MINOR ATHLETE ABUSE PREVENTION POLICIES FOR
USA DIVING – PART III

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U.S. Center for SafeSport: Minor Athlete Abuse Prevention Policies

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INTRODUCTION

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

Authority: prevention training and policies

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

Prevention Training

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

Prevention Policies

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

Application and implementation

The U.S. Olympic Committee and national governing bodies (collectively, “Covered Organizations”) are required to follow these Minor Athlete Abuse Prevention Policies. At a minimum, these policies are also strongly recommended for National Member Organizations and Local Affiliated Organizations, and, at a maximum, the NGBs may require said organizations to follow them. Covered Organizations are responsible for implementing and monitoring compliance with these policies.

The policies and procedures set forth herein are promulgated by the Center to assist Covered Organizations in meeting their obligations under federal law. If, in implementing the required components identified here, these Covered Organizations are nonetheless not in compliance with U.S. Center for SafeSport: Minor Athlete Abuse Prevention Policies
federal requirements, the Organization shall implement policies and procedures sufficient to meet such requirements.
TERMINOLOGY

Covered Organizations: The U.S. Olympic Committee and a national governing body.

Jurisdiction: Authority or control.

Local Affiliated Organization (LAO): A regional, state, or local club or organization that is directly affiliated with a NGB or that is affiliated with a NGB by its direct affiliation with a regional or state affiliate of a NGB. A LAO does not include a regional, state, or local club or organization that is only a member of a National Member Organization of a NGB.

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

National Governing Body (NGB): An amateur sports organization affiliated with a sport included on the program of the Olympic, Paralympic, or Pan-American Games, which is also recognized by the United States Olympic Committee (USOC) pursuant to the Ted Stevens Olympic and Amateur Sports Act, 36 U.S.C. §§ 220501-220529. This definition shall also apply to the USOC, or other sports entity approved by the USOC, when they have assumed responsibility for the management and/or governance of a sport included on the program of the Olympic, Paralympic, or Pan-American Games.

National Member Organization: A national organization that is directly affiliated with an NGB, over which the NGB has jurisdiction (without respect to whether the NGB has disciplinary authority over individual members of that national organization), and is: (a) an Amateur Sports Organization requesting sanction from a NGB; or (b) an Applicable Amateur Sports Organization under the Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017.
PART III

USA DIVING REQUIRED POLICIES FOR ONE-ON-ONE INTERACTIONS

The majority of child sexual abuse is perpetrated in isolated, one-on-one situations. By reducing such interactions between children and adults, programs reduce the risk of child sexual abuse. However, one-on-one time with trusted adults is also healthy and valuable for a child. Policies concerning one-on-one interactions protect children while allowing for these beneficial relationships.

ONE-ON-ONE INTERACTIONS

The following is a model one-on-one policy provided to assist Covered Organizations in developing their own policies. Any policy developed by a Covered Organization must include the Mandatory Components. If a Covered Organization does not create a policy for one-on-one interactions, the Mandatory Components will become the default policy for appropriate one-on-one interactions for that organization.

A. Mandatory Components

1. Covered Organization policies must include components a through e.
   a. Application
      This policy shall apply to:
      1) Adult members at a facility that is either partially or fully under the jurisdiction of a Covered Organization;
      2) Adult members who have regular contact with amateur divers who are minors;
      3) Any adult authorized by a Covered Organization to have regular contact with or authority over an amateur diver who is a minor; and
      4) Adult staff and board members of a Covered Organization.
      (Collectively “Applicable Adult” for the purposes of this policy.)

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

   c. Meetings
• Meetings between Applicable Adults and minor divers at a facility partially or fully under our jurisdiction may only occur if another adult is present, except under emergency circumstances. Such meetings must occur where interactions can be easily observed and at an interruptible distance from another adult.

• If a one-on-one meeting takes place in an office at a facility partially or fully under our jurisdiction, the door to the office must remain unlocked and open. If available, it will occur in an office that has windows, with the windows, blinds, and/or curtains remaining open during the meeting.

d. Meetings with mental health care professionals and health care providers
If a mental health care professional and/or health care provider meets with minor divers at a facility partially or fully under our jurisdiction, a closed-door meeting may be permitted to protect patient privacy provided that: (1) the door remains unlocked; (2) another adult is present at the facility; (3) the other adult is advised that a closed-door meeting is occurring; and (4) written legal guardian consent is obtained in advance by the mental health care professional and/or health care provider, with a copy provided to our organization.

e. Individual training sessions
Individual training sessions between Applicable Adults and minor divers are permitted at a facility partially or fully under our jurisdiction if the training session is observable and interruptible by another adult. It is the responsibility of the Applicable Adult to obtain the written permission of the minor’s legal guardian in advance of the individual training session if the individual training session is not observable and interruptible by another adult. Permission for individual training sessions must be obtained at least every six months. Parents, guardians, and other caretakers must be allowed to observe the training session.

B. Recommended Components

1. Covered Organization policies may include the following components:

a. Monitoring
When one-on-one interactions between Applicable Adults and minor divers occur at a facility partially or fully under our jurisdiction, Applicable Adults will monitor these interactions. Monitoring includes: knowing that the one-on-one interaction is occurring, the approximate planned duration of the interaction, and randomly dropping in on the one-on-one.
b. **Out-of-program contacts**

Applicable Adults are prohibited from interacting one-on-one with unrelated minor divers in settings outside of the program that are not observable and interruptible (including, but not limited to, one’s home and individual transportation), unless parent/legal guardian consent is provided for each out-of-program contact. Nonetheless, such arrangements are strongly discouraged.
MASSAGES AND RUBDOWNS/ATHLETIC TRAINING MODALITIES

The following is a model massages and rubdowns/athletic training modalities policy, provided to assist Covered Organizations in developing their own policies. Any policy developed by a Covered Organization must include the Mandatory Components. If a Covered Organization does not create a massages and rubdowns/athletic training modalities policy, the Mandatory Components will become the default policy for that organization.

A. Mandatory components

1. Covered Organizations must include components a and b.

   a. Application
      This policy shall apply to:
      1) Adult members at a facility that is either partially or fully under the jurisdiction of a Covered Organization;
      2) Adult members who have regular contact with amateur divers who are minors;
      3) Any adult authorized by a Covered Organization to have regular contact with or authority over an amateur diver who is a minor; and
      4) Adult staff and board members of a Covered Organization.

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

   b. Massage or rubdown/athletic training modality
      Any massage or rubdown/athletic training modality performed at a facility or a training or competition venue must be conducted in an open and interruptible location. Any massage of a minor diver must be done with at least one other adult present and must never be done with only the minor diver and the person performing the massage or rubdown/athletic training modality in the room.

B. Recommended components

1. Covered Organizations may include the following component:

   a. Written consent
      Written consent by a legal guardian shall be provided before providing each massage or rubdown/athletic training modality on a minor diver. Parents must be permitted to be in the room as an observer.
LOCKER ROOMS AND CHANGING AREAS

The following is a model locker room and changing area policy provided to assist Covered Organizations in developing their own policies. Any policy developed by a Covered Organization must include the Mandatory Components. If a Covered Organization does not create a locker rooms and changing areas policy, the Mandatory Components will become the default policy for that organization.

A. Mandatory Components

1. Covered Organizations must include components a through f.

   a. **Application**
      
      This policy shall apply to:
      
      1) Adult members at a facility that is either partially or fully under the jurisdiction of a Covered Organization;
      2) Adult members who have regular contact with amateur divers who are minors;
      3) Any adult authorized by a Covered Organization to have regular contact with or authority over an amateur diver who is a minor; and
      4) Adult staff and board members of a Covered Organization.
      
      (Collectively “Applicable Adult” for purposes of this policy.)

   b. **Non-exclusive facility**
      
      If our organization uses a facility not fully under our jurisdiction (for, e.g., training or competition or similar events) and the facility is used by multiple constituents, Applicable Adults in categories 1 through 4 are nonetheless required to adhere to the rules set forth herein.

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

   d. **Undress**
Under no circumstances shall an unrelated Applicable Adult at a facility under our organization’s jurisdiction intentionally expose his or her breasts, buttocks, groin, or genitals to a minor diver.

e. One-on-one interactions
   - Except for divers on the same team, at no time are unrelated Applicable Adults permitted to be alone with a minor diver in a locker room or changing area when at a facility under our partial or full jurisdiction, except under emergency circumstances.
   - If our organization is using a facility that only has a single locker room or changing area, we will designate separate times for use by Applicable Adults, if any.

f. Monitoring
   Our organization regularly and randomly monitors the use of locker rooms and changing areas at facilities under our jurisdiction to ensure compliance with these policies.

B. Recommended Components

1. Covered Organizations may include any of the following components:

   a. Under no circumstances shall an unrelated Applicable Adult at a facility under our organization’s jurisdiction expose his or her breasts, buttocks, groin, or genitals to a minor diver.

   b. To minimize the risk of bullying and hazing, our organization uses locker room monitors to ensure that minor divers are not left unsupervised in locker rooms and changing areas.

   c. Applicable Adults make every effort to recognize when a minor diver goes to the locker room or changing area during practice and competition and, if they do not return in a timely fashion, will check on the minor diver’s whereabouts.

   d. We discourage parents from entering locker rooms and changing areas unless it is truly necessary. In those instances, it should only be a same-sex parent when other minor divers are changing in the same locker room or changing area. If this is necessary, parents should let a coach or administrator know about this in advance.
SOCIAL MEDIA & ELECTRONIC COMMUNICATIONS

The following is a model social media & electronic communications policy, provided to assist Covered Organizations in developing their own policies. Any policy developed by a Covered Organization must include the Mandatory Components. If a Covered Organization does not create a social media & electronic communications policy, the Mandatory Components will become the default policy for that organization.

A. Mandatory components

1. Covered Organizations must include components a through d.

   a. Application
      This policy shall apply to:
      1) Adult members who have regular contact with amateur divers who are minors;
      2) Any adult authorized by a Covered Organization to have regular contact with or
         authority over an amateur diver who is a minor; and
      3) Adult staff and board members at a Covered Organization.

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

   b. Content
      All electronic communication originating from Applicable Adults to minor divers must
      be professional in nature.

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

   d. Requests to discontinue
      Legal guardians may request in writing that their minor divers not be contacted through
      any form of electronic communication by the organization or by the Applicable Adults

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subject to this policy. The organization will abide by any such request that their minor diver not be contacted via electronic communication, absent emergency circumstances.

B. **Recommended components**

1. Covered Organizations may include the following components:

   a. **Hours**
   
   Electronic communications will generally only be sent between the hours of 8:00 a.m. and 8:00 p.m., unless emergency circumstances exist, or while traveling internationally or during competition travel.

   b. **Monitoring**
   
   - The organization monitors its social media pages and removes any posts that violate the organization’s policies and practices for appropriate behavior.
   - The organization will inform the legal guardian of a minor diver of any prohibited posts, as well as the organization’s administrator.

   c. **Prohibited electronic communications**
   
   Applicable Adults with authority over minor divers are not permitted to maintain private social media connections with unrelated minor divers and such Applicable Adults are not permitted to accept new personal page requests on social media platforms from amateur divers who are minors, unless the Applicable Adult has a fan page, or the contact is deemed as celebrity contact vs. regular contact. Existing social media connections on personal pages with minor divers shall be discontinued.
LOCAL TRAVEL

The following is a model local travel policy, provided to assist Covered Organizations in developing their own policies. Any policy developed by a Covered Organization must include the Mandatory Components. If a Covered Organization does not create a local travel policy, the Mandatory Components will become the default local travel policy for that organization.

A. Mandatory Components
1. Covered Organizations must include components a and b. Local travel consists of travel to training, practice, and competition that occurs locally and does not include coordinated overnight stay(s).

a. Application
   This policy shall apply to:
   1) Adult members who have regular contact with amateur divers who are minors;
   2) Any adult authorized by a Covered Organization to have regular contact with or authority over an amateur diver who is a minor; and
   3) Adult staff and board members at a Covered Organization.

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

b. Transportation
   Applicable Adults who are not also acting as a legal guardian, shall not ride in a vehicle alone with an unrelated minor diver, absent emergency circumstances, and must have at least two minor divers or another adult at all times, unless otherwise agreed to in writing by the minor diver’s parent/legal guardian in advance of each local travel.

B. Recommended Components
1. Covered Organizations may include the following components:

   a. Shared or Carpool Travel Arrangement
      We encourage parents/legal guardians to pick up their minor diver first and drop off their minor diver last in any shared or carpool travel arrangement.

   b. Parents/legal guardians receive education concerning child abuse prevention before providing consent for their minor diver to travel alone with an Applicable Adult who is subject to these policies.

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TEAM TRAVEL

The following is a model team travel policy, provided to assist Covered Organizations in developing their own policies. Any policy developed by a Covered Organization must include the Mandatory Components. If a Covered Organization does not create a team travel policy, the Mandatory Components will become the default team travel policy for that organization.

A. Mandatory Components

1. Covered Organizations must include components a through d. Team travel is travel to a competition or other team activity that the organization plans and supervises.

a. Application
   This policy shall apply to:
   1) Adult members who have regular contact with amateur divers who are minors;
   2) Any adult authorized by a Covered Organization to have regular contact with or authority over an amateur diver who is a minor; and
   3) Adult staff and board members at a Covered Organization.

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

b. Team/competition travel
   When only one Applicable Adult and one minor diver travel to a competition, the minor diver must have his/her legal guardian’s written permission in advance and for each competition to travel alone with said Applicable Adult.

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

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

B. Recommended Components

1. COVERED ORGANIZATIONS MAY INCLUDE THE FOLLOWING COMPONENTS:

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a. Team travel policies must be signed and agreed to by all minor divers, parents, and Applicable Adults traveling with the organization.

b. Applicable Adults who travel with the organization must successfully pass a criminal background check and other screening requirements consistent with the organization’s policies.

c. During team travel, when doing room checks, attending team meetings and/or other activities, two-deep leadership (two Applicable Adults should be present) and observable and interruptible environments should be maintained.

d. Meetings should not be conducted in a hotel room.

e. Parents/legal guardians receive education concerning child abuse prevention before providing consent for their minor diver to travel alone with an Applicable Adult who is subject to these policies.