



# **USA BOXING**

## **SAFESPORT POLICY HANDBOOK**

*Recognizing, Reducing and Responding to Misconduct in Sport*

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## INTRODUCTION

There are a lot of reasons to participate in boxing – at any level. Some of the most common reasons include to have fun and to spend time with friends. Boxing also encourages a healthy lifestyle and builds self-confidence.

Unfortunately, sport, including boxing, can also be a high-risk environment for misconduct. All forms of misconduct are intolerable and in direct conflict with USA Boxing ideals.

There are six primary types of misconduct covered in this Safe Sport Policy Handbook for the purpose of athlete safety:

- Sexual Misconduct
- Physical Misconduct
- Emotional Misconduct
- Bullying
- Harassment
- Hazing

Misconduct may damage an athlete’s psychological well-being. Athletes who have been mistreated may experience social embarrassment, emotional turmoil, psychological scars, loss of self-esteem and their relationships with family and friends can be negatively affected. Misconduct often hurts an athlete’s competitive performance and may cause him or her to drop out of sport entirely.

To enhance safe sport practices and to investigate and resolve safe sport violations, USA Boxing has agreed to comply with the safe sport policies of the U.S. Center for SafeSport (Center) and has incorporated by reference the provisions of the *SafeSport Code for the U.S. Olympic and Paralympic Movement (Code)*, including its appendices, into these policies. The Center may update its policies at any time and the changes are effective when published. For the most current safe sport rules, policies and procedures, go to [www.SafeSport.org](http://www.SafeSport.org).

Any inquiries about the policies contained in this Safe Sport Policy Handbook should be directed to the USA Boxing Safe Sport mailbox at [SafeSport@usaboxing.org](mailto:SafeSport@usaboxing.org) or via telephone 719-866-2323.

## SCOPE

### **The MAAPP Applies to “In-Program Contact” Within the Olympic & Paralympic Movement**

The MAAPP is required for the U.S. Olympic & Paralympic Committee (USOPC), National Governing Bodies (NGB), Local Affiliated Organizations (LAO), and Paralympic Sport Organizations (PSO) within the Olympic & Paralympic Movement (each an “Organization”).

Some policies impose requirements on USA Boxing at sanctioned events and facilities partially or fully under USA Boxing's jurisdiction. For example, USA Boxing shall monitor locker rooms at their facilities and sanctioned events. Other policies impose certain requirements on Adult Participants under USA Boxing's jurisdiction when the Adult Participant is having "In-Program Contact." For example, Adult Participants cannot have one-on-one electronic communications with Minor Athletes that they coach.

## TERMINOLOGY

This section explains key words and concepts used throughout this Safe Sport Policy Handbook. The definitions set forth are intended to be universal in nature; however, some definitions vary by state. For example, the legal definition of "child abuse" is determined by each individual state. Guidelines concerning specific states may be found by visiting the Child Welfare Information Gateway [www.childwelfare.gov](http://www.childwelfare.gov).

**Adult Participant:** Any adult (18 years of age or older) who is:

- a. A member or license holder of USA Boxing;
- b. An employee or board member of USA Boxing or LAO;
- c. Within the governance or disciplinary jurisdiction of USA Boxing or LAO;
- d. Authorized, approved, or appointed by USA Boxing or LAO to have regular contact with or authority over Minor Athletes.<sup>1</sup>

**Amateur Athlete:** An athlete who meets the eligibility standards established by the National Governing Body or Paralympic Sports Organization for the sport in which the athlete competes.

**Authority:** When one person's position over another person is such that, based on the totality of the circumstances, they have the power or right to direct, control, give orders to, or make decisions for that person. Also see the [Power Imbalance definition in the SafeSport Code](#).

**Close-in-Age Exception:** An exception applicable to certain policies when an Adult Participant does not have authority over a Minor Athlete *and* is not more than four years older than the Minor Athlete (e.g., a 19-year-old and a 16-year-old). Note: this exception *only* applies within the prevention policies and *not* regarding conduct defined in the SafeSport Code.

**Dual Relationships:** An exception applicable to certain policies when an Adult Participant has a dual role or relationship with a Minor Athlete and the Minor Athlete's parent/guardian has provided written consent at least annually authorizing the exception.

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<sup>1</sup> This may include volunteers, medical staff, trainers, chaperones, monitors, contract personnel, bus/van drivers, officials, adult athletes, staff, board members, and any other individual who meets the Adult Participant definition.

**In-Program Contact:** Any contact (including communications, interactions, or activities) between an Adult Participant and any Minor Athlete(s) related to participation in sport.

Examples of In-Program Contact include, but are not limited to: competition, practices, camps/clinics, training/instructional sessions, pre/post game meals or outings, team travel, review of game film, team- or sport-related relationship building activities, celebrations, award ceremonies, banquets, team- or sport-related fundraising or community service, sport education, or competition site visits.

**Local Affiliated Organization (LAO):** In USA Boxing Local Boxing Committees (LBC) and member clubs are defined as LAOs.

**Minor Athlete:** An Amateur Athlete under 18 years of age who participates in, or participated within the previous 12 months in, an event, program, activity, or competition that is part of, or partially or fully under the jurisdiction of, an NGB, PSO, USOPC, or LAO.

**Partial or Full Jurisdiction:** Includes any sanctioned event (including all travel and lodging in connection with the event) by the NGB, PSO, USOPC, or LAO, or any facility that the NGB, PSO, USOPC, or LAO owns, leases, or rents for practice, training or competition.

**National Governing Body (NGB):** *A U.S. Olympic National Governing Body, Pan American Sport Organization, or Paralympic Sport Organization recognized by the U.S. Olympic & Paralympic Committee pursuant to the Ted Stevens Olympic and Amateur Sports Act, 36 U.S.C. §§ 220501, et seq. This definition shall also apply to the USOPC, or other sports entity approved by the USOPC, when they have assumed responsibility for the management or governance of a sport included on the program of the Olympic, Paralympic, or Pan-American Games.*

**Adult Participant Personal Care Assistant:** An Adult Participant who assists an athlete requiring help with activities of daily living (ADL) and preparation for athletic participation. This support can be provided by a Guide for Blind or visually impaired athletes or can include assistance with transfer, dressing, showering, medication administration, and toileting. Personal Care Assistants are different for every athlete and should be individualized to fit their specific needs. When assisting a Minor Athlete, Adult Participant PCAs shall be authorized by the athlete's parent/guardian.

**Paralympic Sport Organization (PSO):** an amateur sports organization recognized and certified as an NGB by the USOPC.

**Regular Contact:** Ongoing interactions during a 12-month period wherein an Adult Participant is in a role of direct and active engagement with any Minor Athlete(s). *NOTE: NGBs, PSOs, and the USOPC shall*

*submit/include categories of members/individuals that fall under the definition including specific volunteer designations.*

**U.S. Olympic & Paralympic Committee (USOPC):** A federally chartered nonprofit corporation that serves as the National Olympic Committee and National Paralympic Committee for the United States.

# **POLICY 1: TRAINING AND EDUCATION**

All USA Boxing Adult Participants, Local Boxing Committee members and Local Affiliated Organization staff shall successfully complete SafeSport Core training concerning misconduct in sport. The training provides a basic understanding of the six types of misconduct.

Misconduct in sport includes:

- Sexual Misconduct
- Physical Misconduct
- Emotional Misconduct
- Bullying
- Harassment
- Hazing

USA Boxing Adult Participants and LAOs are required to successfully complete a US Center for SafeSport-approved training course every year.

# POLICY 2:

## CRIMINAL BACKGROUND CHECK

### PURPOSE

**USA Boxing** is committed to the safety of athletes and participants involved in sport. **USA Boxing** requires background checks in order to (a) foster a safe environment at all competition and training environments sanctioned and/or overseen by USA Boxing (b) create a safe living, training, and competition environment for athletes and other individuals associated with **USA Boxing** and (c) protect persons at risk, including, but not limited to, minors and vulnerable adults.

This policy sets forth USA Boxing's background check standards and outlines the guidelines for the use of background checks to determine eligibility for USA Boxing membership and for participation in USA Boxing programs and services.

### APPLICABILITY OF POLICY

This policy applies to:

- A. All non-athlete members of USA Boxing
- B. All USA Boxing Staff;
- C. All adult (as defined below) members of any USA Boxing recognized national team;
- D. All adult athletes selected to participate on a national or international team, or any Delegation events to which the USOPC sends athletes;
- E. All individuals that USA Boxing formally authorizes, approves or appoints to (a) serve in a position of authority over or (b) have regular contact with athletes. This shall include, but is not limited to, staff, officials, coaches, board members, coordinators, local affiliated administrator/directors, trainers, independent contractors, volunteers, training partners, guides and medical personnel, and other individuals authorized or nominated by USA Boxing to work with athletes or other participants while at a USA Boxing Training Site or competition event to which USA Boxing sends athletes;
- F. All adult athletes, assistants and/or personal care assistants training at Olympic and Paralympic Training Centers [or at USA Boxing designated national training centers/venues]; and
- G. Other adults that may have contact with athletes, as determined by the Executive Director.
- H. Each USA Boxing Training Site shall require criminal background checks in compliance with the background search components, for those individuals it formally authorizes, approves or appoints (a) to serve in a position of authority over athletes, or (b) to have regular contact with athletes.
- I. Individuals affiliated with the media, who are authorized or credentialed by USA Boxing to access a Training Site or attend a competition ran by USA Boxing are required to undergo a criminal background check if they have unsupervised one-on-one interactions with athletes.
- J. Contracts with third-party vendors/contractors that are (a) in a position of authority over or (b) in regular contact with athletes shall include the background check requirements set forth in this policy. The contracts shall also specify that certification shall be provided by the vendor/contractor upon request by USA Boxing, to establish that the mandated background checks were conducted.
- K. When partnering with community organizations (i.e. YMCA, Boys and Girls Club) for events, the USA Boxing shall ensure that the partnership agreement includes language regarding background check



requirements. The agreements shall also specify that certification shall be provided by the community organization upon request by USA Boxing, to establish that the mandated background checks were conducted.

*Note: Applicability of this policy does not supersede or replace applicability to USOPC Background Check requirements or state law. Some members of USA Boxing may be subject to this policy that are not subject to the USOPC policy and vice versa.*

## **BACKGROUND CHECK SEARCH REQUIREMENTS**

The following search requirements will be used for any Background Check called for in this policy:

- A. Social Security Number validation;<sup>2</sup>
- B. Name and address history records;
- C. Two independent Multi-Jurisdictional Criminal Database searches covering 50 states plus DC, Guam, and Puerto Rico;
- D. Federal District Courts search for each name used and district where the individual currently lives or has lived during the past seven years, going back the length of time records are available and reportable;
- E. County Criminal Records for each name used and county where the individual currently lives or has lived during the past seven years, going back the length of time records are available and reportable for each county searched;
- F. National Sex Offender Registry database search of all available states, plus DC, Guam, and Puerto Rico;
- G. Multiple National Watch Lists;
- H. SafeSport Disciplinary Records;<sup>3</sup>
- I. Comprehensive International Records search for persons who have lived outside of the United States for six consecutive months in any one country, during the past seven years;<sup>4</sup>

**Supplemental Background Checks.** All supplemental off-year background check screens will be conducted using at least the following search components:

- A. Multi-Jurisdictional criminal database covering 50 states plus DC, Guam, and Puerto Rico
- B. Sex Offender Registry database searches of all available states, plus DC, Guam, and Puerto Rico; and
- C. SafeSport Disciplinary Records

## **POLICY OUTLINE**

No person may be a member of USA Boxing or have contact with athletes if they do not pass the applicable background check.

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<sup>2</sup> Or suitable alternative identification verification process as determined by the background check vendor.

<sup>3</sup> Until the process is automated, this component will not be audited. .

<sup>4</sup> International record checks vary from country to country. The background check vendor will provide comparable search components depending on the laws of that specific country.

A background check shall be conducted prior to the commencement of a new role or competition for all applicable individuals and shall be completed no less than every two (2) years thereafter with supplemental background checks in the off-years.

Background checks may be conducted more frequently as part of routine background check updates and/or if a permissible purpose (as defined by state law) has been determined.

## **FLAGGED OFFENSES**

Any results that meet the criteria set below will be reported to USA Boxing Membership Staff.

### ("Red Light" Finding):

- A. Any felony;<sup>5</sup> and
- B. Any misdemeanor involving:
  - i. All sexual crimes, criminal offenses of a sexual nature to include but not limited to; rape, child molestation, sexual battery, lewd conduct, possession and distribution of child pornography, possession and distribution of obscene material, prostitution, indecent exposure, public indecency, and any sex offender registrant;<sup>6</sup>
  - ii. Any drug related offenses;
  - iii. Harm to a minor or vulnerable person, including, but not limited to, offenses such as child abandonment, child endangerment/neglect/abuse, contributing to the delinquency of a minor, and DUI with a minor;
  - iv. Violence against a person, force, or threat of force (including crimes involving deadly weapons and domestic violence);
  - v. Stalking, harassment, blackmail, violation of a protection order, and/or threats;
  - vi. Destruction of property, including arson, vandalism, and criminal mischief; and
  - vii. Animal abuse, cruelty, or neglect.

*Note: Any person's participation in a USOPC event or competition will be subject to appropriate USOPC Background Checks and potentially to a USOPC Secondary Review of previously completed USA Boxing Background Checks.*

### **Offense Preliminary Review**

In the event of "Red Light" finding, the ED, or designee, shall make a preliminary ruling on the disqualification or conditional status of membership or participation in [NGB] activities. Should the finding involve the ED or if the ED is conflicted, in keeping with the [Conflict of Interest Policy/Bylaws], the [Ethics Committee] shall act in his or her place.

The ED's determination in relation to a background check finding includes, but is not limited to:

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<sup>5</sup> For purposes of these procedures, the term "felony" shall refer to any criminal offense punishable by imprisonment for more than one year.

<sup>6</sup> Any covered individual that has been convicted of, received an imposition of a deferred sentence for, or any plea of guilty or no contest for any sexual crime, criminal offense of a sexual nature, and/or is a sex offender registrant shall be reported to the U.S. Center for SafeSport.

- a. Disqualification for membership;
- b. Probationary status for membership;

**Review of Preliminary Ruling**

Individuals may request a hearing before the [USA Boxing Judicial Committee] to contest the preliminary ruling, including the disqualification from membership as a result of a “Red Light” finding. Any such hearing would be in keeping with the [Grievance Procedure/Appeals Policy].

An applicant may also dispute the accuracy of the reported information with JDP [Background Check Provider].

# POLICY 3:

## ATHLETE SAFETY POLICY

### COMMITMENT TO SAFETY

USA Boxing is committed to the safety and wellbeing of athletes and Participants, as defined by the U.S. Center for SafeSport's (the "Center") SafeSport Code for the Olympic and Paralympic Movements (the "Code"), involved in the U.S. Olympic & Paralympic Movement. As part of this commitment, USA Boxing's policy, prevention and education efforts aim to create an environment free from emotional, physical, and sexual misconduct and abuse, and to ensure effective and prompt action and resolution upon the occurrence of misconduct and/or abuse.

### Overview

USA Boxing recognizes that the process for training and motivating athletes will vary with each coach, trainer and athlete, but it is nevertheless important for everyone involved in sport to support the use of motivational and training methods that avoid misconduct. USA Boxing falls under and complies with the U.S. Center for SafeSport's SafeSport Code for the U.S. Olympic and Paralympic Movement.

In the event that any USA Boxing member, USA Boxing Board of Director member, or USA Boxing Staff member either (i) observes misconduct as defined in this SafeSport Policy Handbook or (ii) has reported to him or her allegations of misconduct as defined in this SafeSport Policy Handbook, it is the personal responsibility of the individual to immediately report this to USA Boxing via email, [SafeSport@usaboxing.org](mailto:SafeSport@usaboxing.org) or via telephone, 719-866-2323. If the alleged misconduct involves sexual abuse or sexualized behavior, the individual may report directly to the U.S. Center for SafeSport **Online**: <http://USCenterForSafeSport.org/report-a-concern> or via **Telephone**: 833-587-7233.

The USA Boxing member, Board of Director member or Staff member should not attempt to evaluate the credibility or validity of the allegations as a condition for reporting to USA Boxing. When potential criminal behavior has been reported to USA Boxing, USA Boxing shall report such allegation(s) to law enforcement authorities. Complaints and allegations will be addressed under the USA Boxing Enforcement Policy set out below.

### Application

This Athlete Safety Policy applies to all USA Boxing members, Board of Director members and Staff members.

USA Boxing members shall refrain from all forms of misconduct, which include:

- Sexual Misconduct
- Physical Misconduct
- Emotional Misconduct
- Bullying
- Harassment
- Hazing

## **PROHIBITED CONDUCT**

### **Sexual Misconduct**

- (1) Any touching or non-touching sexual interaction that is (a) nonconsensual or forced, (b) coerced or manipulated, or (c) perpetrated in an aggressive, harassing, exploitative or threatening manner;
- (2) Any sexual interaction between an athlete and an individual with evaluative, direct or indirect authority. Such relationships involve an imbalance of power and are likely to impair judgment or be exploitative; or
- (3) Romantic or sexual relationships, which began during the sport relationship, between athletes or other participants and those individuals (i) with direct supervisory or evaluative control, or (ii) are in a position of power and trust over the athlete or other participant. Except in circumstances where no imbalance of power exists, coaches have this direct supervisory or evaluative control and are in a position of power and trust over those athletes or participants they coach. The prohibition on romantic or sexual relationships does not include those relationships where it can be demonstrated that there is no imbalance of power. For example, this prohibition does not apply to a pre-existing relationship between two spouses or life partners.
- (4) Any act or conduct described as sexual abuse or misconduct under federal or state law (e.g. sexual abuse, sexual exploitation, rape).

**Note: An imbalance of power is always assumed between a coach and an athlete.**

### ***Types of Sexual Misconduct***

Types of sexual misconduct include:

- (1) sexual assault,
- (2) sexual harassment,
- (3) sexual abuse, or
- (4) any other sexual intimacies that exploit an athlete. Minors cannot consent to sexual activity with an adult, and all sexual interaction between an adult and a minor is strictly prohibited.

### ***Exceptions***

None

### ***Examples***

Examples of sexual misconduct prohibited under this Athlete Safety Policy include, without limitation:

- (1) **Touching offenses.** Behaviors that include:
  - (a) fondling an athlete's breasts or buttocks
  - (b) exchange of reward in sport (e.g., team placement, scores, feedback) for sexual favors
  - (c) genital contact intended to provide sexual gratification
  - (d) sexual relations or intimacies between persons in a position of trust, authority and/or evaluative and supervisory control over athletes or other sport participants.

**Comment**

**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. Accordingly, sexual interaction or intimacies between a coach and an athlete or other participant are prohibited, regardless of age, both during coaching and during that period following coaching if an imbalance in power could jeopardize effective decision-making.

- (2) **Non-touching offenses.** Behaviors that include:
  - (a) discussing one's sex life with an athlete;
  - (b) asking an athlete about his or her sex life;
  - (c) requesting or sending a nude or partial-dress photo to an athlete;
  - (d) exposing athletes to pornographic material;
  - (e) sending athletes sexually explicit or suggestive electronic or written messages or photos (e.g. "sexting");
  - (f) deliberately or recklessly exposing an athlete to sexual acts;
  - (g) deliberately or recklessly exposing an athlete to nudity (except in situations where locker rooms and changing areas are shared);
  - (h) sexual harassment; specifically, the sexual solicitation, physical advances, or verbal or nonverbal conduct that is sexual in nature, and
    - a. is unwelcome, offensive or creates a hostile environment, and the offending individual knows or is told this; or
    - b. is sufficiently severe or intense to be harassing to a reasonable person in the context.

## **Child Sexual Abuse**

- (1) Any sexual activity with a child. Minors cannot consent to sexual activity with an adult, and any sexual interaction between an adult and a minor is strictly prohibited. This includes sexual contact with a child that is accomplished by deception, manipulation, force or threat of force, regardless of the age of the participants, and all sexual interactions between an adult and a child, regardless of whether there is deception, or the child understands the sexual nature of the activity.

**Note concerning peer-to-peer child sexual abuse:** Sexual contact between minors also can be abusive. Whether or not a sexual interaction between children constitutes child sexual abuse

turns on the existence of an aggressor, the age difference between the children, and/or whether there is an imbalance of power and/or intellectual capabilities.

(2) Any act or conduct described as child sexual abuse under federal or state law.

***Exception***

None

***Examples***

Sexually abusive acts may include sexual penetration, sexual touching or non-contact sexual acts such as verbal acts, sexually suggestive electronic or written communications, exposure or voyeurism.

**Physical Misconduct**

(1) Contact or non-contact conduct that results in, or reasonably threatens to, cause physical harm to an athlete or other sport participants

(2) Any act or conduct described as physical abuse or misconduct under federal or state law (e.g. child abuse, child neglect, assault).

***Exceptions***

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

***Examples***

Examples of physical misconduct prohibited by this Athlete Safety Policy include, without limitation:

(1) **Contact offenses.** Behaviors that include:

- (a) punching, beating, biting, striking, choking or slapping an athlete;
- (b) intentionally hitting an athlete with objects or sporting equipment;
- (c) providing alcohol to an athlete under the legal drinking age (under U.S. law);
- (d) providing illegal drugs or non-prescribed medications to any athlete;
- (e) encouraging or permitting an athlete to return to play pre-maturely following a serious injury (e.g., a concussion) and without the clearance of a medical professional;
- (f) prescribing dieting or other weight-control methods without regard for the nutritional well-being and health of athlete.

(2) **Non-contact offenses.** Behaviors that include:

- (a) isolating an athlete in a confined space (e.g., locking an athlete in a small space);
- (b) 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);

(c) withholding, recommending against or denying adequate hydration, nutrition, medical attention or sleep.

**Note: Bullying, harassment, and hazing, addressed below, often involve some form of physical misconduct.**

## **Emotional Misconduct**

(1) A pattern of deliberate, non-contact behavior that has the potential to cause emotional or psychological harm to an athlete. Non-contact behaviors include:

- a. verbal acts
- b. physical acts
- c. acts that deny attention or support

(2) Any act or conduct described as emotional abuse or misconduct under federal or state law (e.g. threats, intimidation, stalking).

### ***Exception***

Emotional misconduct does not include generally accepted coaching methods of skill enhancement, physical conditioning, team building, discipline or improving athletic performance.

### ***Examples***

Examples of emotional misconduct prohibited by this Athlete Safety Policy include, without limitation:

- (1) **Verbal Acts.** (a) A pattern of verbal behaviors that attack an athlete personally in a degrading or belittling manner or (b) repeatedly and excessively yelling at a particular athlete or athletes in a manner that serves no productive training or motivational purpose.
- (2) **Physical Acts.** A pattern of physically aggressive behaviors, such as (a) throwing sport equipment, water bottles or chairs at, or in the presence of, participants; or (b) punching walls, windows, or other objects.
- (3) **Acts that Deny Attention and Support.** (a) A pattern of ignoring an athlete for extended periods of time or (b) routinely or arbitrarily excluding participants from practice.

**Note: Bullying, harassment, and hazing, addressed below, often involve some form of emotional misconduct.**

## **Bullying**

- (1) An intentional, persistent, and repeated pattern of committing or willfully tolerating physical and non-physical behaviors that are intended, or have the reasonable potential, to cause fear, humiliation, or physical harm in an attempt to socially exclude, diminish or isolate the targeted athlete; or
- (2) Any act or conduct described as bullying under federal or state law.



### ***Exceptions***

Bullying does not include group or team behaviors that are reasonably designed to (a) establish normative team behaviors, or (b) promote team cohesion.

### ***Examples***

Examples of bullying prohibited by this Athlete Safety Policy include, without limitation:

- (1) **Physical behaviors.** Patterns of behavior that include (a) hitting, pushing, punching, beating, biting, striking, kicking, choking, or slapping an athlete; or (b) throwing at or hitting an athlete with objects such as sporting equipment.
- (2) **Verbal and emotional behaviors.** Patterns of behavior that include (a) teasing, ridiculing, intimidating; (b) spreading rumors or making false statements; or (c) using electronic communications, social media, or other technology to harass, frighten, intimidate, or humiliate (i.e., cyber bullying).

## **Harassment**

- (1) A repeated 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 athlete or group based on gender, race, ethnicity, culture, religion, sexual orientation, gender expression or mental or physical disability; or
- (2) Any act or conduct described as harassment under federal or state law.

### ***Exceptions***

None

### ***Examples***

Examples of harassment prohibited by this Athlete Safety Policy include, without limitation:

- (1) **Physical offenses.** Patterns of behavior that include (a) hitting, pushing, punching, beating, biting, striking, kicking, choking, or slapping an athlete or participant; or (b) throwing at or hitting an athlete with objects including sporting equipment.
- (2) **Non-physical offenses.** Patterns of behavior that include (a) making negative or disparaging comments about an athlete's sexual orientation, gender expression, disability, religion, skin color, or ethnic traits; (b) displaying offensive materials, gestures, or symbols; or (c) withholding or reducing playing time to an athlete based on his or her sexual orientation.

## **Hazing**

- (1) Coercing, requiring, forcing, or willfully tolerating any humiliating, unwelcome or dangerous activity that serves as a condition for (a) joining a group or (b) being socially accepted by a group's members; or
- (2) Any act or conduct described as hazing under federal or state law

### ***Exception***

Hazing does not include group or team activities that are reasonably designed to (a) establish normative team behaviors or (b) promote team cohesion.

### ***Examples***

Examples of hazing prohibited by this Athlete Safety Policy include, without limitation:

- (1) Requiring, forcing, or otherwise requiring the consumption of alcohol or illegal drugs
- (2) tying, taping, or otherwise physically restraining an athlete
- (3) sexual simulations or sexual acts of any nature
- (4) sleep deprivation, otherwise unnecessary schedule disruption or the withholding of water and/or food
- (5) social actions (e.g., grossly inappropriate or provocative clothing) or public displays (e.g., public nudity) that are illegal or meant to draw ridicule
- (6) beating, paddling or other forms of physical assault
- (7) excessive training requirements focused on individuals on a team

**Comment:** Activities that fit the definition of hazing are considered to be hazing regardless of an athlete's willingness to cooperate or participate.

## **WILLFULLY TOLERATING MISCONDUCT**

It is a violation of this Athlete Safety Policy if a USA Boxing member knows of misconduct in violation of this Policy but fails to report such misconduct to the U.S. Center for SafeSport, the USA Boxing Safe Sport mailbox at [SafeSport@usaboxing.org](mailto:SafeSport@usaboxing.org) or via telephone 719-866-2323.

## **VIOLATIONS**

Violations of the Athlete Safety Policy shall be reported pursuant to the Reporting Policy and will be subject to penalties by the U.S. Center for SafeSport and USA Boxing Judicial Committee.

# POLICY 4: MINOR ATHLETE ABUSE PREVENTION

## INTRODUCTION

USA Boxing in conjunction with the U.S. Center for SafeSport (the Center) is committed to building a sport community where Participants can work and learn together in an atmosphere free of emotional, physical, and sexual misconduct. Throughout this document the most commonly used terms are defined in the Terminology section beginning on Page 4.

### Authority

The Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017 authorizes the Center to develop training and policies to prevent abuse—including physical, emotional, and sexual abuse—within the U.S. Olympic & Paralympic Movement. 36 U.S.C. § 220542(a)(1). Federal law requires that, at a minimum, national governing bodies and paralympic sports organizations *shall offer and give consistent training related to the prevention of child abuse: (1) to all adult members who are in regular contact with amateur athletes who are minors and (2) subject to parental consent, to members who are minors.* 36 U.S.C. § 220542(a)(2)(E). Federal law requires that these policies contain reasonable procedures to limit unobservable and uninterrupted one-on-one interactions between an amateur athlete, who is a minor, and an adult, who is not the minor’s legal guardian, at facilities under the jurisdiction of organizations within the U.S. Olympic & Paralympic Movement. 36 U.S.C. § 220542(a)(2)(C).

### SCOPE

#### **The MAAPP Applies to “In-Program Contact” Within the Olympic & Paralympic Movement**

The MAAPP is required for the U.S. Olympic & Paralympic Committee (USOPC), National Governing Bodies (NGB), Local Affiliated Organizations (LAO), and Paralympic Sport Organizations (PSO) within the Olympic & Paralympic Movement (each an “Organization”).

Some policies impose requirements on USA Boxing at sanctioned events and facilities partially or fully under USA Boxing’s jurisdiction. For example, USA Boxing shall monitor locker rooms at their facilities and sanctioned events. Other policies impose certain requirements on Adult Participants under USA Boxing’s jurisdiction when the Adult Participant is having “In-Program Contact.” For example, Adult Participants cannot have one-on-one electronic communications with Minor Athletes that they coach.

## What is the MAAPP?

To that end, the Center has developed the Minor Athlete Abuse Prevention Policies (MAAPP). The MAAPP is a collection of proactive prevention and training policies for the U.S. Olympic & Paralympic Movement. It has three primary components:

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

The Center developed the MAAPP to assist National Governing Bodies (NGBs), Paralympic Sport Organizations (PSOs), Local Affiliated Organizations (LAOs), the U.S. Olympic & Paralympic Committee (USOPC), and other individuals to whom these policies apply in meeting their obligations under federal law (*note*: implementing these policies does not guarantee that an organization or individual fully complies with federal law or all applicable legal obligations). These Organizations should share these policies with all Participants and with parents/guardians of minor athletes. Those implementing these policies should consider the physical and cognitive needs of all athletes.

The MAAPP focuses on just two important aspects of a much larger comprehensive abuse prevention strategy. These policies address training requirements and limiting one-on-one interactions between adults and minor athletes. These policies are intended to be enforceable and reasonable, acknowledging, for example, that when a 17-year-old athlete turns 18, they become an adult athlete, and a complete prohibition of one-on-one interactions may not be necessary or practical. Additionally, there may be other instances when one-on-one interactions could occur, and in those cases, these policies provide strategies so parents/guardians can provide informed consent if they choose to allow a permitted interaction. **The Center recommends that parents first complete training on abuse prevention to be informed about potential boundary violations and concerns before consenting to the interaction.**

While the MAAPP will help organizations implement these policies to greatly improve minor athlete safety, in no way can they guarantee athlete safety in all circumstances, especially when the policies are not fully implemented, followed, or monitored. These policies are not comprehensive of all prevention strategies, nor are they intended to be. These policies should be implemented alongside the [SafeSport Code](#). Additionally, other resources are available that may assist organizations in improving athlete safety<sup>7</sup>.

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<sup>7</sup> Saul, J., & Audage, N.C. (2007). [Preventing Child Sexual Abuse Within Youth-Servicing Organization: Getting Started on Policies and Procedures](#). Atlanta, GA: Centers for Disease Control and Prevention.

## **How Does the Center Ensure Compliance with the MAAPP?**

Federal law requires the Center to conduct regular and random audits of the NGBs to ensure compliance with these policies. 36 U.S.C. § 220542(a)(2)(E). More specific organizational compliance requirements can be found in Part II. Additionally, it is the responsibility of the USOPC and each NGB, LAO, and Adult Participant to comply with the MAAPP. The aforementioned organizations can act in their respective programs for violations of the MAAPP by Adult Participants. Adult Participants also have an independent responsibility to comply with these MAAPP provisions. Violations of these provisions can result in sanctions under the SafeSport Code.

## **Is the MAAPP Different from the SafeSport Code?**

Yes. The [SafeSport Code](#) works alongside the MAAPP to prevent abuse. The MAAPP includes proactive prevention policies for organizations and individuals, while the SafeSport Code contains misconduct policies for individuals. However, violations of the MAAPP can violate the SafeSport Code, and violators can be sanctioned.

### **SCOPE**

#### **The MAAPP Applies to “In-Program Contact” Within the Olympic & Paralympic Movement**

The MAAPP is required for the U.S. Olympic & Paralympic Committee (USOPC), National Governing Bodies (NGB), Local Affiliated Organizations (LAO), and Paralympic Sport Organizations (PSO) within the Olympic & Paralympic Movement (each an “Organization”).

Some policies impose requirements on USA Boxing at sanctioned events and facilities partially or fully under USA Boxing’s jurisdiction. For example, USA Boxing shall monitor locker rooms at their facilities and sanctioned events. Other policies impose certain requirements on Adult Participants under USA Boxing’s jurisdiction when the Adult Participant is having “In-Program Contact.” For example, Adult Participants cannot have one-on-one electronic communications with Minor Athletes that they coach.

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Canadian Centre for Child Protection. (2014). [Child Sexual Abuse: It Is Your Business](#). Winnipeg, Manitoba: Canadian Centre for Child Protection.

The Australian Royal Commission Into Institutional Responses to Child Sexual Abuse. (2017). [Final Report](#).

## Who is a Minor Athlete?

A **Minor Athlete** is an amateur athlete under 18 years of age who participates in, or participated within the previous 12 months in, an event, program, activity, or competition that is part of, or partially or fully under the jurisdiction of USA Boxing.

**Partial or Full Jurisdiction:** Includes any sanctioned event (including all travel and lodging in connection with the event) by USA Boxing, or any facility that USA Boxing owns, leases, or rents for practice, training, or competition.

## Who is an Adult Participant?

An **Adult Participant** is any adult (18 years of age or older) who is:

2. A member or license holder of USA Boxing;
3. An employee or board member of USA Boxing or LAO;
4. Within the governance or disciplinary jurisdiction of USA Boxing or LAO;
5. Authorized, approved, or appointed by USA Boxing or LAO to have regular contact with or authority over Minor Athletes.<sup>8</sup>

## What is In-Program Contact?

In-Program Contact includes sanctioned events and facilities, but it also applies more broadly to sport-related interactions. **The MAAPP defines “In-Program Contact” as:**

*Any contact (including communications, interactions, or activities) between an Adult Participant and any Minor Athlete(s) related to participation in sport.*

Examples of in-program contact include, but are not limited to: competition, practices, camps/clinics, training/instructional sessions, pre/post bout meals or outings, team travel, review of bout film, team- or sport-related relationship building activities, celebrations, award ceremonies, banquets, team- or sport-related fundraising or community service, sport education, or competition site visits.

## Does the MAAPP Have Any Exceptions?

Yes. The MAAPP was written with certain appropriate exceptions in mind. Exceptions are addressed in each policy and include:

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<sup>8</sup> This may include volunteers, medical staff, trainers, chaperones, monitors, contract personnel, bus/van drivers, officials, adult athletes, staff, board members, and any other individual who meets the Adult Participant definition.

1. [A Close-in-Age Exception](#)

This exception applies to certain policies and allows for In-Program Contact between an Adult Participant and a Minor Athlete if:

- a. The Adult Participant has no authority over the Minor Athlete; and
- b. The Adult Participant is not more than four years older than the Minor Athlete.

***Note: This exception is different than the close-in-age exception in the [SafeSport Code](#) pertaining to misconduct.***

2. [Exceptions for Adult Participant Personal Care Assistants Working with a Minor Athlete](#)

3. [Exceptions for Dual Relationships](#)

This exception applies to certain policies when the Adult Participant has a dual role or relationship with a Minor Athlete. The exception requires written consent of the Minor Athlete's parent/guardian at least annually.

Many of the exceptions require parent/guardian consent. The Center recommends parents take training on child abuse prevention before providing consent under these policies. The Center offers a free Parent Course at [www.safesporttrained.org](http://www.safesporttrained.org).

### **Am I required to take SafeSport Training?**

Certain Adult Participants within the Olympic & Paralympic Movement who have (i) regular contact with Minor Athletes, (ii) authority over Minor Athletes, or (iii) are employees or board members of the USOPC, NGBs, PSOs, or LAOs, are required to take training. The specific training requirements can be found in Part I.

## PART I

### EDUCATION & TRAINING POLICY

#### A. Mandatory Child Abuse Prevention Training for Adult Participants

##### 1. Adult Participants Required to Complete Training

- a. The following Adult Participants shall complete the *SafeSport Trained Core* either through the Center's online training or the Center's approved, in-person training:
  - i. Adult Participants who have regular contact with any amateur athlete(s) who is a minor;
  - ii. Adult Participants who have authority over any amateur athlete(s) who is a minor.
  - iii. Adult Participants who are an employee or board member USA Boxing.
- b. Adult Participants who are registered as Ringside Physicians are required to take training under Section (a) can take the Health Professionals Course in lieu of the *SafeSport Trained Core*.

##### 2. Local Affiliated Organizations Required to Complete Training

- a. USA Boxing Local Boxing Committee (LBC) Members
- b. USA Boxing Member Club Staff and Board Members

##### 3. Timing of Training

Adult Participants shall complete this training:

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

##### 4. Refresher Training

The above listed Adult Participants shall complete a refresher course on an annual basis (within 12 months), beginning the calendar year after completing the *SafeSport Trained Core*. Every four years, Adult Participants will complete the *SafeSport Trained Core* training. Medical providers can take the Health Professionals Course in lieu of the *SafeSport Trained Core* and are required to take the refresher courses on an annual basis if they meet the criteria for A(1).

#### B. Minor Athlete Training Shall Be Offered

1. USA Boxing, on an annual basis, shall offer and, subject to parental consent, give training to Minor Athletes on the prevention and reporting of child abuse.
2. The Center offers youth courses, located at [safesporttrained.org](https://safesporttrained.org), that meet this requirement.



### **C. Parent Training Shall Be Offered**

1. USA Boxing, on an annual basis, shall offer training to parents on the prevention and reporting of child abuse.
2. The Center offers a parent course, located at [safesporttrained.org](http://safesporttrained.org) , that meets this requirement.

### **D. Optional Training**

1. Adult Participants serving in a volunteer capacity, who will not have regular contact with or authority over Minor Athletes, should take the Center's brief Volunteer Course (or *SafeSport Trained Core*) before engaging or interacting with any Minor Athlete(s).
2. Parents of Minor Athletes are provided free online access to the Center's parent course and are encouraged to take the training.

### **E. Exemptions and Accommodations**

1. Exemptions from this Education & Training Policy may be made on a case-by-case basis for victims/survivors. Requests may be made directly to the U.S. Center for SafeSport at [exemptions@safesport.org](mailto:exemptions@safesport.org).
2. The Center will work with USA Boxing on appropriate accommodations for persons with disabilities and individuals with limited English proficiency to satisfy these training requirements. Each NGB, PSO, LAO and the USOPC shall provide reasonable accommodations and track any exemptions for individuals with disabilities and individuals with limited English proficiency.

**Note: All USA Boxing Non-Athlete members shall take SafeSport training before their membership becomes current. (Adult athletes that assist with coaching minor athletes will be required to register as non-athletes before taking on this role)**

## **PART II**

### **ORGANIZATIONAL REQUIREMENTS FOR EDUCATION & TRAINING AND PREVENTION POLICIES**

All NGBs, PSOs, LAOs, and the USOPC (the "Organization") shall implement proactive policies designed to prevent abuse. These organizational requirements are described below.

#### **A. Organizational Requirements for Education & Training**

1. USA Boxing shall track whether Adult Participants under its jurisdiction complete the required training listed in Part I.
2. USA Boxing shall, on an annual basis, offer and, subject to parental consent, give training to Minor Athletes on the prevention and reporting of child abuse.
  - a. For training to Minor Athletes, the Organization shall track a description of the training and how the training was offered and provided to Minor Athletes.
  - b. USA Boxing is not required to track individual course completions of Minor Athletes.
3. USA Boxing shall, on an annual basis, offer training to parents on the prevention and reporting of child abuse.

## **B. Required Prevention Policies and Implementation**

1. USA Boxing shall develop minor athlete abuse prevention policies that contain the mandatory components of the Center's model policies in Part III. These model policies cover:
  - a. One-on-one interactions
  - b. Meetings and training sessions
  - c. Athletic training modalities, massages, and rubdowns
  - d. Locker rooms and changing areas
  - e. Electronic communications
  - f. Transportation
  - g. Lodging
2. The policies shall be approved by the Center as described in subsection (C) below. An Organization may choose to implement stricter standards than the model policies.
3. USA Boxing shall also require that its Local Affiliated Organizations (LAOs) implement these policies within each LAO.
4. USA Boxing shall implement these policies for all In-Program Contact.
  - a. At sanctioned events and facilities partially or fully under its jurisdiction, the organization shall take steps to ensure the policies are implemented and followed.
  - b. For In-Program Contact that occurs outside USA Boxing sanctioned event or facilities, implementing these policies means:
    - i. Communicating the policies to individuals under its jurisdiction;
    - ii. Establishing a reporting mechanism for violations of the policies;
    - iii. Investigating and enforcing violations of the policies.

5. USA Boxing shall have a reporting mechanism to accept reports that an Adult Participant is violating USA Boxing's minor athlete abuse prevention policies. USA Boxing shall appropriately investigate and resolve any reports received, unless the violation is reported to the Center and it exercises jurisdiction over the report. This requirement is in addition to requirements to report abuse under the SafeSport Code.

### **C. Policy Approval and Submission Process**

1. USA Boxing may adopt the MAAPP as-is or adapt it to fit their needs. Regardless, each Organization shall submit their policies to the Center at [compliance@safesport.org](mailto:compliance@safesport.org) for review and approval by January 31, 2021. The Center will approve, approve with modifications, or deny the policies. If the Center denies the proposed policy, the mandatory components of Part III become the default policy until the Center approves the policy.
2. USA Boxing shall require their LAOs (LBCs and Member Clubs) to incorporate the mandatory components of Part III. NGBs may require that their LAOs implement the NGB's policies, which may be more stringent than the policies in Part III.
3. The mandatory components of Part III will serve as the default policy for any organization that fails to develop its own policy as required by this section.

## **PART III**

### **REQUIRED POLICIES FOR ONE-ON-ONE INTERACTIONS**

The U.S. Center for SafeSport 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.

### **MODEL POLICY: ONE-ON-ONE INTERACTIONS**

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#### **A. Mandatory Components**

1. Observable and Interruptible
  - a. All one-on-one In-Program Contact between an Adult Participant and a Minor Athlete shall 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 a Personal Care Assistant, and:
    - (1) the Minor Athlete’s parent/guardian has provided written consent to USA Boxing 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 USA Boxing’s screening policy; or
  - iv. In other circumstances specifically addressed in this policy that allow for certain one-on-one interactions if USA Boxing receives parent/ guardian consent.

## **MODEL POLICY: MEETINGS AND TRAINING SESSIONS**

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### **A. Mandatory Components**

#### **1. Observable and Interruptible**

Adult Participants shall 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 shall 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 a Personal Care Assistant, and:
    - (1) the Minor Athlete’s parent/guardian has provided written consent to USA Boxing 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 USA Boxing’s screening policy.

- b. The Adult Participant providing the individual training session shall 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 shall be allowed to observe the individual training session.
3. Meetings with licensed mental health care professionals and health care providers (other than athletic trainers<sup>9</sup>)
- If a licensed mental health care professional or licensed health care provider meets one-on-one with a Minor Athlete at a sanctioned event or a facility, which is partially or fully under USA Boxing’s/LAO jurisdiction, the meeting shall be observable and interruptible except:
- a. If the door remains unlocked; and
  - b. Another adult is present at the facility and notified that a meeting is occurring, although the Minor Athlete’s identity needs not be disclosed; and
  - c. USA Boxing/LAO is notified that the provider will be meeting with a Minor Athlete; and
  - d. The provider obtains consent consistent with applicable laws and ethical standards, which can be withdrawn at any time.

## **MODEL POLICY: ATHLETIC TRAINING MODALITIES, MESSAGES, AND RUBDOWNS**

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### **A. Mandatory Components**

1. Athletic training modality, massage, or rubdown

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

- 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.

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<sup>9</sup> Athletic trainers who are covered under these policies shall follow the “Athletic Training Modalities, Messages, and Rubdowns” policy.

## 2. Consent

- a. Providers of athletic training modalities, massages, and rubdowns or USA Boxing/LAO, when applicable, shall 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.

## **MODEL POLICY: LOCKER ROOMS AND CHANGING AREAS**

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### **A. Mandatory Components**

#### 1. Observable and Interruptible

Adult Participants shall ensure that all 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 USA Boxing/LAO 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 USA Boxing'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 shall 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 shall 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. USA Boxing/LAO and the Adult Participant(s) shall abide by this request.

### 3. Media and Championship Celebrations in Locker Rooms

USA Boxing 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. USA Boxing/LAO 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. USA Boxing/LAO shall 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 USA Boxing's jurisdiction.
- b. USA Boxing/LAO shall 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 USA Boxing's jurisdiction.

## **MODEL POLICY: ELECTRONIC COMMUNICATIONS<sup>10</sup>**

### **A. Mandatory Components**

#### 1. Open and Transparent

- a. All one-on-one electronic communications between an Adult Participant and a Minor Athlete shall 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 USA Boxing 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

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<sup>10</sup> Electronic communications include, but are not limited to: phone calls, videoconferencing, video coaching, texting, and social media.

- (3) the Adult Participant Personal Care Assistant has complied with the USA Boxing'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 shall 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 shall 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) shall be professional in nature unless an exception in (1)(a) exists.

## 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. USA Boxing and the Adult Participant shall abide by any request to discontinue, absent emergency circumstances.

# **MODEL POLICY: TRANSPORTATION**

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## **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 USA Boxing/LAO 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 USA Boxing'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 sanctioned by USA Boxing at least annually.

## **MODEL POLICY: LODGING**

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### **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 shall 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 USA Boxing with advance, written consent for the lodging arrangement;
  - ii. The Close-in-Age Exception applies, and the Minor Athlete's parent/guardian has provided USA Boxing/LAO 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 USA Boxing/LAO 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 USA Boxing's screening policy.
- b. Written consent from a Minor Athlete's parent/guardian shall be obtained for all In-Program lodging at least annually.

#### **2. Monitoring or Room Checks During In-Program Travel**

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

3. Additional Requirements for Lodging Authorized or Funded by the Organization
  - a. Adult Participants traveling with USA Boxing shall agree to and sign USA Boxing'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 shall comply with the Center's Education & Training Policy.

# POLICY 5:

## REPORTING

### REPORTING POLICY

USA Boxing members shall report any misconduct as defined in **USA Boxing Athlete Safety Policy, the Minor Athlete Abuse Prevention Policy (MAAPP)**, or this **Safe Sport Policy Handbook** that he or she observes or that has been reported to him or her by accessing the **Online reporting portal at <http://USCenterForSafeSport.org/report-a-concern>** or via **Telephone: (833) 587-7233**. You may also report any other violations, including the MAAPPS Policies via the USA Boxing Safe Sport mailbox at [SafeSport@usaboxing.org](mailto:SafeSport@usaboxing.org) or by telephone 719-866-2323. Please be advised you should also report **to law enforcement as required by any state or federal reporting requirements**.

Reports of misconduct involving sexualized behaviors including boundary violations, grooming behaviors, child sexual abuse, sexual misconduct (romantic relationship with imbalance of power, sexual exploitations, sexual harassment, sexual assault and violence), sexualized bullying and sexualized hazing will be sent to the U.S. Center for SafeSport (the entity with jurisdiction over misconduct as described above) either via the **Online Reporting portal at <http://USCenterForSafeSport.org/report-a-concern>** or via **Telephone: (833) 587-7233**. The Center also has discretionary jurisdiction over all other misconduct stated in the Policy 3, Athlete Safety Policy and Policy 4, Minor Athlete and Abuse Prevention Policies.

USA Boxing member clubs shall refer reports received to USA Boxing or the U.S. Center for SafeSport

#### **“Whistleblower” Protection**

Regardless of whether the allegation(s) is proven, USA Boxing will support the complainant(s) and his or her right to express concerns in good faith. USA Boxing will not encourage, allow or tolerate attempts from any individual to retaliate, punish or in any way harm any individual(s) who reports a concern in good faith. Such actions against a complainant may be grounds for disciplinary action.

#### **Bad-Faith Allegations**

Submitting a knowingly false allegation is prohibited and may violate state criminal law and civil defamation laws. Such reports will be considered a violation of USA Boxing Safe Sport Policy Handbook and may be subject to penalty in accordance with Article 17 of the USA Boxing Bylaws.

### **Additional Considerations Regarding Reporting Sexual Misconduct**

#### ***Grooming***

Because sexual abusers often “groom” children for abuse – the process used by offenders to select a child, to win the child’s trust (and the trust of the child’s parent or guardian), to manipulate the child into sexual activity and to keep the child from disclosing abuse – it is possible that a USA Boxing

member may witness behavior intended to groom a child for sexual abuse. All questions or concerns related to inappropriate, suspicious or suspected grooming behavior should be directed to **The U.S. Center for SafeSport Online portal** <http://USCenterForSafeSport.org/report-a-concern> or via **Telephone:** (833) 587-7233 or the USA Boxing Safe Sport mailbox at [SafeSport@usaboxing.org](mailto:SafeSport@usaboxing.org) or via telephone 719-866-2323.

### ***Peer-to-Peer Sexual Abuse***

Approximately 1/3 of all child sexual abuse occurs at the hands of other children and the obligation to report extends to peer-to-peer child sexual abuse. Whether or not a sexual interaction between children constitutes child sexual abuse turns on the existence of an aggressor, the age difference between the children, and/or whether there is an imbalance of power or intellectual capabilities. If you have any concerns that an interaction between children may constitute sexual abuse, report it to **The U.S. Center for SafeSport, via the Online portal** <http://USCenterForSafeSport.org/report-a-concern> or via **Telephone:** (833) 587-7233 or the USA Boxing Safe Sport mailbox at [SafeSport@usaboxing.org](mailto:SafeSport@usaboxing.org) or by telephone, 719-866-2323.

## **REPORTING PROCEDURE**

### **To Whom to Report**

Any report of sexual misconduct (see full description above) may be made directly to the U.S. Center for SafeSport via online reporting at (<http://USCenterForSafeSport.org/report-a-concern>) or via telephone, call (833) 587-7233. You may also contact the USA Boxing Safe Sport mailbox at [SafeSport@usaboxing.org](mailto:SafeSport@usaboxing.org) or via telephone 719-866-2323 to report sexual misconduct, or to report all other types of misconduct, including violation of the Minor Athlete Abuse Prevention Policies. In some cases, state and federal law imposes a duty to report any allegation of child physical or sexual abuse to relevant law enforcement authorities.

### **How to Report**

The U.S. Center for SafeSport (The Center) or USA Boxing will take a report in the way that is most comfortable for the person initiating a report including an anonymous, in-person, verbal, or written report. Regardless of the method of reporting, it is helpful to The Center and USA Boxing to get the following information: (1) the name of the complainant(s); (2) the type of misconduct alleged; (3) the name(s) of the alleged victim(s); and (4) the name(s) of the individual(s) alleged to have committed the misconduct.

Individuals may complete an Incident Report Form. Information on this form will include:

- 1) the name(s) of the complainant(s)
- 2) the type of misconduct alleged
- 3) the name(s) of the alleged victim(s)

- 4) the name(s) of the individual(s) alleged to have committed the misconduct
- 5) the approximate dates the misconduct was committed
- 6) the names of other individuals who might have information regarding the alleged misconduct
- 7) a summary statement of the reasons to believe that misconduct has occurred

## **CONFIDENTIALITY AND ANONYMOUS REPORTING**

### **Confidentiality**

To the extent permitted by law, and as appropriate, The Center and USA Boxing will handle any report it receives confidentially and discretely and will not make public the names of the complaint(s), potential victim(s), or accused perpetrator(s); however, The Center and USA Boxing may disclose such names on a limited basis when conducting an investigation or reporting to law enforcement authorities.

### **Anonymous Reporting**

The Center and USA Boxing recognizes it can be difficult to report an allegation of misconduct and strives to remove as many barriers to reporting as possible. Anonymous reports may be made without the formality of completing an Incident Report Form:

- by completing the Reporting Form without including their name; or
- by expressing concerns verbally to **The U.S. Center for SafeSport, Online:** <http://USCenterForSafeSport.org/report-a-concern> or **via Telephone:** (833) 587-7233 or **the USA Boxing Safe Sport Representative** at (719) 866-2323, email [SafeSport@usaboxing.org](mailto:SafeSport@usaboxing.org).

Anonymous reporting may make it difficult for USA Boxing to investigate or properly address allegations.

## **HOW REPORTS ARE HANDLED**

### **Suspicious or Allegations of Child Physical or Sexual Abuse**

#### ***Reporting to Law Enforcement and/or Child Protective Services***

The Center and USA Boxing report all allegations of child physical or sexual abuse to law enforcement authorities. These entities do not attempt to evaluate the credibility or validity of child physical or sexual abuse as a condition for reporting to appropriate law enforcement authorities. As necessary, however, The Center or USA Boxing may ask a few clarifying questions of the person making the report to adequately report the suspicion or allegation to law enforcement authorities.

\* For mandatory reporting laws, visit [www.childwelfare.gov](http://www.childwelfare.gov).

### **Misconduct and Policy Violations**

The U.S. Center for SafeSport and USA Boxing address internally alleged Safe Sport Policy Handbook violations and misconduct, including Athlete Safety Policy violations that are not reportable under relevant state or federal law.

The Center may also investigate allegations of child physical or sexual abuse that are reportable, if such investigation does not interfere with any ongoing criminal investigation or prosecution for abuse. Such allegations may include:

- Abuse reported outside the relevant statutes of limitation
- Allegations of abuse that were reported to authorities, but: (a) legal authorities did not press criminal charges; or (b) criminal charges were filed, but not pursued to trial.

### **NOTIFICATION**

Following the Center's or USA Boxing's receipt of a credible allegation involving Safe Sport-related misconduct, The Center may consider the circumstances in which it will notify other parents of athletes with whom the accused individual may have had contact. In the Center's discretion, and as appropriate, the Center may notify relevant staff members, contractors, volunteers, parents, and/or athletes of any such allegation that (1) law enforcement authorities are actively investigating; or (2) that the Center is investigating internally. Advising others of an allegation may lead to additional reports of child physical or sexual abuse and other misconduct.

# **POLICY 6**

## **RESPONSE & RESOLUTION**

### **JURISDICTIONAL NOTIFICATION**

USA Boxing will promptly inform an identified reporting party once a jurisdictional determination has been made regarding whether a report is: 1) being referred to the Center; or 2) being addressed by USA Boxing.

USA Boxing's SafeSport Representative shall ensure the Response and Resolution is being followed.

### **INVESTIGATIONS, RESPONSE, AND RESOLUTION**

USA Boxing shall support the Center in all investigations by providing information as needed to the Center and by honoring all Center findings. USA Boxing may also conduct investigations if the Center has declined jurisdiction.

USA Boxing prohibits any retaliation before, during, and after the process of reporting, investigating, and resolving abuse or misconduct allegations. USA Boxing has zero tolerance for retaliation against individuals who make good faith reports of potential ethical, policy, financial or legal violations, or those who cooperate with investigations regardless of whether the jurisdiction remains with the Center or with USA Boxing.

#### *Ongoing SafeSport Investigations*

USA Boxing may implement temporary measures, if necessary, prior to the assertion of jurisdiction by the Center. USA Boxing also enforces temporary measures and permanent measures, including bans, implemented by the Center.

USA Boxing will not interfere in, attempt to interfere in, or attempt to influence the outcome of any Center investigation. Additionally, USA Boxing will respond to requests from the Center regarding the eligibility status of a Participant and/or the existence of USA Boxing imposed temporary measures within 72 hours of the request.

When the Center has imposed a measure, USA Boxing notifies the relevant individuals and informs them of the required actions (i.e., suspending their membership, placing them on administrative hold, etc.).

#### *Emotional, Physical and Minor Athlete Abuse Prevention Policy (MAAPP) Investigations*

In the event the Center declines jurisdiction for a matter that USA Boxing perceives as a serious safety allegation, such as emotional or physical abuse, or a MAAPP violation, there will be an internal investigation. USA Boxing makes a decision based on the findings of the investigation. Cases are

handled on an individual basis and may be referred to the Ethics Committee, depending on the situation.

USA Boxing maintains and updates a log recording all the cases under USA Boxing's jurisdiction. This log includes the allegations, how USA Boxing responded to the allegations, and their respective outcomes. Following the conclusion of the investigation, USA Boxing will send a closure letter to the claimant and respondent.

#### **DATA OF MATTERS ADDRESSED BY USA BOXING**

On an annual basis, USA Boxing will submit a report to the Center regarding matters that have been addressed by the organization. This data will include reports covering the following areas:

- Total reported incidents of alleged emotional misconduct
- Total number of investigations of alleged emotional misconduct
- Total number of violations for emotional misconduct adjudicated
  
- Total number of incidents of alleged physical misconduct
- Total number of investigations of alleged physical misconduct
- Total number of violations for physical misconduct adjudicated
  
- Total reported incidents of alleged violations of the MAAPP, by policy type
- Total number of investigations of alleged violations of the MAAPP, by policy type
- Total number of violations of the MAAPP, by policy type
  
- Total reported incidents of alleged retaliation
- Total number of investigations of alleged retaliation
- Total number of violations of retaliation policy



# **POLICY 7**

## **ENFORCEMENT**

### **ENFORCEMENT**

The enforcement of the policies contained in this Safe Sport Policy Handbook fall under the jurisdiction of the U.S. Center for SafeSport or the USA Boxing Judicial Committee. As such, The Center and Articles 14-15 of the USA Boxing Bylaws govern the enforcement phase and set forth the penalties that may be imposed for any violation of this Safe Sport Policy Handbook.

Neither civil nor criminal nor USA Boxing statutes of limitation apply to reports of cases of sexual abuse.

[Article 14 of the Bylaws contemplates the Procedures that shall govern complaints filed pursuant to Article 14, which Procedures shall be posted on the USA Boxing website.

# POLICY 8

## QUALITY CONTROL

USA Boxing utilizes this written policy and protocol to vet participants at USAB sanctioned events as follows:

- All Adult Participants with regular contact or authority over amateur athletes who are minors have successfully completed mandatory SafeSport training
- No event participant is included on USA Boxing's Exclusion List (including administrative holds)

### **I. Communication Plan**

USA Boxing will communicate with membership and participants as follows:

1. USA Boxing will communicate the Center approved MAAPP Education and Training Policy and Required Prevention Policies to all members and Adult Participants and LAOs at least once per calendar year via direct email.
2. USA Boxing will communicate the mechanism for reporting concerns involving alleged sexual misconduct, physical misconduct, emotional misconduct, or violations of the MAAPP at least once per calendar year via direct email.
3. The USA Boxing Quality Control System will be emailed to all USA Boxing event directors a minimum of once per calendar year.
4. For USA Boxing National events, within 30 days of the start of the tournament, the USA Boxing Athlete Safety Coordinator will email all registered participants the Center approved Education and Training Policy and Required Prevention Policies and reporting protocols for all concerns involving alleged sexual misconduct, physical misconduct, emotional misconduct, or violations of the MAAPP.
  - a. For all other USA Boxing sanctioned events, a copy of the Center approved Education and Training Policy and Required Prevention Policies and reporting protocols for all concerns involving alleged sexual misconduct, physical misconduct, emotional misconduct, or violations of the MAAPP will be posted in the event venue. USA Boxing members are provided the MAAPP Education and Training Policy and Required Prevention Policies, and the Reporting Protocol on an annual basis. For all other categories of participants at sanctioned events (i.e., announcers, volunteers, etc.), the check-in table will direct individuals to signage including a link/QR Code to the policies and reporting protocol, or a hard copy will be provided at check in.

### **II. Coaches, Officials, Medical Staff, Event Staff**

USA Boxing employs a registration system wherein participants sign up for membership online. This system (Webpoint) confirms membership requirements have been met prior to being made "current" and able to print a membership card. If an individual with a role of regular contact or authority is not current with their SafeSport

Core training, they will not be permitted to participate in a role of regular contact or authority until training is completed.

Non-athletes – The Webpoint system requirements for a non-athlete to be marked as current =

1. Membership
2. Clear Background Screening (includes check of USA Boxing’s Exclusion List)
3. Mandatory SafeSport Training Complete

### **III. Boxers (athletes)**

As with non-athlete members, boxers register for their annual membership through the Webpoint online registration system. Boxers are required to provide:

1. Proof of U.S. Citizenship via birth certificate or U.S. Passport
2. Proof of birthdate also via birth certificate or U.S. Passport
3. A valid annual physical giving them medical clearance to participate in sport.

The Webpoint online registration system includes a check of USA Boxing’s Exclusion List

### **IV. Webpoint Online Event Registration Non-Athletes and Boxers**

The online system verifies the three (3) non-athlete requirements, or four (4) boxer requirements have been successfully completed before the participant is allowed to register for the event.

If someone has not completed the requirements, they **cannot register for the event**.

### **V. Administrative Holds**

When a USA Boxing member is placed on Administrative Hold, their membership account is flagged, they are notified that they cannot participate, and LBC leaders are notified in writing this has occurred. This is to prevent the person(s) from participating in USA Boxing programs and sanctioned events.

Should a person on Administrative Hold attempt to participate, the event organizer must notify USA Boxing who will then notify the Center.

### **VI. Onsite Check-in during event**

- a. When registration through Webpoint occurs; non-athletes, including officials, coaches, and medical staff, physically check-in before the beginning of the boxing event and receive credentials. The credential represents the fulfillment of these requirements:
  - i. Registered properly for event, agreeing to all waivers
  - ii. Mandatory SafeSport training complete
  - iii. Background Screening passed
  - iv. Non-Athlete certification (coach or official) completed

- v. Participant list checked against current Exclusion List and confirmed to not be on Administrative Hold (anyone on this list trying to participate will be removed from the venue followed by notification to the Center)
  
- b. When registration is not conducted through Webpoint, the OIC (Official-in-Charge) or designee will verify current membership via membership card and Webpoint membership system search which includes all member suspensions, Administrative Holds or lapsed status. Anyone on suspension or Administrative Hold trying to participate will be removed from the venue followed by notification to the Center. The membership card confirms:
  - i. Current membership
  - ii. Successful completion of background screening
  - iii. Expiration date of SafeSport Training
  - iv. Non-Athlete certification completed

**VII. Walk-up coach/official registration (including last minute substitutions) for event**

If a coach/official has not registered online for the event, USA Boxing Event Check-in Staff will verify the 3 requirements are met (current member) to participate, register the person in the online system and provide a printed copy of the MAAPPS at-a-glance document and reporting information. (**Please note**, a current member has passed the background screening which vets the Exclusion list as well as completed mandatory SafeSport Training).

**There is NO on-site event registration for boxers.** Check-in process at events requires the athlete to produce their USA Boxing passbook with current membership card attached. Online event registration vets the Exclusion List (including administrative holds). Athlete is cross-checked against the registration list and then issued.

**VIII. Steps for other categories of participant:**

**Media, Vendor/Sponsors, Ring Announcers, Volunteers** – Each Media, Vendor/Sponsor and Ring Announcer, Volunteer representative fills out a Credential Application and while not required to complete SafeSport Training each representative is checked against USA Boxing’s Exclusion List and confirmed to not be on Administrative Hold before being issued a credential by USA Boxing Event Check-in Staff. All event participants will also receive the MAAPP At-A-Glance and reporting information.

Any event participant who appears on USA Boxing’s Exclusion List or Administrative Hold List will be prohibited from participating in any capacity.

Participants are encouraged to submit credential applications prior to the event so the confirmation of participation can be accomplished prior to the event however, we will also allow these individuals to be vetted on site at the event.

**IX. Trial Scales Area Monitoring**

Designated Trial Scales Areas will be monitored randomly by Event Staff using such methods as QR code scanning or manual trial scale monitoring checklist.