets or exceeds requirements of relevant standard of care or legislation
- States who shall/may report suspected misconduct
- States to whom a report should be made within the organization
- Describes how the organization will address violations of the Athlete Protection policy

Commitment to Safety

In the event that a coach, official, director, employee, parent or volunteer observes inappropriate behaviors (i.e., policy violations), suspected physical or sexual abuse or misconduct, it is the personal responsibility of each member to immediately report his or her observations to the Club SafeSport Compliance Chair and take the appropriate action stated in applicable U.S. Ski & Snowboard Rules.

Sample public statement –

The BWP Ski Team is committed to creating a safe and positive environment for members' physical, emotional and social development and ensuring that it promotes an environment free of misconduct. Members should not attempt to evaluate the credibility or validity of child physical or sexual abuse allegations as a condition for reporting to appropriate law enforcement authorities. Instead, it is the responsibility of each member to immediately report suspicions or allegations of child physical or sexual abuse to the appropriate people. Complaints and allegations will be addressed under U.S. Ski & Snowboarding disciplinary rules and procedures.

The BWP Ski Team recognizes that the process for training and motivating athletes will vary with each coach and athlete, but it is nevertheless important for everyone involved in sport to support the use of motivational and training methods that avoid misconduct.

Supervision of Athletes and Participants

This policy describes BWP Ski Team's plan for advising the proper supervision of members and participants during all program activities and to minimize one-on-one interactions between a coach, official, director, employee, parent or volunteer. A plan for proper supervision raises awareness about those activities that pose a high risk for child physical or sexual abuse and other misconduct, as well as ways to minimize one-on-one interactions.

Two-Deep Leadership

Two-deep leadership is a preventative method to minimize one-on-one interactions between minors and adults. Two-deep leadership means that at least two adults are present at all times with individual minors when off the snow. For example, it could be two club volunteers, two coaches, or a coach and parent of the skier. This two-deep strategy makes it more difficult to isolate a minor and avoid detection. This policy is intended to minimize one-on-one interactions not only for the protection of the minor but also to help protect coaches and volunteers from false accusations.

Appropriate one-on-one interactions with athletes or participants:

Individual meetings at the ski hill or during events and competitions

An individual meeting may be necessary to address an athlete's concerns, training program, or at an event or competition. Under these circumstances, coaches, staff members and volunteers should observe the following guidelines:

- Any individual meeting should occur when others are present and where interactions can be easily observed.
- Where possible, an individual meeting should take place in a publicly visible and open area.
- If an individual meeting is to take place in an office or a locker room, the door should remain unlocked and open.
- If a closed-door meeting is necessary at a training session or competition, the coach, staff member and/or volunteer should inform another coach, staff member and/or volunteer and ensure the door remains unlocked.

Changing Areas

Athletes and participants are particularly vulnerable in locker rooms, changing areas and restrooms due to various stages of dress/undress and because they are less supervised than at many other times. Athlete-to-athlete problems, such as sexual abuse and bullying, harassment, and hazing, often occur when a coach

or other responsible adult is not in a position to observe. Adherence to a locker room and changing areas policies enhances privacy and reduces the likelihood of misconduct.

As part of BWP Ski Team's commitment to safety, U.S. Ski & Snowboard encourages all member clubs and programs to publish and post changing room policies specific to the facilities and distribute them to parents and guardians of all minor participants and members.

Clubs should include the following information in their policy:

- Procedures for supervising and monitoring changing areas
- Permission or prohibition for parents to be in the changing rooms
- Prohibited conduct, including at least all forms of abuse and misconduct prohibited by U.S. Ski & Snowboard
- Specific policies regarding the use of mobile electronic devices (e.g. mobile phones) and prohibiting the use of all recording and photographic devices

Coed Changing Rooms

If the club activity or event consists of both male and female participants, both female and male privacy rights must be given consideration and appropriate locker room arrangements made. Where possible, programs should have male and female skiers dress/undress in separate changing rooms. If separate changing rooms are not available, the skiers will take turns using the changing room to change or use the appropriate restroom within the facility.

Please note - the use of a designated changing room for warm-up purposes by co-eds is acceptable as long as there is no dressing/undressing occurring and the door remains open.

Rationale: This policy creates a consistency in the use of the changing rooms for changing clothes and putting on ski race protection equipment purposes only. Coaches and parents will be prohibited from entering the "changing" rooms. Access would still be granted to those who need immediate access such as medical, Ski Patrol, etc. Changing rooms used for warm-up and that are co-ed would be labeled as such and would require open doors at all times of use.

Social Media, Mobile and Electronic Communications Guidelines

As part of BWP Ski Team's emphasis on participant safety, communications involving minor participants should be appropriate, productive, and transparent. Effective communication concerning activities, schedules, and administrative issues among coaches, members and their families, officials, and volunteers is critical.

U.S. Ski & Snowboard encourages and supports members, member clubs, programs, and teams to take part in social media by posting, blogging and tweeting positive experiences in skiing as a show of support of its members and for promotion of the club, its programs and events. However, the use of mobile devices, web-based applications, social media, and other forms of electronic communications increases the possibility for improprieties and misunderstandings and also provides potential offenders with unsupervised and potentially inappropriate access to participants. The improper use of mobile and electronic communications can result in misconduct.

All electronic communication of any kind between adults and minors, including use of social media, should be non-personal in nature and be for the purpose of communicating information about skiing-related activities. The club, program or team should have a signed name and likeness consent and release agreement form (see SafeSport webpage for sample) by the minor's parent or legal guardian before any

distribution or posting of photos, videos, images, etc. No contact information for any minor should be placed on any social media site.

Coaches, skaters and club volunteers must follow common sense guidelines regarding the volume and time of day of any allowable electronic communication. All content between adults and minors should be readily available to share with the public or families of the minor member. If the member is under the age of 18, any email, text, social media, or similar communication should also copy or include a parent.

Social Media

The BWP Ski Team recognizes, however, that social media, mobile and other electronic communications can be concerning where minor participants are involved. Coaches, especially, are NOT to encourage their skiers join their personal Facebook page or any other similar social media application.

As a best practice to facilitate communication, an official club, program or team page may be set up and members and parents may join (i.e., "friend") the official organization or team page.

Email, Text Messaging and Similar Electronic Communication

Coaches, volunteers and skiers may use email and text messaging to communicate among each other about non-personal matters. All email and text message content between adults and minors must be non-personal in nature and be for the purpose of communicating information about club/skiing-related activities. Emails and text messages from an adult to any minor participant should copy or include a parent.

Request To Discontinue All Electronic Communication or Imagery with Minors

Following receipt of a written request by the parents of a minor that their child not be contacted by any form of electronic communication by adults, the BWP Ski Team, program or team administrators shall immediately comply with such request without any repercussions for such request.

Abuse and Misconduct

Social media and other means of electronic communication can be used to commit abuse and misconduct (e.g., emotional, sexual, 'sexting', bullying, harassment, and hazing). Such communications by a coach, official, director, employee, parent, skier or volunteer of a BWP Ski Team program will not be tolerated and are considered violations of U.S. Ski & Snowboarding SafeSport Program.

Reporting

Infractions of BWP Ski Team mobile and electronic communications policy should be reported to the appropriate person as described in Section V of this Handbook. A participant or parent of a participant who violates this social media, mobile and electronic communications policy is subject to appropriate disciplinary action including but not limited to suspension, permanent suspension and/or referral to law enforcement authorities.

Travel Guidelines

Travel guidelines direct how minors will be supervised during travel to and from practice and competitions and provide two-deep leadership and minimize one-to-one interactions.

During travel, athletes are often away from their families and support networks, and the setting – new changing areas, workout facilities, automobiles and hotel rooms – is less structured and less familiar. Athletes are most vulnerable to misconduct during travel, particularly overnight stays. This includes a high risk of athlete-to-athlete misconduct.

Adherence to travel guidelines helps to reduce the opportunities for misconduct.

BWP Ski Team Travel Guidelines:

- BWP Ski Team travel guidelines must be signed and agreed upon by all members, parents, coaches and other adults traveling with the club.
- Regardless of gender, a coach shall not share a hotel room or other sleeping arrangement with an athlete (unless the coach is the parent, guardian, sibling of that particular athlete).
- When only one athlete and one coach travel to a competition, the athlete must have written permission from a parent or legal guardian in advance to travel alone with the coach.

Individual Travel

The nature of alpine ski racing and competition means that individual athletes may sometimes need to travel overnight without other athletes. Under these circumstances, we encourage:

1. Traveling with an additional coach or chaperone;
2. Inviting parents/guardians to travel with their athlete (for athletes under age 18).

When only one athlete and one coach travel to a competition, the athlete must have either of his or her parent's or legal guardian's written permission in advance to travel alone with the coach.

Mixed Gender and Mixed Age Travel

The BWP Ski Team may be made up of male and female athletes across various ages. Athletes will only share a room with other athletes of the same sex and age group. Athletes will also be grouped by age and sex for the purposes of assigning an appropriate chaperone. Make every effort to provide these groups at least one chaperone of the same sex. Regardless of gender, a coach should not share a hotel room or other sleeping arrangement with an athlete (unless the coach is the parent, guardian, sibling of that particular athlete).

Chaperone Responsibilities

Chaperones ensure that the athletes, coaches, staff, and volunteers adhere to all policy guidelines. While these include the travel policy, it also includes all other relevant policies contained in club or team's Participant Safety Handbook.

Chaperones should monitor the activities of all coaches, staff members, volunteers and athletes. Specifically, chaperones may:

- familiarize themselves with all travel itineraries and schedules before team travel;
- monitor for adherences to BWP Ski Team policies during team travel;
- encourage minor athletes to participate in regular, at least daily, scheduled communication with their parents/ guardians;
- monitor athletes for adherence to curfew restrictions set based on age and competition schedule as listed in travel itinerary;
- ensure athletes comply with hotel room restrictions based on gender or age requirements;
- not use drugs or alcohol in the presence of minors or be under the influence of alcohol or drugs while performing duties;
- make certain that an athlete is not alone in a hotel room with any adult apart from a family member (this includes coaches, staff and chaperones);
- Immediately report any concerns about sexual and physical abuse, misconduct or policy violations to an administrator or the BWP Ski Team SafeSport Compliance Chair.