

# USA GOLF

## MINOR ATHLETE ABUSE PREVENTION POLICIES

Effective June 15, 2019

### I. DEFINITIONS

- a. **Covered Organizations:** The U.S. Olympic Committee and national governing bodies, including, without limitation USA GOLF.
- b. **Jurisdiction:** Authority or control.
- c. **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. An 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.
- d. **Minor, child or minor athlete:** An amateur athlete under 18 years of age.
- e. **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. For the avoidance of doubt, USA GOLF is an NGB.
- f. **National Member Organization (NMO):** 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.

## **II. EDUCATION & TRAINING POLICY**

### **a. Adults Required to Complete Mandatory Training**

The following adults at USA GOLF, USA GOLF National Member Organizations\*, and USA GOLF Local Affiliated Organizations\* shall complete training concerning child abuse prevention:

- Adult members at USA GOLF, a USA GOLF National Member Organization, or a USA GOLF Local Affiliated Organization who have regular contact with amateur athletes who are minors
- An adult authorized by USA GOLF, a USA GOLF National Member Organization, or a USA GOLF Local Affiliated Organization to have regular contact with or authority over an amateur athlete who is a minor
- Adult staff and board members of USA GOLF, a USA GOLF National Member Organization, or a Local Affiliated Organization (with the exception of NMOs and LAOs whose adult staff and board members have no contact with or authority over minor athletes).

To satisfy the training obligations, USA GOLF, USA GOLF NMOs and USA GOLF LAOs shall adhere to parts A.1, A. 2, and B, below, of this Education & Training Policy. The Center's "Core Center for SafeSport Training" provides the required child abuse prevention training mandated by federal law.

\*As of June 15, 2019, USA GOLF does not have any NMOs or LAO.

#### **1. Core Center for SafeSport Training**

The above listed adults are required to complete the U.S. Center for SafeSport's Core Center for SafeSport Training (i.e., the Center's online training or the Center's approved in-person training):

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

#### **2. Refresher Course(s)**

A refresher course is required on an annual basis effective the calendar year following the completion of the Core Center for SafeSport Training for each of the above listed adults at USA GOLF.

### **A. Minor Athletes**

USA GOLF shall, subject to parental consent, annually offer and give training to members who are minors regarding prevention and reporting of child abuse. USA GOLF shall track:

- A description of the training(s);
- The date the training(s) was offered and given; and
- A description of how the training(s) was offered and given.

## **B. Exemptions**

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, [ngbservices@safesport.org](mailto:ngbservices@safesport.org), or to USA GOLF.

- III. The Center will work with USA GOLF regarding appropriate accommodations for persons with disabilities to satisfy the training requirements herein.

### **III. REQUIRED PREVENTION POLICIES**

#### **A. Required policies**

Effective June 22, 2019, the following policies shall take effect:

1. One-on-One Interactions Policy
2. Massages and Rubdowns Policy
3. Locker Rooms and Changing Areas Policy
4. Social Media and Electronic Communications Policy
5. Local Travel Policy
6. Team Travel Policy

#### **1. 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**

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

##### **1. Application**

This policy shall apply to:

- 1) Adult members at a facility that is either partially or fully under the jurisdiction of a USA GOLF;
- 2) Adult members who have regular contact with amateur athletes who are minors;
- 3) Any adult authorized by USA GOLF to have regular contact with or authority over an amateur athlete who is a minor; and
- 4) Adult staff and board members of USA GOLF.

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

##### **2. Observable and interruptible**

- One-on-one interactions between a minor athlete and an Applicable Adult (who is not the minor's legal guardian) at a facility partially or fully under USA GOLF jurisdiction are permitted if they occur at an observable and interruptible distance by another adult.
- One-on-one interactions between minor athletes and an Applicable Adult (who is not the minor's legal guardian) at a facility partially or fully under USA GOLF jurisdiction are prohibited, except in the circumstances described herein and under emergency circumstances.

### 3. Meetings

- Meetings between Applicable Adults and minor athletes at a facility partially or fully under USA GOLF 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 USA GOLF 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.

### 4. Meetings with mental health care professionals and health care providers

- If a mental health care professional and/or health care provider meets with minor athletes at a facility partially or fully under USA GOLF 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 USA GOLF.

### 5. Individual training sessions

- Individual training sessions between Applicable Adults and minor athletes are permitted at a facility partially or fully under USA GOLF 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.

## 6. Monitoring

- When one-on-one interactions between Applicable Adults and minor athletes occur at a facility partially or fully under USA GOLF 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.

## **MASSAGES AND RUBDOWNS/ATHLETIC TRAINING MODALITIES**

### 1. Application

This policy shall apply to:

- 1) Adult members at a facility that is either partially or fully under the jurisdiction of USA GOLF;
- 2) Adult members who have regular contact with amateur athletes who are minors;
- 3) Any adult authorized by USA GOLF to have regular contact with or authority over an amateur athlete who is a minor; and
- 4) Adult staff and board members of USA GOLF.

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

### 2. Massage or rubdown/athletic training modality

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

### 3. Written consent

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

## LOCKER ROOMS AND CHANGING AREAS

### 1. Application

This policy shall apply to:

- 1) Adult members at a facility that is either partially or fully under the jurisdiction of USA GOLF;
- 2) Adult members who have regular contact with amateur athletes who are minors;
- 3) Any adult authorized by USA GOLF to have regular contact with or authority over an amateur athlete who is a minor; and
- 4) Adult staff and board members of USA GOLF.

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

### 2. Non-exclusive facility

If USA GOLF uses a facility not fully under USA GOLF jurisdiction (for, e.g., training or competition or similar events) and the facility is used by multiple constituents, Applicable Adults are nonetheless required to adhere to the rules set forth herein.

### 3. 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 USA GOLF’s jurisdiction is prohibited. Exceptions may be made for media and championship celebrations, provided that such exceptions are approved by USA GOLF and two or more Applicable Adults are present.

### 4. Undress

Under no circumstances shall an unrelated Applicable Adult at a facility under USA GOLF’s jurisdiction intentionally expose his or her breasts, buttocks, groin, or genitals to a minor athlete.

### 5. One-on-one interactions

- Except for athletes on the same team, at no time are unrelated Applicable Adults permitted to be alone with a minor athlete in a locker room or changing area when at a facility under USA GOLF partial or full jurisdiction, except under emergency circumstances.

- If USA GOLF 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.

6. Monitoring

USA GOLF regularly and randomly monitors the use of locker rooms and changing areas at facilities under USA GOLF jurisdiction to ensure compliance with these policies.

## **SOCIAL MEDIA & ELECTRONIC COMMUNICATIONS**

### 1. Application

This policy shall apply to:

- 1) Adult members who have regular contact with amateur athletes who are minors;
- 2) Any adult authorized by USA GOLF to have regular contact with or authority over an amateur athlete who is a minor; and
- 3) Adult staff and board members at USA GOLF.

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

### 2. Content

All electronic communication originating from Applicable Adults to minor athletes must be professional in nature.

### 3. Open and transparent

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

### 4. Requests to discontinue

Legal guardians may request in writing that their minor athlete not be contacted through any form of electronic communication by the organization or by the Applicable Adults subject to this policy. The organization will abide by any such request that their minor

athlete not be contacted via electronic communication, absent emergency circumstances.

5. Prohibited electronic communications

Applicable Adults with authority over minor athletes are not permitted to maintain private social media connections with unrelated minor athletes and such Applicable Adults are not permitted to accept new personal page requests on social media platforms from amateur athletes 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 athletes shall be discontinued.

## LOCAL TRAVEL

### 1. Application

This policy shall apply to:

- 1) Adult members who have regular contact with amateur athletes who are minors;
- 2) Any adult authorized by USA GOLF to have regular contact with or authority over an amateur athlete who is a minor; and
- 3) Adult staff and board members at USA GOLF.

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

### 2. Transportation

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

## TEAM TRAVEL

### 1. Application

This policy shall apply to:

- 1) Adult members who have regular contact with amateur athletes who are minors;
- 2) Any adult authorized by USA GOLF to have regular contact with or authority over an amateur athlete who is a minor; and
- 3) Adult staff and board members at USA GOLF.

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

### 2. Team/competition travel

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

### 3. Hotel rooms

Applicable Adults shall not share a hotel room or other sleeping arrangement with a minor athlete (unless the Applicable Adult is the legal guardian, sibling, or is otherwise related to the minor athlete). 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 athlete sharing a hotel room or other sleeping arrangement with an adult athlete.

#### a. 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).