



Rider Town Sports

POLICIES AND PROCEDURES

SAFESPORT PROGRAM

Rider Town Sports is committed to improving the development, safety and welfare of its players and all members involved in our organization.

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Introduction and Definitions

Introduction

Rider Town Sports is committed to improving the skill development, the safety and the welfare of our athletes. The SafeSport Program is designed to provide clear guidelines and expectations for all players, coaches and organization members on:

1. abuse or misconduct prevention strategies
2. appropriate behavior
3. effective response to concerns

Unfortunately, youth sports can be a place where misconduct, including child physical and sexual abuse has the potential to occur. This Rider Town Sports approved document will provide the guidelines for appropriate behavior in hopes that the risk of abuse will be minimized. These measures, while aimed at protecting youth, also serve to better protect adult coaches and volunteers.

Definitions

Child, Children, Player, Athlete, Minor and Youth

Anyone under the age of 18

Child Physical Abuse

Abuse or Child Abuse or Neglect means an act or omission that threatens the health or welfare of a child in one of the following categories:

- Skin bruising, bleeding, malnutrition, failure to thrive, burns, and fracture of any bone, subdural hematoma, soft tissue swelling, or death and:
 - The condition or death is not justifiably explained.
 - The history given concerning the condition is at variance with the degree or type of such condition or death.
 - The circumstances indicate that the condition may not be the result of an accidental occurrence.
- A controlled substance is manufactured in the presence of a child, on the premises where a child is found, or where a child resides.
- A child tests positive at birth for either a schedule I or II controlled substance, unless the child test positive for a schedule II-controlled substance as a result of the mother's lawful intake of such substance as prescribed.

Child Sexual Abuse

Child sexual abuse involves any sexual activity with a child where consent is not or cannot be given. This includes sexual contact with a minor that is accomplished by deception, manipulation, force or threat of force regardless of whether there is deception, or the child understands the sexual nature of the activity. The sexually abusive acts may include sexual penetration, sexual touching, or non-contact sexual acts such as verbal acts, sexually suggestive written or electronic communications, exposure or voyeurism.

Emotional Abuse

The terms 'abuse' or 'child' abuse or 'child neglect' include any case in which a child is subjected to emotional abuse. 'Emotional abuse' means an identifiable and substantial impairment or a substantial risk of impairment of the child's intellectual or psychological functioning or development.

Misconduct

Conduct which results in harm, the potential for harm or the imminent threat of harm. Age is irrelevant to misconduct. There are six types of misconduct in sport: emotional, physical, sexual, bullying, harassment and hazing.

Peer to Peer Sexual Abuse/Misconduct

Approximately 1/3 of all child sexual abuse occurs at the hands of other children and the obligation to report extends to peer-to-peer child sexual abuse. Peer-to-peer sexual abuse covers sexual activity between children without equality or as a result of coercion, physical force, threats, trickery or emotional manipulation to elicit cooperation. There can be an aggressor, age difference or an imbalance in power or intellectual capabilities.

Grooming Behaviors

Grooming is the process of desensitization that predators use on children to prepare and trick them into accepting sexual abuse. Grooming is a way for the perpetrator to gain trust and confidence and draws the victim into a secret sexual relationship. Grooming can include but is not limited to: targeting a victim, isolation, meeting the child's needs, giving a child special attention, buying gifts and having power and control over the child.

SafeSport Program

The Olympic community's initiative to recognize, reduce and respond to misconduct in sport.

Rider Town Sports SafeSport Program

A set of Policies and Procedures created and implemented by local level teams/organizations, aimed at the protection of its players and members. All members, participants, staff and volunteers must adhere to the SafeSport Program Handbook.

Resource Page

Child Abuse Information

www.childwelfare.gov

Local Police Number

303-441-4444

Local Social Services

303-441-1000

Colorado Child Abuse Laws

What Constitutes Abuse: Act or omission where child is subjected to sexual assault, molestation, exploitation, emotional abuse or prostitution; where child is in need of food, clothing, shelter, medical care or supervision because parent or guardian fails to do so; where child exhibits evidence of skin bruising, bleeding, malnutrition, burns fractures, etc.; or circumstances indicate a condition that may not be the product of an accidental occurrence.

Mandatory Reporting Required By: Physicians, child health associate, dentist, chiropractor, nurse, hospital personnel, school employee, social worker, mental health professional, veterinarian, peace officer, pharmacist, psychologist, fireman, victim's advocate, commercial film and photographic print processor, clergyman, paid coaches of youth sport organizations.

All **Rider Town Sports** members are mandatory reporters.

Basis of Report of Abuse/Neglect: Reasonable cause to know or suspect that a child is subject to circumstances or conditions which would reasonably result in abuse or neglect.

To Whom Reported: County or district department of social services or local law enforcement agency.

Penalty for Failure to Report or False Report: Willful violation: Class 3 misdemeanor plus liability for proximately caused damages.

For more information and definitions go to www.childwelfare.gov



Rider Town Sports

Club Code of Conduct

Rider Town Sports is fully committed to safeguarding the welfare of all players and members of the organization. It recognizes the responsibility it has to promote safe practices to protect players from abuse and misconduct. Rider Town Sports has adopted clear guidelines and protocols to minimize the opportunity for child sexual abuse and to help staff, volunteers and parents recognize inappropriate or undesirable behavior. Rider Town Sports is committed to embrace differences and diversity and respect the rights of all players and members and will follow these guiding principles:

- The welfare of each player is the primary concern.
- The rights, dignity and worth of all players should always be respected.
- All players, whatever their age, culture, disability, ability, gender, language, racial origin, socio-economic status, religious belief, sexual identity or skill level have the right to protection from all forms of abuse or misconduct.
- Rider Town Sports will work in partnership with parents, players, staff and volunteers to promote the welfare, health and development of our players.

RIDER TOWN SPORTS will:

- Promote and implement procedures to safeguard the wellbeing of its players and to prevent abuse and misconduct from occurring.
- Recruit, train, support and supervise staff, members and volunteers to protect players from abuse and to reduce risk to them.
- Require staff, members and volunteers to adopt and abide by SafeSport Programs.
- Respond to any allegations, disclosure or concern of misconduct or abuse of a player.
- Regularly monitor and evaluate the implementation of the SafeSport Program and make any necessary changes.
- Have open and regular communication with parents or guardian(s) of a player regarding any concerns or issues.

Electronic Communication Guidelines

Rider Town Sports understands that social media is a popular communication tool for players, parents and coaches. RIDER TOWN SPORTS is also aware that social media is a venue where inappropriate behavior and misconduct can occur. The risk associated with social media include inappropriate access, sharing personal information, bullying, unwanted and unsupervised contact between adults and children, receiving unwanted material, online grooming for sexual abuse or actual unlawful sexual exploitation.

Failure to comply with Rider Town Sports SafeSport Program guidelines can result in disciplinary action. Rider Town Sports has a **zero**-tolerance rule when it comes to player safety and preventing abuse and misconduct.

Texting, Email and Similar Electronic Communications

If it is necessary for a coach or staff member to send a direct text message or email to a player, the following guidelines must be followed:

- It must be signed so it is clear as to whom or what organization is sending the message. Just using the number or email address for identification is not sufficient.
- It should be non-personal and for the purpose of communicating information about team activities
- It should never include or contain offensive, sexual or inappropriate language or photos
- The time of day and the number of messages sent should be considered
- Records should be kept of every coach's current cell number and email accounts

When a player feels the need to text or email a coach or staff member, the following guidelines must be followed:

- It should be sent only with information regarding the organization or team or club activities

Social Media (Facebook, Instagram, Twitter, Blogs and Similar Sites)

- Players are **never** to post pictures of other club members or players that can be hurtful or embarrassing or without their permission.
- Players and parents can "friend" the official Rider Town Sports and sport team page(s) and coaches can communicate to players through the site. The communication must be open, transparent and professional in nature and for the purpose of communicating information about the team or club activities.
- Social media sites should not be used to abuse or criticize the organization, members or players.

Locker/Changing Room Guidelines

Rider Town Sports wants all players to be safe in all areas. Rider Town Sports is also aware that the locker/changing rooms provide a place where abuse and misconduct can occur. Players are particularly vulnerable in locker/changing rooms due to various stages of dress and undress and because players are less supervised. Player to player issues such as sexual abuse, bullying, hazing and harassment often occur when players are not supervised.

Adherence to Locker/Changing Room Guidelines can reduce opportunities for misconduct and abuse. It will also allow for a fun and safe place for players while still holding to sports traditions. Rider Town Sports guidelines should be followed at all times.

Rider Town Sports requires all players and coaches to report to their Sports Director any and all misconduct, abuse or violations immediately. Parents are not permitted in the locker rooms unless they are a screened and approved coach or locker room monitor for the Rider Town Sports.

Player Behavior

- Locker/Changing rooms and showers should be used by same aged peers, when possible, no mixed gender allowed.
- Opposite sex players should be provided separate changing and showering facilities.
- The showers are for showering only. No horseplay, urinating on others, physical contact, sexual activity or other forms of misconduct is allowed.
- No bullying, hazing, harassment, fighting, locker boxing.
- Players are not permitted to touch other player's genital area or their own in a way that will make others uncomfortable.
- Video recording devices including voice, still camera, video or phone cameras are prohibited.
- No pornographic materials are permitted in the locker room.
- Nudity is kept to a minimum. After showering players are asked to dress quickly.
- No drugs, alcohol or other illegal substances are allowed.
- No physical contact between players in a sexual nature is allowed.
- The locker room is not a place to criticize or humiliate teammates.
- Shower and changing at the club/organization are optional.
- No displays of affection

Coaches Behavior

- If a coach needs to speak to an individual player in the locker room, the door must remain open or another coach or parent must be present.
- Coaches should have a separate place to change and shower. Coaches are never to be nude among players.

Hazing, Bullying and Sexual Harassment Guidelines

Rider Town Sports feels strongly that hazing, bullying, sexual harassment; initiation rituals and physical punishments are not permitted within the organization. **Any form of misconduct by the team, coach or an individual in attempt to bond or take action against another individual or group of individuals, which result in abuse, harassment, intimidation or any form of degradation is not allowed by any player, coach, volunteer or member of RIDER TOWN SPORTS.**

Rider Town Sports is committed to offering an environment that is free of intimidation and abuse and has **zero** tolerance for misconduct. Rider Town Sports requires all members to report any of the following behaviors.

Hazing

Hazing can be defined as any actions, whether physical, sexual, verbal, mental, emotional or psychological which subjects another person or group, voluntary or involuntary, with a result that has the intended or unintended effect of abusing, mistreating, degrading, humiliating, harassing, or intimidating the person who may be younger, weaker or have less power. These behaviors are prohibited by players, coaches, parents or any member or associate of Rider Town Sports.

The following are examples of, but not limited to, misconduct that is prohibited by Rider Town Sports.

Hazing Behaviors

- Forcing the consumption of alcohol, drugs or other substances
- Shaving of body parts
- Any activity that is illegal, perverse, or publicly indecent
- Vandalism of any property or forced participation in pranks
- Dietary restrictions, sleep deprivation or creation of excess fatigue or other unhealthy behaviors
- Deprivation of sleep or disturbing individuals during normal sleep hours, creating of excessive fatigue
- Calisthenics intended as a physically abusive exercise
- Physical abuse of any kind (paddling, whipping or beating)
- Mentally abusive or demeaning behavior
- Forced tattooing, branding or public stunts
- Road trips, kidnapping, drop offs or any other such activity
- Subjecting a member to cruel and unusual psychological conditions
- Morally degrading or humiliating games or activities
- Verbal or cruel harassment including yelling and screaming
- Participation in sexual rituals or assaults and/or required nudity or contact
- Deception or threat contrived to convince the new member that he/she will not be permitted to join
- Required songs, chants, yelling or screaming
- Activities that promote or encourage the violation of state laws and club policy

Hazing does not include challenging team workouts or assigning team duties to specific players.

Bullying

Bullying can occur when there is an imbalance of power and the person who is older, larger, stronger or more aggressive uses his or her power to control or harm someone in a weaker position. The person bullying has the intent or goal to cause harm (i.e. the act is not accidental) and the action is usually repetitious.

Bullying Behaviors

- Physical pushing, kicking, hitting, pinching, slapping, punching, etc...
- Name calling, sarcasm, spreading rumors, persistent teasing and emotional torment through ridicule, humiliation and/or the continual ignoring of individuals
- Racial taunts, graffiti, gestures
- Sexual comments and/or suggestions
- Unwanted physical contact
- Socially spreading rumors
- Leaving players out of group activities, telling them they are unwanted
- Cyberbullying; using the internet, email, texting, mobile phones, social media or other digital technologies to do harm to others

Sexual Harassment

Sexual Harassment is unwanted, often persistent, sexual attention and any other behavior with sexual overtones that creates a hostile work or learning environment.

Sexual Harassment Behaviors

- Written or verbal abuse threats, physical contact, sexually graphic literature, sexual advances, demands for sexual favors
- Sexually oriented comments, jokes, lewd comments or sexual innuendoes, taunts about a player's body or dress
- Intimidating sexual remarks
- Physical contact, fondling, pinching or kissing
- Offensive phone calls or photos and/or bullying on the basis of sex
- Sexual violence such as sexual assault, rape, and sexual coercion

Physical Contact Guidelines

It is sometimes appropriate and necessary to have direct physical contact with players to develop their skills. These guidelines have been created to provide practical guidance for Rider Town Sports coaches and those working directly with players to keep players safe and promote a safe environment for staff and members. Rules for physical contact must be set to reduce the potential for misconduct. Players, coaches, volunteers and organization members are required to follow these guidelines and to report immediately those who violate them.

Appropriate Physical Contact

- Physical contact takes place in public or in the presence of others
- Physical contact for the purpose of developing skill or technique
- Physical contact with no potential for physical or sexual intimacies during the contact
- The contact is for the benefit of the player, not to meet an emotional or other need of an adult
- Celebratory gestures such as high-fives, fist bumps, pats on the back, shoulder and head are appropriate
- Consolation gestures such as publicly embracing a crying athlete
- Physical contact assisting an injured player off the ice, preventing an injury or treating an injury are appropriate
- Touching in a non-threatening, non-sexual manner

Prohibited Physical Contact

- Lap sitting
- Lingering, maintaining prolonged or repeated embraces that go beyond what is appropriate
- Slapping, hitting, punching, kicking or any other physical contact meant to discipline, punish or achieve compliance from an athlete
- Playful yet inappropriate contact that is not a part of regular training, (e.g. tickling, horseplay, wrestling)
- Continued physical contact that makes an athlete visibly uncomfortable
- Contact involving touching of genital area, buttocks or breasts
- Physical contact that intentionally causes or has the potential to cause the player to sustain bodily harm or injury
- Physical or sexual abuse
- Kissing

One on One Guideline

If Rider Town Sports coaches choose to offer private lessons, the organization will require they follow the guidelines.

Rider Town Sports expects all coaches to abide by appropriate player/coach conduct. Rider Town Sports mandates that coaches put player safety first and always be aware of their own actions and behaviors and the possible consequences. All staff and volunteers should be encouraged to demonstrate exemplary behavior to promote player's welfare and reduce the likelihood of abuse. Rider Town Sports believes that private lessons can take place in a way the does not put the player or coach at risk.

- All members will follow SafeSport Program Guidelines
- Follow SafeSport Photographic and Recorded Images of Players Guidelines
- Follow SafeSport Physical Contact Guidelines
- Always work in open environments visible to others
- Try to provide lessons with other coaches at the same time
- Maintaining a safe and appropriate distance when working with kids to avoid any confusion
- Never be alone with a player. Have another coach or parent present.
- Have conversations in public, never behind closed doors
- Move meetings that may start in private to public areas
- When providing private lessons, do not change or dress with the child
- Do not provide transportation for any player unless another coach/adult is present or at least 2 minor participants
- During lessons, adhere to the purpose of the lesson and avoid horseplay or rough, physical or sexual play or games
- If you need to discuss sensitive issues related to the sport that you think has the potential to upset a player, have another coach or parent join the discussion.
- Private lessons are to be held at appropriate locations and times. No lessons will be held at places or time(s) that could cause confusion about the purpose of the lesson or the nature of the relationship.
- Do not exchange gifts unless part of a team activity with full participation

Report the following to your SafeSport Coordinator immediately.

- If a player becomes injured or you accidentally hurt a player
- If the player seems unreasonably upset
- If a player is sexually inappropriate with you or another player
- If the player questions any of your actions or behaviors
- If the player misunderstands or misinterprets any actions or behaviors on your part
- If the player discloses abuse, misconduct or questionable behavior by another player, coach or other person
- Any general overall concern for the player that was made aware during your time together

Travel Guidelines

Rider Town Sports recognizes the importance of travel for competitive sports teams and expects respectable and mature behavior for our participants both home and away. Rider Town Sports also understands the additional risk of misconduct during overnight travel.

The following guidelines are a requirement for players who wish to travel with their team. Any violation of these guidelines will result in disciplinary actions. Coaches and players are to report any violations to their sports Director immediately. Rider Town Sports will arrange travel plans for teams of ages 15 and older. Teams under age 14, the travel plans are the responsibility of the parent.

Player Behavior

- Travel guidelines must be agreed upon and signed by players before travel is permitted
- Players are not permitted in coach's room alone, only as a team
- Players should always travel in pairs when leaving the premises and not without permission of the staff
- Drugs, alcohol and other illegal substances are not permitted in players' rooms
- Pornographic material is not allowed among players and in rooms during travel
- Roommates will shower alone and allow for privacy of others when changing
- Guests other than teammates are not allowed in players' rooms
- Players are required to follow all travel rules and Code of Conducts
- Players will have access to their parents without permission of the coach but must be within the parameters of curfew times. Visits with parents outside of curfew times, need to be discussed with coaches prior to curfew breach
- Players involved in a romantic relationship shall not share a hotel room or sleeping arrangements with each other

Coaches Behavior

- Regardless of gender, a coach shall not share a hotel room or other sleeping arrangements with an athlete (unless the coach is the parent, guardian or sibling of the player)
- Coaches, parents and other adults are not allowed in a player's room except for emergencies
- Coaches are only allowed in a player's room if accompanied by another adult or coach
- Sleeping arrangements will be decided by coach, based on age, gender and personality prior to departure
- It should be predetermined what locations players are free to visit, the curfew time(s) and when and where team meetings will be held
- Coaches and team chaperones should have rooms near the player's rooms
- If a meeting inadvertently begins in private, the meeting should be moved to an open and observable location
- Coaches and other assigned adults should conduct room checks together at curfew time(s)
- Players will have access to their parents without permission of the coach
- Coaches are not permitted to drive or transport players alone, unless an emergency medical need exists
- When a player is traveling without parents, coaches are required to notify player's parents before taking disciplinary action, other than playing time during a game
- Besides coaches, another adult should be present and assist with child safety issues and the welfare of the children during travel

Billeting Guidelines and Policies

It is recognized that some youth and junior athletes do leave home to play their sport in a location away from their parents. In those circumstances, the organization or team typically arranges for the player to live with a host or billet family. Having youth players live outside their homes may increase risk for abuse and misconduct to occur. All organizations and teams that arrange for players to live with billet families shall have written policies and procedures in place to govern the arrangement. Please refer to Rocky Mountain RoughRiders Billet Guide. The Rider Town Sports will follow all billeting policies and procedures and shall meet the following requirements:

- Ideally, no more than two players should be housed with any one billet.
- All adults living in the household of the billet family shall be screened and have background checks conducted prior to the player moving in with the family.
- It is strongly recommended that all billet families be two-parent homes. However, single parent billet families may be acceptable, but the organization or team may take additional reasonable steps to regularly monitor the billeting arrangement if necessary.
- Billet families and the player and player's parents shall all sign an agreement with the organization and/or team that they will comply with the rules and regulations for the billeting arrangement.
- Based upon the requirements of the jurisdiction, the player's parents shall sign and provide a power of attorney and/or guardianship (as necessary by applicable state law) to the billet family adults to allow for them to make emergency medical and schooling decisions.
- Each organization shall have a billet coordinator who shall be responsible for overseeing compliance with the Billeting Policy.
- The team shall have a mandatory curfew for all billeted players. The host family may have an earlier curfew.
- Players shall agree to comply with the house rules of the billet families, including curfews, chores/cleaning, telephone usage, etc. Complaints about unusual rules shall be addressed with the billet coordinator.
- Players shall not stay overnight at any other home except with the permission of the player's parents and advance notification to the billet family and billet coordinator.
- Players are not to drive billet family vehicles without automobile liability insurance as required by applicable state law, and documentation and approval of the billet family.
- The organization's/team's billeting policy shall include requirements that the billet family maintain appropriate homeowners/renters insurance.
- Players staying with a billet family shall be permitted to make regular check-in phone calls to parents.
- Team personnel and billets shall allow for any unscheduled check-in phone calls initiated by either the player or parents.

Responding and Reporting Abuse Concerns

Rider Town Sports believes it is the responsibility of all members, staff, volunteers, parents and players to report concerns of abuse or misconduct. When appropriate reports will be made to law enforcement, social services and the US Center for Safe Sport.

It is NOT the organization's responsibility to decide the credibility or validity of a report of concern, only the responsibility to report it.

The organization should not attempt to evaluate or investigate the report or be concerned with false reporting, but to respond appropriately and swiftly to avoid further distress to the victim. Everyone at Rider Town Sports is required to report any and all concerns regarding sexual abuse, physical abuse, emotional abuse, bullying, hazing, coach misconduct, player misconduct and any other forms of inappropriate behavior immediately to the appropriate investigative agency and Sports Director.

Reporting Policy

It is the policy of Rider Town Sports SafeSport Programs that every employee or volunteer of any Rider Town Sports sanctioned program must report:

1. ***Suspicions or allegations of child physical or sexual abuse.*** They are to be reported to the appropriate agency, either law enforcement authorities or social services agency
2. ***Actual or perceived violations of the SafeSport Programs.*** They are to be reported to SafeSport Coordinators.
3. ***Any violations of policies prohibiting emotional abuse, sexual harassment, bullying, threats and hazing.*** They are to be reported to the SafeSport Coordinator and Sport Director.
4. Any report of misconduct, suspicions of "grooming" behavior, suspicions of child physical abuse or sexual abuse will be taken seriously and handled appropriately. All club members are to take concerns of abuse or misconduct to the Rider Town Sports SafeSport Coordinator who will take appropriate action. The actions of the SafeSport Coordinator will be documented and shared with the Rider Town Sports Board of Directors.

Responding to Concerns

There are a number of reasons a person might need to report a concern:

- In response to something a young person has said to you - a disclosure
- In response to signs or suspicions of abuse
- In response to allegations made against an organization member, staff or volunteer
- In response to allegations made about a parent or someone not working within the organization
- In response to bullying or hazing
- In response to violating SafeSport Procedures
- Observation of inappropriate behavior
- In response to anything that makes the reporter uncomfortable based on inappropriate behavior by an adult or player

It should be clear, even if the incident occurred outside of Rider Town Sports, it should still be reported to authorities. Know that authorities have professionals in interviewing child victims about abuse and it is not Rider Town Sports' job; do not attempt to interview any child about a disclosure.

Always:

- Stay calm
- Reassure the person reporting concerns, that they have done the right thing
- Don't judge
- Listen carefully, take it seriously
- Write down exactly what the person reporting concerns says using his or her own words
- Ask open-ended questions only to clarify, who, what, where and when
- Let the person reporting concerns know you must tell someone
- Report incident to appropriate authorities
- Let the person reporting concerns know what your next steps are and who you will be sharing the information with
- Fill out the appropriate forms

Never:

- Panic
- Show disbelief
- Project your own reactions onto the child
- Make promises you can't keep or assure confidentiality
- Make the person reporting concerns repeat the information unnecessarily
- Delay in reporting to your supervisor and local authorities
- Make assumptions
- Approach the alleged abuser
- Take sole responsibility for the information you have
- Try to investigate the allegations
- Make negative comments about the alleged perpetrator
- Share personal information about you or your child
- Probe for more information

Record:

- Person reporting's full name, age, date of birth, home address and telephone number
- Any time, date or relevant information
- Who the concern is regarding
- Using the reporter's words, give an account of what happened
- Document any visible injuries
- Document your next steps
- Document date of time of informing the Sports Director
- Document date, time and who you spoke to at the law enforcement or social service agency

Confidentiality

To the extent permitted by law, and as appropriate, Rider Town Sports will keep confidential the complainant's name on request, not make public the names of potential victims, the accused perpetrator or people who made a report of physical and sexual abuse to the authorities.

Immediate Suspension or Termination

When an allegation of abuse or misconduct is made against a staff member, player or coach, that individual will be removed from interaction with players immediately and the organization will cooperate with the investigation by authorities or the US Center for Safe Sport and when appropriate, will conduct its own internal investigation, if necessary. Rider Town Sports will follow the hearing procedures when necessary. No one is assumed guilty based upon a reported concern, but player safety is paramount, therefore suspensions are appropriate until the investigation(s) is complete.

Taking and Use of Photographic and Recorded Images of Players

Rider Town Sports wants to promote fun sports activities and information about the sports club and/or its players through photographs, recorded images and videos whether on our website or through print. To do this in a way that ensures the safety of players and members, Rider Town Sports has safeguards to protect inappropriate use of images or recorded images. (This includes the use of a camera, digital camera, video recorder, mobile phone or personal digital assistant device or other recording device.)

There are risks posed directly and indirectly using photographs and recorded images. These images can be used as a means of identifying players thus leaving them vulnerable to people who wish to “groom” them for child abuse or possibly provide information to estranged parents. Also, the images themselves can be used, modified and shared among the offender population. To avoid misuse, Rider Town Sports requires the following guidelines be adhered to.

- Ask for parental permission prior to use of a player’s image. Be clear with parents as to how the image will be used and stored (see parental consent form).
- Never publish personal data (email, phone, home address or other information) of a player without signed consent form.
- Only use images of players suitably dressed to reduce the risk of inappropriate use.
- When recording a player for teaching purposes or recruiting needs, care should be taken in storing such recordings and who they are shared with.
- Members should be vigilant and report any unknown individuals who are recording or photographing organization members.
- Members also need to report any concerns regarding inappropriate taking or publishing of photographs or recorded images.
- Report any violations.

Hiring a Professional Photographer

- Have the photographer sign the volunteer Code of Conduct and read this guideline.
- At large events, all parties interested in taking photos should register personal details with Rider Town Sports.
- Provide clear guidelines about expected behavior and content of the photography.
- Photographers must wear identification, provided by Rider Town Sports at all times.
- Do not allow photographer unsupervised access to players or one-on-one photo sessions without parent permission.
- Do not approve photo sessions outside events or at a participant’s home.
- Ensure the images taken reflect the positive aspects of sports and the organization.



Rider Town Sports

Photographic and Recorded Images Consent Form

Rider Town Sports recognizes the need to ensure the welfare and safety of all young people in sport. In accordance with our SafeSport Program, we will not permit photographs, video or identifying information of players to be taken or shared without the consent of the parents and players.

Rider Town Sports will follow the guidance for the use of photographs and recording images as described in the SafeSport Program.

Rider Town Sports will take all steps to ensure these images are used solely for the purpose intended. If you become aware of images being used inappropriately, you should inform Rider Town Sports.

I _____ (parent) consent to Rider Town Sports
photographing or videoing and providing personal information about my child
_____ (player) for the purposes of training,
recruiting, marketing and promoting for further sport development.

Signature _____ Date _____



Rider Town Sports

Coach, Employee and Volunteer Code of Conduct Agreement

Name: _____

Position Title: _____ Date: _____

By signing below, I am attesting that:

- I have read, understand and agree to comply with the Rider Town Sports *SafeSport Program*”;
- I have asked for and received clarification about any policies I did not understand.
- I understand that failure to comply with any of these policies may result in suspension or termination of employment or volunteer duties as a coach, employee or volunteer.
- I understand that these policies cannot address every possible situation that presents itself and they do not eliminate the expectation of good judgment and professional behavior at all times.
- I understand I am required to report any violations of these policies to the Sports Director immediately.
- I have read, understand and agree to the comply with the *Rider Town Sports Code of Conduct*”;

Signature of Coach, Employee or Volunteer

_____ Date: _____