



**US SPEEDSKATING**

USS Safe Sport Policy  
&  
Minor Athlete Abuse Prevention Policies

September 1, 2021

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# PART I: USS SAFE SPORT POLICY

## Introduction

The US Speedskating (USS) Safe Sport Policy is designed to ensure a safe, positive experience for all members of USS. This policy sets forth in writing an outline of organizational expectations and relevant areas of potential concern, with a goal of maintaining to the highest degree possible a healthy environment for all participants in our sport. While this document attempts to cover the following topics as thoroughly as possible, these efforts can only be as effective as the active participation of all concerned in reaching our mutual goals of a safe and successful sporting experience for all. This policy applies to and is enforced for all members (first-year members, club competitors/recreational skaters, national-level competitors, USS coaches, USS officials, USS club officers, introductory two-month members and USS alumni members) staff, including office staff, trainers and National Team coaches, Board members, volunteers and contractors, including medical personnel, massage therapists, event volunteers and committee members. All of the aforementioned groups constitute adult participants within the confines of this policy.

Consistent with the mission, vision and values of USS, the welfare of speed skating participants, especially minors, is of paramount concern. When any member, participant, coach, athlete, volunteer or staff member is subjected to abuse, it undermines and is incongruent with the mission, vision, and values of USS that we expect to be upheld in our sport.

***USS is committed to promoting a safe environment for its members, participants, athletes, coaches, officials, volunteers and staff within all speed skating disciplines.*** Accountability and enforcement must be shared at the local and regional levels, as USS cannot oversee all local club and regional activities. USS has adopted this policy to promote a safe speed skating environment, both solely and in partnership with other necessary entities, including but not limited to: National/Regional Training Centers and partner facilities, training sites and sessions, competitive environments, member clubs and associations, teams, parents, athletes and throughout the entire speed skating community. Only through a cooperative effort will we achieve this goal and ensure the welfare of our members, athletes, and participants.

USS designates the U.S. Center for SafeSport (the Center) as the organization that will have exclusive authority to investigate and resolve allegations of sexual misconduct and any related misconduct. This includes, but is not limited to, conduct involving (a) sexual misconduct; and (b) prohibited conduct under the SafeSport Code for the U.S. Olympic and Paralympic Movement (the SafeSport Code) that is reasonably related to the underlying allegation of sexual misconduct. Exclusive authority means (a) only the Center will investigate and manage any related arbitration involving sexual misconduct; and (b) neither the NGB nor the USOPC will conduct its own investigation or arbitration with respect to possible sexual misconduct, except as otherwise requested.

***Any harmful behaviors either defined within this policy or otherwise not included that inhibit a safe environment for USS athletes will not be tolerated.***

## **Definition of Abuse**

Abuse, including child abuse, is defined by various sources such as state statutes, case law, sports organization and professional association codes of conduct and training manuals, corporate and business workplace documents, and human rights commission materials. The definitions adopted in this policy include physical abuse, sexual abuse, emotional misconduct, bullying, hazing and harassment. USS' definitions of abuse are consistent with the U.S. Center for SafeSport's prohibited conduct and can be found here; [the SafeSport Code](#).

## **Reporting Information**

### **Legal Reporting Requirements**

USS will follow applicable law in reporting abusive situations to the proper authorities. If, in USS' reasonable and good faith judgment, reporting to the proper authorities is necessary to protect a person from the possibility of further abuse, it may make such report even if not compelled by law to do so. USS expects its National/Regional Training Centers and partner facilities, training sites and sessions, competitive environments, member clubs and associations, teams, parents, athletes and the speed skating community as a whole to adopt a similar response with regard to legal reporting requirements. [Click here](#) to view the mandatory reporting laws in your state.

### **Reporting Suspected Abuse and/or MAAPP Violations**

Any person who reasonably and in good faith believes a member of USS has abused another person per the USS Safe Sport Policy and/or violated the MAAPP, such person must notify the U.S. Center of SafeSport. They may also choose to notify appropriate local authorities, their respective club/association, USS directly or the USS Safe Sport Designees.

**All possible violations must be reported directly to the U.S. Center for SafeSport:**

**Telephone: 833-5US-SAFE (587-7233)**

**Online: <https://uscenterforsafesport.org/report-a-concern/>**

Suspected abuse and/or MAAPP violations can also still be reported to the US Speedskating office by calling 801-417-5375 or emailing [membership@usspeedskating.org](mailto:membership@usspeedskating.org)

If preferred, individuals may also choose to report suspected abuse and/or MAAPP violations to the USS Safe Sport Designees listed below. These reports can be made either by email or phone.

- Male Staff Designee: Dale Schoon, USS Director of Finance
  - [dschoon@usspeedskating.org](mailto:dschoon@usspeedskating.org), (801) 417-5372
- Female Staff Designee: Marion Wohlrab, Events and Membership Director
  - [mwohrlab@usspeedskating.org](mailto:mwohrlab@usspeedskating.org), (801) 417-5363
- Male Athlete Representative: Ian Quinn
  - [quinn.ian.daniel@gmail.com](mailto:quinn.ian.daniel@gmail.com)
- Female Athlete Representative: Rebekah Bradford Plath
  - [rebekahbradfordplath@icloud.com](mailto:rebekahbradfordplath@icloud.com)

### **Telephone Inquiries**

At least two USS staff members, one of each gender, shall be trained to receive telephone inquiries regarding abuse. USS will list both one male and one female designee on the USS website Safe Sport webpage as reporting recipients for inquiries regarding abuse. The Staff members shall:

1. Inform the caller that a written and signed complaint must be received by either the Center or USS to initiate any grievance and/or ethics procedures against a member of USS. They will also make the member aware of the USS Safe Sport Policy, Article 14 of the USS By-laws, and relevant USS Code of Conduct and USS Code of Ethics policies.
2. Offer the caller assistance in locating and obtaining a copy of the USS Safe Sport Policy, the online reporting forms and procedures for the Center and any associated grievance procedures to the caller;
3. Advise the caller that, if they have not already done so, the USS representative is required to file a report with the Center. Also inform the caller that if the abuse being reported is sexual in nature, the Center will take over jurisdiction from USS.
4. Advise the caller that USS may be legally obligated to report the allegations to the proper authorities even if no complaint is filed pursuant to the USS Safe Sport Policy and USS By-laws Article 14;
5. Encourage that the victim(s) seek professional help, if appropriate;
6. Prepare a written summary detailing the call and submit it to the Executive Director and the Center;
  - a. The Executive Director will determine, with the assistance of legal counsel if necessary, whether USS has a legal reporting requirement based upon the inquiry and act accordingly;
  - b. Written summaries will be filed and indexed by the alleged respondent and will become a part of any applicable misconduct/grievance/ethics breach file.

### **Implementation of the Misconduct/Grievance Procedures**

1. At least two USS staff members, one of each gender, shall be trained in the proper implementation of the member misconduct, grievance and ethics procedures contained in the US Speedskating Bylaws, USS Safe Sport Policy, including violations of the Minor Athlete Abuse Prevention Policies, USS Code of Conduct, USS Code of Ethics and the SafeSport Code.

2. One of the trained staff members will be designated to implement the procedures for each complaint;
3. The designated staff member will determine whether the respondent is an adult participant of USS;
  - a. If the respondent is an adult participant of USS, the matter should proceed in accordance with the existing applicable policy;
  - b. If the respondent is not an adult participant of USS, the staff member should notify the claimant or third party reporter of the inability of USS to pursue the matter internally, as a courtesy, and will recommend a course of action;
4. If not already completed, the Executive Director will determine, with the assistance of legal counsel if necessary, whether USS has a legal reporting requirement based upon the complaint and act accordingly or whom shall properly handle the complaint (e.g. USS Staff, USS Ethics Committee, etc.);
5. The designated staff member will “shepherd” the complaint through the process set forth in the USS Bylaw Article 14, USS Safe Sport Policy, and/or the SafeSport Code. **No filing fee will be required for Safe Sport related complaints.**

## **Confidentiality and Privacy**

To protect all individuals, **anonymous reporting is permitted**. US Speedskating will make reasonable efforts to safeguard requests for confidentiality and privacy from claimants, witnesses and others with information.

## **“Whistleblower” Protection**

Regardless of whether the allegation(s) is proven, USS will support the claimant(s)/third party reporter(s) and his or her right to express concerns in good faith. USS 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 claimant(s) or third party reporter(s) may be grounds for disciplinary action.

## **Criminal Background Screenings**

### **Individual Members**

Before becoming an elected USS Board member, USS staff, USS contractor that has frequent or regular contact with athletes, certified USS coach and level 3, 4 & 5 officials assigned by USS to USS races, you must have a background check completed. You will be instructed on how to complete this process when going through the various procedures as outlined by USS staff and through the USS website.

## Staff/Board of Directors

USS staff/contract staff members must submit to a criminal background check consistent with the USS Background Screening Policy. Individuals not given a “Green Light” consistent with that policy prior to their employment may not be hired. Individuals not given a “Green Light” on any subsequent criminal background check may be subject to dismissal. USS shall also check at least two references for each applicant who, if hired, would regularly work directly with minors.

All USS staff members will be informed about the USS Safe Sport Policy, which will be included as an appendix in the *Employee Handbook*, and made aware of its importance to our members and our organization.

The elected members of the USS Board of Directors must submit to a criminal background check consistent with the USS Background Screening Policy. Individuals not given a “Green Light” consistent with that policy may be subject to removal.

## Standards of Behavior

To promote a safe speed skating environment for US Speedskating activities and events and to lessen the likelihood that an abusive situation could develop, participants must adhere to the following US Speedskating Standards of Behavior:

1. When associating with Minor Athletes – Refer to Part III: Minor Athlete Abuse Prevention Policies (MAAPP) starting on page 17 of this policy.
2. Physical Contact – Speed skating is a sport where there may be occasional need for physical contact between a coach and an athlete. Physical contact is acceptable when it is reasonably intended to coach, teach or demonstrate a speed skating skill or to prevent or lessen injury (e.g., physically manipulating the body when demonstrating a technically correct position). However, care should be taken to ensure that such contact is not invasive of sensitive areas of the body and permission is always given by the athlete before any corrective physical contact occurs.
3. Parental Monitoring – Parents are encouraged to become as active as reasonably possible in monitoring any activity/event.

## Professional Development

USS Certified Coaches and team support members of USS should strive to increase their level of proficiency and skill by remaining current on safety, health and training developments relevant to the sport and by seeking advice and counsel of colleagues and experts whenever such consultation is in the best interests of the athlete.

## Registered Associations and Member Clubs

### Required Components

As a condition to being granted the privilege of membership in USS as an Association or Direct Club, a club must agree to and comply with the following requirements for the entirety of the club's/business' membership period, certification of which must be made annually:

1. Adhere to and enforce the USS Safe Sport Policy, including the training and education requirements and required prevention policies of the Minor Athlete Abuse Prevention Policies, within their Association and/or Club and at all USS, Association and/or Club activities.
2. Certify that no persons currently ineligible for USS membership and no persons listed on a federal or state sex offender registry are or will be associated with USS activities in any way.
3. Employ or have in a position of supervision at least one member who is 18 years of age or older and holds a current Coaching Certification in USS.
4. Have a mission statement consistent with USS' mission to encourage participation and the pursuit of excellence in all aspects of speed skating.
5. Any questions/concerns/complaints regarding possible violations of the requirements in this section can be addressed by emailing [membership@usspeedskating.org](mailto:membership@usspeedskating.org) or by calling 801-417-5375.

### Recommendations

USS does not directly operate speed skating associations/clubs, but outside of the governance USS provides, speed skating associations/clubs are operated independently at the local level. USS respects, to a degree, the autonomy of these local entities to operate, as they deem appropriate. Even though USS does not and cannot control all the activities or operations of its member entities, it requires certain expectations for membership and further invites local associations/clubs to join with USS in taking affirmative steps beyond those described in the above Section, "Registered Associations and Member Clubs", to promote a safe environment for all speed skating participants, such as by:

1. Implementing a thorough hiring process for all paid positions within the association/club including, for example, reference and criminal background checks;
2. Encouraging parents to become as active as reasonably possible in his/her child's speed skating activities; and
3. Otherwise implementing policies and procedures to lessen the likelihood that an abusive situation could develop.

## Event Sanctions

As a condition to being granted a USS sanction for an event, the applicant must certify that no persons currently ineligible for USS membership, and no persons listed on a federal or state sex offender registry, will be associated with the event in any capacity, including, but not limited to, volunteers and meet support personnel. Sanctioned events may only be hosted by registered business entities (e.g. local or regional sport organizations, recreations departments, city sport councils or chambers of commerce, other) or USS member associations/clubs.

## Social Media and Electronic Communications Policy

As part of USS' emphasis on participant safety, communications involving participants should be appropriate, productive, and transparent. Effective communication concerning practice, event, and administrative issues among coaches, administrators, athletes, and their families is critical.

However, the use of mobile devices, web-based applications, social media, and other forms of electronic communications increases the possibility for improprieties and misunderstandings and also provides potential offenders with unsupervised and potentially inappropriate access to participants. The improper use of mobile and electronic communications can result in misconduct.

All electronic communication between coaches and athletes must be for the purpose of communicating information about speed skating activities. Coaches, athletes and all administrators must follow common sense guidelines regarding the volume and time of day of any allowed electronic communication. All content between coaches and minor athletes should be readily available to share with the public or families of the athlete or coach. If the athlete is under the age of 18, any email, text, social media, or similar communication must also copy or include the athlete's parent(s). See also Part III (MAAPP) Electronic Communications on page 26.

## Education of and Communication with the Speed Skating Community

- A. USS will provide resources for the education of members of the speed skating community geared toward promoting a safe speed skating environment as follows:
  1. Online, accessed via each individual USS membership account, required individuals can complete the various training courses (one annually in order) offered by the U.S. Center for SafeSport;
  2. At least annually in designated athlete meetings;
  3. In its various publications and policies.
  4. See also Part II: Education and Training starting on page 11 of this policy.
- B. USS will consistently communicate:

1. Its mission, and that abuses are inconsistent with its mission and best interest of the sport of speed skating and its participants;
2. Its commitment to and work toward a safe environment for all speed skating participants.
3. Opportunities for education, awareness and training when available for various groups of USS members.

## Document Retention and Policy Overview

1. USS will retain misconduct/grievance files and materials.
2. This policy shall be reviewed at least annually and updated as necessary.

## PART II: EDUCATION AND TRAINING

The U.S. Center for SafeSport offers training regarding misconduct and abuse in sport and the measures we can all take to protect athletes. Learning about types of misconduct and abuse is an important step to recognize, reduce and respond effectively to inappropriate and potentially harmful behavior.

### Organizational Requirements

US Speedskating and its registered Clubs and Associations must implement proactive policies designed to prevent abuse. These organizational requirements are described below.

#### Education & Training

1. US Speedskating must track whether Adult Participants under its jurisdiction complete the required training listed in Part I.
2. US Speedskating and its registered Clubs and Associations 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, US Speedskating and/or its registered Clubs and Associations must track a description of the training and how the training was offered and provided to Minor Athletes.
  - b. US Speedskating and its registered Clubs and Associations are not required to track individual course completions of Minor Athletes.
3. US Speedskating and its registered Clubs and/or Associations must, on an annual basis, offer training to parents on the prevention and reporting of child abuse.

#### Prevention Policies and Implementation

1. US Speedskating 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. US Speedskating must also require that its registered Clubs and Associations implement these policies within each Club and Association.
4. US Speedskating and its registered Clubs and Associations 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 an Organization'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. US Speedskating and its registered Clubs and Associations must have a reporting mechanism to accept reports that an Adult Participant is violating US Speedskating's Safe Sport Policy including the minor athlete abuse prevention policies. US Speedskating 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.

## **Policy Approval and Submission Process**

1. US Speedskating 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](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. US Speedskating must require their LAOs (registered Clubs and Associations) 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.

## **Individual Training Requirements**

### **Overview**

The U.S. Center for SafeSport online courses will educate you on the common risk factors in sport and suggest ways to protect athletes. By gaining a better understanding of the dynamics involved in certain situations, you can join the team of clubs, coaches, administrators and parents

committed to creating safe conditions for sport. Addressing misconduct in sport depends on being prepared; educating yourself is an important step. The Center’s online training is divided into four courses: SafeSport Trained Core Course, Refresher Course: Recognizing and Reporting Misconduct, Refresher Course 2: Preventing Misconduct and Refresher Course 3. Again, one course should be taken annually in the order listed and in a continuous loop.

## How to Take the Training

It’s easy! Login to your USS Account, click view on your profile card, go to the Center for SafeSport Training tab, click +Add Center for SafeSport Training, select the appropriate course and take it directly through your account. Your account will then automatically update with your new certificate. Email [membership@usspeedskating.org](mailto:membership@usspeedskating.org) with any questions.

## Frequency of SafeSport Training and Background Screenings

1. Required individuals need to take one SafeSport training course annually in the following order: 1) SafeSport Core Course; 2) Refresher Course: Recognizing and Reporting Misconduct; 3) Refresher Course 2: Preventing Misconduct; 4) Refresher Course 3. The year after completing Refresher Course 3 individuals will start over with the Core Course and continue through the four year cycle again.
2. Background screenings are required every two years.
3. Background screenings are not required for individuals under 18 years of age. Once an individual reaches the age of majority (18 years), they will be subject to a background check.
4. USS will conduct annual checks on required individuals to make sure that they are in compliance with the SafeSport Training and background check requirements. USS will use the membership database as the tracking tool.

## Who Is Required To Take The Training?

USS requires that elected members of the USS Board of Directors, Staff, interns, contractors, Certified Coaches, Level 3, 4 & 5 Officials, all USS members that have a 1st Year, Club Competitor/Recreational, or National-Level Competitor membership and that are 18 years of age or older, and all Club/Association staff, officers and board members to take the required SafeSport Training offered by the Center. Athletes no longer competing/involved through other means but are still listed in the USADA pool are encouraged to take the training.

Adult Participants	Regular Contact	Authority
NGB Board of Directors		X
NGB Staff/Inters/Contractors	X	X
USS Certified Coaches	X	X

Officials Levels 3, 4 and 5		X
Members 18+ (1 <sup>st</sup> Year, Club/Rec, National-Level)	X	
USS Members 18+ Lifetime Members (actively involved)	X	
Club Staff/Officers/Board	X	X
Association Staff/Officers/Board	X	X
Athletes in the USADA pool		
Event only EMT's/Medical Staff		
Volunteers		

## Training Requirement Details

### 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 US Speedskating or its registered Clubs and Associations.

b. Adult Participants who are medical providers (athletic trainers and contracted medical personnel) are required to take training under Section (a) can take the Health Professionals Course in lieu of the *SafeSport Trained Core*.

#### 2. 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.

#### 3. 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. US Speedskating and its registered Clubs and Associations, 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 [www.athletesafety.org](http://www.athletesafety.org), that meet this requirement.
- C. Parent Training Must Be Offered
1. US Speedskating and its registered Clubs and Associations, 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 [www.athletesafety.org](http://www.athletesafety.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. US Speedskating and its registered Clubs and Associations 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](mailto:exemptions@safesport.org).
  2. The Center will work with US Speedskating and its registered Clubs and Associations on appropriate accommodations for persons with disabilities and individuals with limited English proficiency to satisfy these training requirements. US Speedskating and its Clubs and Associations must provide reasonable accommodations and track any exemptions for individuals with disabilities and individuals with limited English proficiency.

# PART III: MINOR ATHLETE ABUSE PREVENTION POLICIES (MAAPP)

## Introduction

US Speedskating and 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 the MAAPP portion of the policy the most commonly used terms are defined in the Terminology section towards the end 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 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>1</sup>.

## **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.

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<sup>1</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.

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*.

## 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”). US Speedskating (USS) is an NGB and is therefore subject to the MAAPP and responsible for implementing the policies within the organization. USS’ affiliated Clubs and Associations are LAO’s and are also required to implement and enforce the MAAPP. Throughout the MAAPP when NGB or LAO is written it should be assumed, when reasonably applicable, that USS and all affiliated Clubs/Associations are subject to that statement.

Some policies impose requirements on Organizations at sanctioned events and facilities partially or fully under the Organization’s jurisdiction. For example, Organizations must monitor locker rooms at their facilities and sanctioned events. Other policies impose certain requirements on Adult Participants under the Organization’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.

### 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, 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, LAO, or any facility that the NGB, PSO, USOPC, or LAO 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 or license holder of US Speedskating;
2. An employee or board member of US Speedskating or a registered Club/Association;
3. Within the governance or disciplinary jurisdiction of US Speedskating or a registered Club/Association;
4. Authorized, approved, or appointed by US Speedskating or a registered Club/Association; to have regular contact with or authority over Minor Athletes.<sup>2</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 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.

## **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

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<sup>2</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.

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.athletesafety.org](http://www.athletesafety.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 US Speedskating or its registered Clubs/Associations are required to take training. The specific training requirements can be found in Part II: Education and Training.

## **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**

### **A. Mandatory Components**

1. Observable and Interruptible
  - a. All one-on-one In-Program Contact between an Adult Participant and a Minor Athlete must 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 US Speedskating and their applicable Club/Association 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.

- iv. In other circumstances specifically addressed in this policy that allow for certain one-on-one interactions if US Speedskating and/or the registered Club/Association receives parent/guardian consent.

## **Model Policy: Meetings And Training Sessions**

### **A. Mandatory Components**

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

- a. One-on-one, In-Program, individual training sessions must 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 US Speedskating and their applicable Club/Association 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.

- b. 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

- c. 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 trainers<sup>3</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 US Speedskating's or its registered Club's and/or Association's 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. US Speedskating or the applicable Club and/or Association is notified that the provider will be meeting with a Minor Athlete; and

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

- d. The provider obtains consent consistent with applicable laws and ethical standards, which can be withdrawn at any time.

## **B. Recommended Components**

### **1. Monitoring**

If a permitted meeting or training session takes place between an Adult Participant(s) and a Minor Athlete(s) at a facility partially or fully under US Speedskating's or its registered Club's and/or Association's jurisdiction, another Adult Participant will monitor each meeting or training session. Monitoring includes reviewing the parent/guardian consent form, knowing that the meeting or training session is occurring, knowing the approximate planned duration of the meeting or training session, and dropping in on the meeting or training session.

### **2. Parent Training**

Parents/guardians receive the U.S. Center for SafeSport's education and training on child abuse prevention before providing consent for their Minor Athlete to have a meeting or training session with an Adult Participant subject to these policies.

## **Model Policy: Athletic Training Modalities, Massages, And Rubdowns**

### **A. Mandatory Components**

#### **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.

#### **2. Consent**

- a. Providers of athletic training modalities, massages, and rubdowns or US Speedskating, 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.

### **B. Recommended components**

1. Parent Training  
Parents/guardians receive the U.S. Center for SafeSport education and training on child abuse prevention before providing consent for their Minor Athlete to receive an athletic training modality, massage, or rubdown.
2. The provider should narrate the steps in the massage, rubdown, or athletic training modality before taking them, seeking assent of the Minor Athlete throughout the process.
3. When possible, techniques should be used to reduce physical touch of Minor Athletes.
4. Only licensed providers should administer a massage, rubdown, or athletic training modality.
5. Coaches, regardless of whether they are licensed massage therapists, should not massage Minor Athletes.

## **Model Policy: Locker Rooms And Changing Areas**

### **A. Mandatory Components**

1. Observable and Interruptible  
Adult Participants must ensure that all one-on-one 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 US Speedskating and their applicable Club/Association 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.
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 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. US Speedskating and its registered Clubs/Associations and the Adult Participant(s) must abide by this request.
- 3. Media and Championship Celebrations in Locker Rooms  
US Speedskating and its registered Clubs/Associations 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. US Speedskating and the registered Club/Association 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 (1c) above.
- 5. Availability and Monitoring of Locker Rooms, Changing Areas, and Similar Spaces
  - a. US Speedskating and its registered Clubs/Associations 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 the Organization's jurisdiction.
  - b. US Speedskating and its registered Clubs/Associations 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 the Organization's jurisdiction.

## **Model Policy: Electronic Communications<sup>4</sup>**

### **A. Mandatory Components**

- 1. Open and Transparent
  - a. 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

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

- iii. If a Minor Athlete needs a Personal Care Assistant and:
    - (1) the Minor Athlete's parent/guardian has provided written consent to US Speedskating and their applicable Club/Association 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.
  - 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 must 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 must 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) must be professional in nature unless an exception in (1)(a) exists.
  4. Requests to discontinue

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

## **B. Recommended components**

1. Hours

Electronic communications should 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. 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 should discontinue existing social media connections with Minor Athletes.

## **Model Policy: Transportation**

## **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 US Speedskating and their applicable Club/Association 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.
  - 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 US Speedskating or its registered Clubs/Associations at least annually.

## **B. Recommended Components**

### **1. Shared or Carpool Travel Arrangement**

US Speedskating and its registered Clubs/Associations encourage parents/guardians to pick up their Minor Athlete first and drop off their Minor Athlete last in any shared or carpool travel arrangement.

### **2. Parent Training**

Parents/guardians receive the U.S. Center for SafeSport education and training on child abuse prevention before providing consent for their Minor Athlete to travel one-on-one with an Adult Participant.

## **Model Policy: Lodging**

### **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 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 US Speedskating or their registered Club/Association with advance, written consent for the lodging arrangement;
  - ii. The Close-in-Age Exception applies, and the Minor Athlete's parent/guardian has provided US Speedskating or their registered Club/Association 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 US Speedskating or their registered Club/Association 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.
- b. Written consent from a Minor Athlete's parent/guardian must be obtained for all In-Program lodging at least annually.

2. Monitoring or Room Checks During In-Program Travel

If US Speedskating or its registered Clubs/Associations 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.

3. Additional Requirements for Lodging Authorized or Funded by the Organization

- a. Adult Participants traveling with the Organization must agree to and sign US Speedskating's or its Club's and Association'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 US Speedskating's Education & Training Policy.

**B. Recommended Components**

Parent Training

Parents/guardians receive the U.S. Center for SafeSport's education and training on child abuse prevention before providing consent for lodging arrangements under this policy.

## Recommended Policies

### **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, should 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**

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

### **C. Photography/Video**

1. Photographs or videos of athletes may only be taken in public view and must observe generally accepted standards of decency.
2. Adult Participants should 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.

## TERMINOLOGY

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

- a. A member or license holder of US Speedskating;
- b. An employee or board member of US Speedskating or a registered Club/Association;
- c. Within the governance or disciplinary jurisdiction of US Speedskating or a registered Club/Association;
- d. Authorized, approved, or appointed by US Speedskating or a registered Club/Association to have regular contact with or authority over Minor Athletes.<sup>5</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](#). *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- or sport-related relationship building activities, celebrations, award ceremonies, banquets, team- or sport-related fundraising or community service, sport education, or competition site visits.

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<sup>5</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.

**Local Affiliated Organization (LAO):** A Club or Association that is registered with US Speedskating or that is affiliated with US Speedskating by its direct affiliation with a Club or Association of US Speedskating.

**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, US Speedskating and/or a registered Club/Association.

**Partial or Full Jurisdiction:** Includes any sanctioned event (including all travel and lodging in connection with the event) by US Speedskating and/or a registered Club/Association, or any facility that US Speedskating and/or a registered Club/Association 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 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:** 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 must 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.

## USS CODE OF CONDUCT AND CODE OF ETHICS

For the benefit of membership and to outline areas of potential misconduct, US Speedskating has adopted and makes use of an organizational Code of Conduct and a Code of Ethics. Breaches of these codes may be addressed as per the US Speedskating Bylaws.

## CONFLICT OF INTEREST DECLARATION

The USS Conflict of Interest Declaration will be signed by all Directors, Committee, Commission and Task Force Members, USS Staff/contract staff, and any member or affiliate of the organization cited as per USS Bylaws Article 15.

## HELPFUL HYPERLINKS

[USS Safe Sport website page](#)

[U.S. Center for SafeSport home page](#)

[Centralized Disciplinary Database](#)