



USA WEIGHTLIFTING MINOR ATHLETE ABUSE PREVENTION POLICIES

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INTRODUCTION

The U.S. Center for SafeSport (the Center) and USA Weightlifting are 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 in the back of this document.

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 *must 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 uninterruptible 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).

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 must 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 must share these policies with all Participants and with parents/guardians of minor athletes. Those implementing these policies must 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 must be implemented alongside the [SafeSport Code](#). Additionally, other resources are available that may assist organizations in improving athlete safety¹.

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.

¹ 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. 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](#).

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 Weightlifting members at sanctioned events and facilities partially or fully under the USA Weightlifting’s jurisdiction. For example, USA Weightlifting Club/Event directors must monitor locker rooms at their facilities and sanctioned events. Other policies impose certain requirements on Adult Participants under the USA Weightlifting 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.

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 Weightlifting.

Partial or Full Jurisdiction: Includes any sanctioned event (including all travel and lodging in connection with the event) by USA Weightlifting, or any facility that USA Weightlifting 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:

1. A member, coaching certification holder, or referee certification holder of USA Weightlifting
2. An employee or board member of USA Weightlifting
3. Within the governance or disciplinary jurisdiction of USA Weightlifting
4. Authorized, approved, or appointed by USA Weightlifting to have regular contact with or authority over Minor Athletes.²

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 game meals or outings, team travel, review of game film, team- or sport-related relationship building activities, celebrations, award ceremonies, banquets, team- or

² 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.

sport-related fundraising or community service, sport education, or competition site visits. In program activities include but not limited to training and competition with a minor athlete without another adult present.

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:

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 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 must 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 of USA Weightlifting
 - iv. Adult Participants who are medical providers/Sports Medicine Personnel required to take training under Section (a) can take the Health Professionals Course in lieu of the *SafeSport Trained Core*.

Individuals wishing to hold positions as a Sports Medicine Personnel are required to complete US Center for SafeSport training core training or the Health Professionals Course once followed by annual refresher training AND submit to a USA Weightlifting background check. Where the background check is purely for volunteering as a USA Weightlifting Sports Medicine volunteer and for no other purpose, the expense will be that of USA Weightlifting. In addition, Sports Medicine individuals must:

- b. Maintain membership in USA Weightlifting.
- c. Adhere to the USA Weightlifting Sports Medicine Society Athlete Safety Policy (see SMS Policy)
- d. Keep credentials up to date with USA Weightlifting

Athletes – National Team Selection

- Athletes selected to be a part of an international squad at all levels excluding Masters, regardless of if they will lift in the competition or not are required to submit themselves to:
 - A USA Weightlifting Background Check. Such a background check will be funded by USA Weightlifting where the event is also 100% funded by USA Weightlifting, for non-funded events the Athlete will be responsible for the cost of the background screening.
 - A current US Center for SafeSport education training relevant to the age of the athlete.
 - See USA Weightlifting Path to the Podium Selection system, or relevant documentation for USOC governed events for more details.

Coaches

- Coaches are required to complete US Center for SafeSport core training once followed by annual refresher training AND submit to a USA Weightlifting background check at their own expense to take any of the following actions:
 - Accompany an international team in any capacity.
 - Register for a USA Weightlifting-hosted event.
 - Hold a National, International or Senior International coach certification.
 - Be the President or affiliated coach of a USA Weightlifting club.
 - Be listed on the USA Weightlifting Coaching Directory.

Coaches must additionally adhere to the following rules:

Coaches are also prohibited from being alone with a minor in a private setting or in a place that is inappropriate to the professional coaching relationship. It is not considered a private setting if another adult is present and a meaningful opportunity for interruption is present.

A coach may not share overnight accommodation with an athlete of another gender or with any minor athlete that is not the coach's immediate family. A dual relationship exception will not apply in these circumstances.

Technical Officials

- Technical Officials are required to complete US Center for SafeSport training core training once followed by annual refresher training AND submit to a USA Weightlifting background check at their own expense to take any of the following actions:
 - Accompany an international team in any capacity.
 - Maintain certification as a National or International Technical Official.
 - Engage in a Weigh in, within any USA Weightlifting sanctioned event (Including LWC events).

Club Presidents, LWC Board Members, Club Administrators, Club Coaches, Staff, Board of Directors and any Elected Volunteer.

- Individuals wishing to hold any of the above positions are required to complete US Center for SafeSport core training once followed by annual refresher training AND submit to a USA Weightlifting background check at their own expense in order to stand for election and/or maintain such a position.

Sports Medicine Personnel

- Individuals wishing to hold any of the above positions are required to complete US Center for SafeSport training core training or Health Care Professionals course once followed by annual refresher training AND submit to a USA Weightlifting background check. Where the background check is purely for volunteering as a USA Weightlifting Sports Medicine volunteer and for no

other purpose, the expense will be that of USA Weightlifting. In addition, Sports Medicine individuals must:

- Maintain membership in USA Weightlifting.
- Adhere to the USA Weightlifting Sports Medicine Society Athlete Safety Policy (see SMS Policy)
- Keep credentials up to date with USA Weightlifting

Any Adult accompanying a National Team

- Any adult accompanying a National Team, whether or not a member of USA Weightlifting (for example, a parent) will become an Adult Participant under the policy, and must submit to US Center for SafeSport Core training once followed by annual refresher training and must submit to a USA Weightlifting background check at their own expense.

Adult Athletes with regular contact with Minors

2. Regular contact is defined as 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). Weightlifting activities where regular contact could occur include but are not limited to training and competition. An exception is granted for the legal parent or guardian of said minor athlete.

3. Timing of Training

Adult Participants must 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 must complete a refresher course on an annual basis, 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 Must Be Offered

1. USA Weightlifting, on an annual basis, must 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, that meet this requirement.

C. Parent Training Must Be Offered

1. USA Weightlifting, on an annual basis, must offer training to parents on the prevention and reporting of child abuse.

2. The Center offers a parent course, located at 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, must take the Center's brief Volunteer Course (or *SafeSport Trained Core*) before engaging or interacting with any Minor Athlete(s).
2. USA Weightlifting may provide training *in addition to* the *SafeSport Trained Core*, although they cannot refer to this training as "SafeSport" training. **Training other than the SafeSport Trained Core or Refresher does not satisfy this policy.**
3. 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.
2. The Center will work with USA Weightlifting on appropriate accommodations for persons with disabilities and individuals with limited English proficiency to satisfy these training requirements. USA Weightlifting must provide reasonable accommodations and track any exemptions for individuals with disabilities and individuals with limited English proficiency.

PART II

ORGANIZATIONAL REQUIREMENTS FOR EDUCATION & TRAINING AND PREVENTION POLICIES

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

A. Organizational Requirements for Education & Training

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

B. Required Prevention Policies and Implementation

1. USA Weightlifting must 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 must be approved by the Center as described in subsection (C) below. The policies may include the recommended components in Part III and the recommended policies in Part IV. Given the uniqueness of each sport, however, some recommended components or policies may not be feasible or appropriate. An Organization may choose to implement stricter standards than the model policies.
3. USA Weightlifting must also require that its LAOs implement these policies within each LAO. USA Weightlifting does not have any LAOs at the current time.

4. USA Weightlifting must implement these policies for all In-Program Contact.
 - a. At sanctioned events and facilities partially or fully under its jurisdiction, the organization must take steps to ensure the policies are implemented and followed.
 - b. For In-Program Contact that occurs outside USA Weightlifting's 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 Weightlifting must have a reporting mechanism to accept reports that an Adult Participant is violating USA Weightlifting's minor athlete abuse prevention policies. USA Weightlifting must 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 Weightlifting may adopt the MAAPP as-is or adapt it to fit their needs. Regardless, each Organization must submit their policies to the Center at 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 Weightlifting must require their LAOs 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. USA Weightlifting may, in its discretion, require its National Member Organizations (NMO) to implement these policies.
 - An NGB that chooses to require its NMOs to implement the Education & Training Policy must obtain advanced, written approval from the Center to expand the training access to additional persons. Requests must be submitted to ngbservices@safesport.org.
4. 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.

ONE-ON-ONE INTERACTIONS POLICY

- (i) All one-on-one In-Program Contact between an Adult Participant and a Minor Athlete must be **observable and interruptible**, except in emergency circumstances.
- (ii) 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:
 - a. When a Dual Relationship exists; or
 - b. When the Close-in-Age Exception applies; or
 - c. If a Minor Athlete needs a Personal Care Assistant, and:
 - (1) the Minor Athlete's parent/guardian has provided written consent to USA Weightlifting 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 Weightlifting's screening policy;or

In other circumstances specifically addressed in this policy that allow for certain one-on-one interactions if USA Weightlifting receives parent/ guardian consent.

Absent of exceptions, coaches and any adult member of USA Weightlifting are also required to not be alone with a minor in a private setting or in a place that is inappropriate to the professional coaching relationship. It is not considered a private setting if another adult is present and a meaningful opportunity for interruption is present.

Any one on one meeting, for any reason (except mental health treatment, see below) between an adult and a minor athlete shall take place in an environment which is observable and interruptible by 3rd parties. If this takes place in area with windows with blinds, those blinds must remain open for the entire duration of the meeting and any doors and exits must remain opened and unlocked and accessible to the minor.

Adult participants are prohibited from interacting one-on-one with unrelated minor athletes in settings outside of In-Program Contact (weightlifting activities) that are not observable and interruptible (including, but not limited to, one's home and individual transportation), unless parent/legal guardian consent is provided for each activity outside of In-Program contact. Nonetheless, such arrangements are strongly discouraged.

MEETINGS AND TRAINING SESSIONS POLICY

1. Observable and Interruptible

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

2. Individual Training Sessions

One-on-one, In-Program, individual training sessions must be 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 Weightlifting for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
 - ii. the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and
 - iii. the Adult Participant Personal Care Assistant has complied with the USA Weightlifting's screening policy.
- d. The Adult Participant providing the individual training session must receive advance, written consent from the Minor Athlete's parent/guardian at least annually, which can be withdrawn at any time; and
- e. Parents/guardians must be allowed to observe the individual training session.

3. Meetings with licensed mental health care professionals and health care providers (other than athletic trainers³)

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 Weightlifting jurisdiction, the meeting must 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 Weightlifting 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.

³ Athletic trainers who are covered under these policies must follow the "Athletic Training Modalities, Massages, and Rubdowns" policy.

- e. Meetings with mental healthcare professionals must have at least one other individual present for all procedures and treatments, for athletes of all ages unless for adult athletes only written consent for a private treatment is given. In the case of minor athletes, the treatment may never be given without a further adult present, preferably an individual with the same or superior certification to the provider.

ATHLETIC TRAINING MODALITIES, MASSAGES, AND RUBDOWNS POLICY

1. Athletic training modality, massage, or rubdown

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

- a. Be observable and interruptible; and
- b. Have another Adult Participant physically present for the athletic training modality, massage, or rubdown; and
- c. Have documented consent as explained in subsection (2) below; and
- d. Be performed with the Minor Athlete fully or partially clothed, ensuring that the breasts, buttocks, groin, or genitals are always covered; and
- e. Allow parents/guardians in the room as an observer, except for competition or training venues that limit credentialing.
- f. The provider must narrate the steps in the massage, rubdown, or athletic training modality before taking them, seeking assent of the Minor Athlete throughout the process.
- g. When possible, techniques must be used to reduce physical touch of Minor Athletes.
- h. Only licensed providers can administer a massage, rubdown, or athletic training modality.
- i. Coaches, regardless of whether they are licensed massage therapists, must not massage Minor Athletes.

2. Consent

- a. Providers of athletic training modalities, massages, and rubdowns or USA Weightlifting, when applicable, must obtain consent at least annually from Minor Athletes' parents/guardians before providing any athletic training modalities, massages, or rubdowns.
- b. Minor Athletes or their parents/guardians can withdraw consent at any time.

In the case of a USA Weightlifting sanctioned event and/or other instances of in-program contact, the USA Weightlifting SMS (Sports Medicine) Policy prevails, where that policy is stricter.

These policies are in effect for all activity including those organized by USA Weightlifting clubs or at USA Weightlifting locally sanctioned activities.

LOCKER ROOMS AND CHANGING AREAS POLICY

Adult Participants must 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 Weightlifting 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 Weightlifting's screening policy.

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

- a. No Adult Participant or Minor Athlete can use the photographic or recording capabilities of any device in locker rooms, changing areas, or any other area designated as a place for changing clothes or undressing.
- b. Adult Participants must not change clothes or behave in a manner that intentionally or recklessly exposes their breasts, buttocks, groins, or genitals to a Minor Athlete.
- c. Adult Participants must not shower with Minor Athletes unless:
 - i. The Adult Participant meets the Close-in-Age Exception; or
 - ii. The shower is part of a pre- or post-activity rinse while wearing swimwear.
- d. Parents/guardians may request in writing that their Minor Athlete(s) not change or shower with Adult Participant(s) during In-Program Contact. USA Weightlifting and the Adult Participant(s) must abide by this request.
- e. Except for athletes who meet the Close-In-Age exception, at no time are unrelated Adult Participants permitted to be alone with a minor athlete in a locker room or changing area when at a facility under our partial or full jurisdiction, except under emergency circumstances.
- f. If our organization is using a facility that only has a single locker room or changing area, we will designate separate times for use by Adult Participants, if any.

2. Media and Championship Celebrations in Locker Rooms

In the rare and unlikely case of a Championship Celebration in a locker room at a USA Weightlifting Event, USA Weightlifting 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 Weightlifting approves the specific instance of recording or photography; and
- iii. Two or more Adult Participants are present; and
- iv. Everyone is fully clothed.

3. 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 (c.) above in the first section of the Locker Rooms policy.

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

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

ELECTRONIC COMMUNICATIONS⁴ POLICY

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

- i. When a Dual Relationship exists; or
- ii. When the Close-in-Age Exception applies; or
- iii. If a Minor Athlete needs a Personal Care Assistant and:
 - i. the Minor Athlete's parent/guardian has provided written consent to USA Weightlifting 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 Weightlifting's screening policy.
- a. Open and Transparent means that the Adult Participant copies or includes the Minor Athlete's parent/guardian, another adult family member of the Minor Athlete, or another Adult Participant.
 - If a Minor Athlete communicates with the Adult Participant first, the Adult Participant must follow this policy if the Adult Participant responds.
- b. Only platforms that allow for Open and Transparent communication may be used to communicate with Minor Athletes.

1. Team Communication

When an Adult Participant communicates electronically to the entire team or any number of Minor Athletes on the team, the Adult Participant must copy or include another Adult Participant or the Minor Athletes' parents/guardians. Electronic communications must generally be sent only between the hours of 8:00 a.m. and 8:00 p.m. local time for the location of the Minor Athlete.

2. Content

All electronic communication originating from an Adult Participant(s) to a Minor Athlete(s) must be professional in nature unless an exception in (i-iii) exists. Communications between minor athletes and any Adult Participant (including but not exclusive to adult athletes, coaches, technical officials or otherwise) must be professional and related to the sport of Weightlifting only.

In the event a minor athlete texts an Adult Participant of USA Weightlifting, the reply must comply with the Open and Transparent definition and a copy of the communication must be made available on request to the parent or legal guardian of the individual.

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

3. Requests to discontinue

Parents/guardians may request in writing that USA Weightlifting or an Adult Participant subject to this policy not contact their Minor Athlete through any form of electronic communication. USA Weightlifting and the Adult Participant must abide by any request to discontinue, absent emergency circumstances.

In the case of a minor, parent/guardians must give permission for electronic communication to take place. Such permission may be revoked at any time and must be given in advance of any communication with the athlete.

4. Social Media Connections

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

Minor athletes may like or friend the official page of a USA Weightlifting club or similar.

TRANSPORTATION POLICY

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 Weightlifting 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 Weightlifting'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 Weightlifting at least annually.

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

LODGING POLICY

Hotel Rooms and Other Sleeping Arrangements

- a. All In-Program Contact at a hotel or lodging site between an Adult Participant and a Minor Athlete must be observable and interruptible, and an Adult Participant cannot share a hotel room or otherwise sleep in the same room with a Minor Athlete(s), except if:
 - i. A Dual Relationship Exists, and the Minor Athlete's parent/guardian has provided USA Weightlifting 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 Weightlifting 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 Weightlifting 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 Weightlifting's screening policy.
- b. Written consent from a Minor Athlete's parent/guardian must be obtained for all In-Program lodging at least annually.

1. Monitoring or Room Checks During In-Program Travel

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

2. Additional Requirements for Lodging Authorized or Funded by USA Weightlifting

- a. Adult Participants traveling with USA Weightlifting must agree to and sign the USA Weightlifting's lodging policy at least annually.
- b. Adult Participants that travel overnight with Minor Athlete(s) are assumed to have Authority over Minor Athlete(s) and thus must comply with USA Weightlifting's Education & Training Policy.
- c. A coach may not share overnight accommodation with an athlete of another gender or with any minor athlete that is not the coach's immediate family. A dual relationship exception will not apply in these circumstances.

PART IV

ADDITIONAL REQUIREMENTS FOR KEEPING YOUNG ATHLETES SAFE

A. Out-of-Program Contact

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

B. Gifting

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

C. Photography/Video

- Video and Photography may only be taken if generally accepted standards of decency are observed and if it is in the best sporting interests of the athlete, and with the consent of the athlete (or parent/guardian in the case of a minor).
- Adult Participants must not publicly share or post photos or videos of Minor Athlete(s) if the Adult Participant has not obtained the Parent/Guardian and Minor Athlete's consent.
- The athlete (or parent/guardian in the case of a minor) may revoke their permission at any time, including after public posting of any photo or video.
- For any video or photography to take place at least one more adult must be present.
- Photographs or videos of athletes may only be taken in public view and must observe generally accepted standards of decency.

D. Minor Athlete Weigh-Ins

- Athletes aged 17 and Under inclusive, must weigh in using a singlet in any USA Weightlifting competition. Athletes aged 18 and over have the option to weigh in using a singlet if they elect to do so.

E. Minor Athlete Sauna Use

- The use of saunas, sauna suits, or other weight cut inducements is prohibited for athletes aged 17 and under in USA Weightlifting competition.

TERMINOLOGY

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

- a. A member, Coach Certification holder, or Referee Certification holder of USA Weightlifting
- b. An employee or board member of USA Weightlifting
- c. Within the governance or disciplinary jurisdiction of USA Weightlifting
- d. Authorized, approved, or appointed by an USA Weightlifting to have regular contact with or authority over Minor Athletes.⁵

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](#). *NOTE: NGBs, PSOs, and the USOPC must submit/include categories of members/individuals that fall under the definition including specific volunteer designations.*

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.

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-

⁵ 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.

or sport-related relationship building activities, celebrations, award ceremonies, banquets, team- or sport-related fundraising or community service, sport education, or competition site visits.

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 USA Weightlifting

Partial or Full Jurisdiction: Includes any sanctioned event (including all travel and lodging in connection with the event) by USA Weightlifting, or any facility that USA Weightlifting 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 must be individualized to fit their specific needs. When assisting a Minor Athlete, Adult Participant PCAs must 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 is defined as 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). Weightlifting activities where regular contact could occur include but are not limited to training and competition. An exception is granted for the legal parent or guardian of said minor athlete.

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.

Appendix A: Chart of Possible Adult Participants

ADULT PARTICIPANTS	REGULAR CONTACT	AUTHORITY
USA Weightlifting Staff		X
USA Weightlifting Board Members		X
LWC Board Members		X
Coaches	X	X
Officials	X	X
Adult Athletes who have Regular Contact with Minor Athletes	X	
Adult Athletes who do not have Regular Contact with Minor Athletes		
Volunteers		
Sports Medicine Personnel/ Medical Professionals	X	X
Contractors/Vendors		
National Team Support Personnel	X	