



**SHENANDOAH TUMBLERS, INC.
SAFE SPORT
POLICY AND PROCEDURE
HANDBOOK
(PARENTS AND ATHLETES)**

I WELCOME YOU TO SHENANDOAH TUMBLERS, INC. WE ARE PROUD OF THE REPUTATION WE HAVE EARNED OVER THE YEARS. OUR SUCCESS RESULTS FROM OUR STAFF, GYMNASTS, AND PARENTS' COOPERATION, COURTESY, AND PUBLIC APPEARANCE. WE ARE CONFIDENT THAT WE WILL CONTINUE TO REPRESENT THE GYMNASTICS INDUSTRY INDEFINITELY.

THE FOLLOWING MANUAL IS DESIGNED TO HELP BOTH NEW AND EXISTING PARENTS AND ATHLETES BETTER UNDERSTAND THE OBJECTIVES AND EXPECTATIONS OF SHENANDOAH TUMBLERS, INC. ADDITIONALLY, THE POLICIES SET FORTH ON THE FOLLOWING PAGES ARE INTENDED TO ASSURE ALL FAIR AND EQUITABLE TREATMENT OF PEOPLE ASSOCIATED WITH OUR CLUB. WHILE THE CONTENT OF THIS INFORMATION MAY SEEM OVERBEARING, UNFORTUNATELY, THIS IS THE SOCIETY THAT WE LIVE IN.

OUR NUMBER ONE GOAL IS TO ENSURE THE SAFETY AND SECURITY OF YOUR CHILD. SO PLEASE READ THIS MANUAL CAREFULLY, AND AT ANY TIME, FEEL FREE TO ASK QUESTIONS.

RESPECTFULLY,



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INTRODUCTION

THE 2021 USA GYMNASTICS SAFE SPORT POLICY DEFINES OUR ORGANIZATION'S FRAMEWORK TO ENSURE THE PROTECTION OF OUR MEMBERS. UNDERPINNING OUR VISION IS AN UNWAVERING COMMITMENT TO OUR MISSION: TO BUILD A COMMUNITY AND CULTURE OF HEALTH, SAFETY, AND EXCELLENCE, WHERE ATHLETES CAN THRIVE IN SPORT AND IN LIFE.

EVERY ATHLETE HAS THE RIGHT TO TRAIN AND COMPETE SAFELY, REGARDLESS OF WHETHER THEY ARE LEARNING A BASIC SKILL OR REPRESENTING THE UNITED STATES ON THE INTERNATIONAL STAGE. THAT IS WHY WE ARE COMMITTED TO FOSTERING A CULTURE THAT ACTIVELY WORKS TO PREVENT THE OPPORTUNITY FOR ABUSE TO OCCUR. THE USA GYMNASTICS SAFE SPORT POLICY PROVIDES A BLUEPRINT TO REACH THAT AIM. THE SUPPORTING EDUCATIONAL MATERIALS AND INITIATIVES PROVIDE THE TOOLS FOR ITS EXECUTION. ALL OF US — ATHLETES, PARENTS, COACHES, JUDGES, ADMINISTRATORS, MEET DIRECTORS, CLUB OWNERS AND THE CLUB FAMILY — MUST KNOW THE POLICY AND UNDERSTAND ITS EDUCATIONAL COMPONENTS. THE SAFETY AND WELL-BEING OF OUR ATHLETES IS DEPENDENT UPON ALL OF US.

THE POLICY OUTLINES A THREE-PRONGED PROCESS TO ENSURE THE PROTECTION OF OUR ATHLETES AND MEMBERS. SPECIFICALLY, IT STIPULATES MANDATORY REPORTING BY ALL ADULT PARTICIPANTS, DEFINES THE CATEGORIES OF MISCONDUCT AND SETS BOUNDARIES FOR INTERACTION BETWEEN ADULT PARTICIPANTS AND MINOR ATHLETES THROUGH THE PREVENTION POLICIES.

USA GYMNASTICS SAFE SPORT POLICY IS EFFECTIVE NOVEMBER 1, 2021. USA GYMNASTICS MAY UPDATE ITS SAFE SPORT POLICY AT ANY TIME. UNLESS OTHERWISE STATED, CHANGES ARE EFFECTIVE IMMEDIATELY UPON PUBLICATION.

SCOPE OF THIS POLICY

THESE POLICIES APPLY TO ALL USA GYMNASTICS MEMBERS AND PARTICIPANTS. THIS DOCUMENT PRESENTS THESE POLICIES IN NINE SEPARATE AREAS:

1. ADULT MEMBERSHIP REQUIREMENTS
2. MEMBER CLUB REQUIREMENTS
3. AUTHORITY AND GOVERNANCE
4. CHILD ABUSE
5. REPORTING PROHIBITED CONDUCT
6. SUMMARY OF MISCONDUCT
7. MISCONDUCT AS IT RELATES TO THE SAFE SPORT PROCESS
8. PREVENTION POLICIES SPECIFIC TO USA GYMNASTICS
9. STRETCHING AND SPOTTING STANDARDS OF CARE



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GLOSSARY OF TERMS

THE DEFINITIONS BELOW ARE INTENDED TO PROVIDE CLARITY. MANY OF THE TERMS ARE DEFINED UNDER FEDERAL LAW OR WITHIN THE U.S. CENTER FOR SAFESPORT'S POLICIES. IN OTHER CASES, USA GYMNASTICS USES SPECIFIC DEFINED TERMS THAT IT BELIEVES ARE NECESSARY TO ITS MEMBERS GUIDANCE. MEMBER CLUBS MUST USE THESE DEFINITIONS TO BUILD THEIR OWN ATHLETE SAFETY HANDBOOK.

ADULT PARTICIPANT IS ANY ADULT (18 YEARS OF AGE OR OLDER) WHO IS:

- A MEMBER OF USA GYMNASTICS AND USA GYMNASTICS MEMBER CLUBS;
- AN EMPLOYEE OR BOARD MEMBER OF USA GYMNASTICS AND USA GYMNASTICS MEMBER CLUBS;
- WITHIN THE GOVERNANCE OR DISCIPLINARY JURISDICTION OF USA GYMNASTICS AND USA GYMNASTICS' MEMBER CLUBS
- AUTHORIZED, APPROVED, OR APPOINTED BY USA GYMNASTICS AND USA GYMNASTICS MEMBER CLUBS TO HAVE REGULAR CONTACT WITH OR AUTHORITY OVER MINOR ATHLETES.

ADULT PARTICIPANT PERSONAL CARE ASSISTANT (PCA) IS DEFINED AS 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/LEGAL GUARDIAN ANNUALLY.

FOR A PCA TO BE CONSIDERED AN ADULT PARTICIPANT, THE PCA MUST HAVE REGULAR CONTACT WITH ADDITIONAL MINOR ATHLETE(S) BESIDES THE MINOR ATHLETE FOR WHOM THEY PROVIDE CARE, OR THE PCA MUST BE HIRED BY AN ORGANIZATION.

AUTHORITY OVER IS DEFINED AS 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.

CENTER OR THE CENTER OR USCSS MEANS THE U.S. CENTER FOR SAFESPORT. UNDER THE PROTECTING YOUNG VICTIMS FROM SEXUAL ABUSE AND SAFE SPORT AUTHORIZATION ACT OF 2017, THE CENTER DEVELOPS RESOURCES AND POLICIES TO SAFEGUARD ATHLETES FROM BULLYING, HARASSMENT, HAZING, PHYSICAL ABUSE, EMOTIONAL ABUSE, SEXUAL THE CENTER AS THE EXCLUSIVE AUTHORITY TO RESPOND TO REPORTS OF ALLEGATIONS OF SEXUAL ABUSE AND SEXUAL MISCONDUCT WITHIN THE UNITED STATES OLYMPIC & PARALYMPIC COMMITTEE AND THEIR RECOGNIZED NATIONAL GOVERNING BODIES (NGBs). FEDERAL LAW REQUIRES THE CENTER TO CONDUCT REGULAR AND RANDOM AUDITS OF USA GYMNASTICS TO ENSURE COMPLIANCE WITH THESE POLICIES.

CHILD IS DEFINED BY THE SAFESPORT CODE AS "AN INDIVIDUAL WHO IS, OR IS PERCEIVED BY THE RESPONDENT TO BE, UNDER THE AGE OF 18."



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CHILD ABUSE HAS THE MEANING ESTABLISHED UNDER RELEVANT STATE OR FEDERAL LAW. THE FEDERAL DEFINITION OF CHILD ABUSE MUST BE CONSIDERED AT ALL TIMES AND IS DEFINED BY THE VICTIMS OF CHILD ABUSE ACT OF 1990. ABUSE MAY ALSO BE DEFINED BY THE LAW OF THE STATE IN WHICH THE BEHAVIOR OCCURS.

CLAIMANT IS THE PERSON WHO IS ALLEGED TO HAVE EXPERIENCED CONDUCT THAT CONSTITUTES A SAFESPORT CODE OR USA GYMNASTICS POLICY VIOLATION. THE CLAIMANT WILL INCLUDE ANY PARENT OR GUARDIAN OF A MINOR.

CLOSE-IN-AGE EXCEPTION IS DEFINED AS 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.

COACH IS A PERSON WHO IS AUTHORIZED TO INSTRUCT OR TRAIN ATHLETES, BASED ON SUPERVISORY, EVALUATIVE OR OTHER AUTHORITY OVER THAT ATHLETE. THE SAFESPORT CODE STATES THAT ONCE A COACH-ATHLETE RELATIONSHIP IS ESTABLISHED, A POWER IMBALANCE IS PRESUMED TO EXIST THROUGHOUT THE RELATIONSHIP, REGARDLESS OF AGE.

CODE OR **SAFESPORT CODE** REFERS TO THE SAFESPORT CODE FOR THE U.S. OLYMPIC AND PARALYMPIC MOVEMENT.

DUAL RELATIONSHIP IS DEFINED AS 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.

EVENT AS DEFINED BY THE PROTECTING YOUNG VICTIMS AND SAFESPORT AUTHORIZATION ACT OF 2017, INCLUDES ANY OF THE FOLLOWING ACTIVITIES SANCTIONED BY USA GYMNASTICS, MEMBER CLUBS OR USA GYMNASTICS MEMBERS, OR RELATED TO THOSE ACTIVITIES:

- TRAVEL;
- LODGING;
- TRAINING (PRACTICE);
- COMPETITION;
- MENTAL HEALTH OR MEDICAL TREATMENT.

FAMILIAL DUAL RELATIONSHIP IS A RELATIONSHIP BETWEEN FAMILY MEMBERS WHERE THE PERSON IN POSITION OF AUTHORITY OVER A MINOR ATHLETE IS CONSIDERED IMMEDIATE FAMILY SUCH AS PARENT, GRANDPARENT, SIBLING OR IN-LAW OR RELATED BY BLOOD SUCH AS AN UNCLE OR AUNT.

FEDERAL CHILD ABUSE DEFINITIONS COVERED INDIVIDUALS MUST COMPLY WITH FEDERAL CHILD ABUSE REPORTING STANDARDS. TERMS RELEVANT TO THOSE STANDARDS INCLUDE:

- "CHILD ABUSE" MEANS THE PHYSICAL OR MENTAL INJURY, SEXUAL ABUSE OR EXPLOITATION, OR NEGLIGENT TREATMENT OF A CHILD;



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- "PHYSICAL INJURY" INCLUDES BUT IS NOT LIMITED TO LACERATIONS, FRACTURED BONES, BURNS, INTERNAL INJURIES, SEVERE BRUISING OR SERIOUS BODILY HARM;
- "MENTAL INJURY" MEANS HARM TO A CHILD'S PSYCHOLOGICAL OR INTELLECTUAL FUNCTIONING, WHICH MAY BE EXHIBITED BY SEVERE ANXIETY, DEPRESSION, WITHDRAWAL OR OUTWARD AGGRESSIVE BEHAVIOR, OR A COMBINATION OF THOSE BEHAVIORS;
- "SEXUAL ABUSE" INCLUDES THE EMPLOYMENT, USE, PERSUASION, INDUCEMENT, ENTICEMENT OR COERCION OF A CHILD TO ENGAGE IN, OR ASSIST ANOTHER PERSON TO ENGAGE IN, SEXUALLY EXPLICIT CONDUCT OR THE RAPE, MOLESTATION, PROSTITUTION, OR OTHER FORM OF SEXUAL EXPLOITATION OF CHILDREN, OR INCEST WITH CHILDREN;
- "SEXUALLY EXPLICIT CONDUCT" REFERS TO ACTUAL OR SIMULATED SEXUAL CONDUCT;
- "EXPLOITATION" MEANS CHILD PORNOGRAPHY OR CHILD PROSTITUTION
- "NEGLIGENT TREATMENT" MEANS THE FAILURE TO PROVIDE, FOR REASONS OTHER THAN POVERTY, ADEQUATE FOOD, CLOTHING, SHELTER, OR MEDICAL CARE SO AS TO SERIOUSLY ENDANGER THE PHYSICAL HEALTH OF THE CHILD.

IN-PROGRAM CONTACT CONSTITUTES ANY CONTACT (INCLUDING COMMUNICATIONS, INTERACTIONS, OR ACTIVITIES) BETWEEN AN ADULT PARTICIPANT AND ANY MINOR ATHLETE(S) RELATED TO PARTICIPATION IN GYMNASTICS. USA GYMNASTICS DOES NOT ALLOW ANY OTHER INTERACTIONS EXCEPT FOR IN-PROGRAM CONTACT.

JURISDICTION IS THE ABILITY TO ENFORCE APPLICABLE POLICIES INCLUDING USA GYMNASTICS CODE OF ETHICAL CONDUCT, BYLAWS, GOVERNANCE OF USA GYMNASTICS, THE POLICIES OF THE U.S. CENTER FOR SAFESPORT AND/OR THE SAFESPORT CODE FOR THE U.S. OLYMPIC AND PARALYMPIC MOVEMENT.

LOCAL AFFILIATED ORGANIZATION (LAO) IS A REGIONAL, STATE, OR LOCAL CLUB OR ORGANIZATION THAT IS DIRECTLY AFFILIATED WITH USA GYMNASTICS OR THAT IS AFFILIATED WITH A REGIONAL OR STATE AFFILIATE OF USA GYMNASTICS.

MINOR ATHLETE ABUSE PREVENTION POLICY (MAAPP) IS A COLLECTION OF PROACTIVE PREVENTION AND TRAINING POLICIES FOR THE U.S. OLYMPIC & PARALYMPIC MOVEMENT DEVELOPED BY THE U.S. CENTER FOR SAFESPORT. THE MAAPP ADDRESS TRAINING REQUIREMENTS AND LIMITING ONE-ON-ONE INTERACTIONS BETWEEN ADULTS AND MINOR ATHLETES.

MEMBER IS ANYONE WHO HAS AGREED TO TERMS OF MEMBERSHIP OR WHO HAS A USA GYMNASTICS MEMBERSHIP.

MEMBER CLUB IS ANY CLUB MEMBER OF USA GYMNASTICS AS DESCRIBED IN THE USA GYMNASTICS BYLAWS. A MEMBER CLUB IS SUBJECT TO REQUIREMENTS UNDER THE CODE FOR A "LOCAL AFFILIATED ORGANIZATION."

MINOR IS DEFINED BY THE SAFESPORT CODE AS "AN INDIVIDUAL WHO IS, OR IS PERCEIVED BY THE RESPONDENT TO BE, UNDER THE AGE OF 18."



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MINOR ATHLETE IS AN AMATEUR ATHLETE UNDER 18 YEARS OF AGE WHO PARTICIPATES IN, OR PARTICIPATED WITHIN THE PREVIOUS 12 MONTHS IN, AN EVENT, PROGRAM, ACTIVITY, OR COMPETITION THAT IS PART OF, OR PARTIALLY OR FULLY UNDER THE JURISDICTION OF USA GYMNASTICS.

OUT OF PROGRAM CONTACT IS ANY ONE-ON-ONE CONTACT BETWEEN AN ADULT PARTICIPANT AND MINOR ATHLETE UNRELATED TO IN-PROGRAM GYMNASTICS ACTIVITIES OR EVENTS. (I.E., TRIPS, MEALS, OR GIFTS WITHOUT ANY DIRECT CORRELATION TO GYMNASTICS ACTIVITIES)

PARTICIPANT IS ANY PERSON WHO IS SEEKING TO BE, CURRENTLY IS, OR WAS A MEMBER OF USA GYMNASTICS; ANY PERSON WHO IS A "COVERED INDIVIDUAL" UNDER THE PROTECTING YOUNG VICTIM'S ACT AND SAFESPORT AUTHORIZATION ACT OF 2017; OR ANY PERSON WHO IS A "PARTICIPANT" UNDER THE CODE. THIS INCLUDES, BUT IS NOT LIMITED TO, THE FOLLOWING PERSONS: ALL NON-MEMBER EMPLOYEES OF MEMBER CLUBS; ALL MEMBERS OF USA GYMNASTICS' COMMITTEES OR TASK FORCES; ALL USA GYMNASTICS EMPLOYEES AND DIRECTORS; AND ALL ADULTS, INCLUDING VOLUNTEERS AND JUDGES, AUTHORIZED BY USA GYMNASTICS OR ANY MEMBER OF USA GYMNASTICS TO INTERACT WITH ATHLETES.

POWER IMBALANCE AS DEFINED BY THE SAFESPORT CODE EXISTS WHERE, "BASED ON THE TOTALITY OF THE CIRCUMSTANCES, ONE PERSON HAS SUPERVISORY, EVALUATIVE, OR OTHER AUTHORITY OVER ANOTHER." A POWER IMBALANCE IS PRESUMED TO EXIST THROUGH THE DURATION OF A COACH-ATHLETE RELATIONSHIP.

REGULAR CONTACT IS DEFINED AS ONGOING INTERACTIONS DURING A 12-MONTH PERIOD WHEREIN AN ADULT PARTICIPANT IS IN A ROLE OF DIRECT AND ACTIVE ENGAGEMENT WITH ANY MINOR ATHLETE. USA GYMNASTICS SAFE SPORT WILL INTERPRET REGULAR CONTACT WITH A MINOR ATHLETE IF IT IS WITHIN A USA GYMNASTICS MEMBER CLUB, REGARDLESS OF ROLE OR USA GYMNASTICS MEMBERSHIP STATUS.

REPORTER OR REPORTING PARTY IS A PERSON WHO FILES A GRIEVANCE OR SIMILAR REPORT WITH USA GYMNASTICS.

RESPONDENT IS A PARTICIPANT WHO IS ALLEGED TO HAVE VIOLATED THE SAFE SPORT CODE OR OTHER USA GYMNASTICS POLICY.

SAFE SPORT REFERS TO ANY DESIGNATION WHEN THE TWO WORDS "SAFE" AND "SPORT" ARE COMBINED, THE REFERENCE IS TO THE U.S. CENTER FOR SAFE SPORT.

SAFE SPORT REFERS TO USA GYMNASTICS "SAFE SPORT" WHEN THE TWO WORDS ARE SEPARATED.

SAFE SPORT AUTHORIZATION ACT SHALL REFER TO THE "PROTECTING YOUNG VICTIMS FROM SEXUAL ABUSE AND SAFE SPORT AUTHORIZATION ACT OF 2017."

SAFESPORT VIOLATION IS AN ACTION THAT CONSTITUTES ONE OR MORE OF THE FOLLOWING:

- PROHIBITED CONDUCT, AS OUTLINED IN THE SAFE SPORT CODE FOR THE U.S. OLYMPIC AND PARALYMPIC MOVEMENTS (HEREIN "THE CODE");
- PROHIBITED CONDUCT, MISCONDUCT OR PREVENTION POLICY VIOLATIONS OF THE USAG SAFE SPORT POLICY;



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- ANY SIMILAR CONDUCT VIOLATING CURRENT OR PREVIOUS STANDARDS PROMULGATED BY THE U.S. CENTER FOR SAFESPORT (HEREIN "THE CENTER"), OR USA GYMNASTICS AT THE TIME OF THE CONDUCT; OR
- ANY CONDUCT THAT WOULD VIOLATE SIMILAR COMMUNITY STANDARDS EXISTING AT THE TIME OF THE ALLEGED CONDUCT, INCLUDING THEN APPLICABLE CRIMINAL AND/OR CIVIL LAWS.



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ADULT PARTICIPANT AND EDUCATIONAL REQUIREMENTS

ALL USA GYMNASTICS PARTICIPANTS WILL PROMOTE A SAFE AND HEALTHY ENVIRONMENT FREE FROM MISCONDUCT AND ABUSE. USA GYMNASTICS PARTICIPANTS ARE RESPONSIBLE TO KNOW THESE POLICIES AND ALL OTHER APPLICABLE USA GYMNASTICS, UNITED STATES OLYMPIC COMMITTEE, THE USA GYMNASTICS CODE OF ETHICAL CONDUCT, THE U.S. CENTER FOR SAFESPORT POLICIES, AS WELL AS RELEVANT STATE AND FEDERAL LAW.

ALL PARTICIPANTS WHO HAVE REGULAR CONTACT AND/OR AUTHORITY OVER MINOR ATHLETES MUST COMPLETE AND PASS A BACKGROUND CHECK AND U110: U.S. CENTER FOR SAFESPORT CORE COURSE TRAINING BEFORE CONTACT WITH ANY ATHLETE. FOR THE PURPOSES OF USA GYMNASTICS, "REGULAR CONTACT" IS CONSIDERED ONGOING INTERACTION WHERE AN ADULT IS IN A ROLE OF DIRECT AND ACTIVE ENGAGEMENT WITH ANY MINOR ATHLETE.

THIS INCLUDES, BUT IS NOT LIMITED TO:

- CLUB OWNERS AND STAFF
- COMPETITIVE COACHES
- NON-COMPETITIVE GYMNASTICS INSTRUCTORS
- INSTRUCTORS WHO COACH MINOR ATHLETES REGARDLESS OF DISCIPLINE, SPORT OR EMPLOYMENT STATUS (I.E. CONTRACTOR, 3RD PARTY)
- MEET DIRECTORS
- JUDGES
- USA GYMNASTICS STAFF, INTERNS, BOARD MEMBERS, AND COMMITTEE MEMBERS
- MEDICAL STAFF
- VOLUNTEERS
- CLUB BOARD MEMBERS, IF APPLICABLE

ADULT PARTICIPANTS WITHOUT REGULAR CONTACT WITH MINOR ATHLETES SUCH AS OFFICE POSITIONS WITHIN USA GYMNASTICS STAFF, BOARD MEMBERS OF USA GYMNASTICS, OR MEMBER CLUB STAFF WHO DO NOT COACH MINOR ATHLETES SUCH AS OFFICE STAFF, MUST COMPLETE THE BACKGROUND CHECK AND U110: SAFESPORT CORE COURSE WITHIN 45 DAYS OF HIRE OR APPOINTMENT TO THE BOARD. DURING THAT PROBATIONARY PERIOD, NEW APPLICANTS WILL NOT BE PERMITTED CONTACT WITH MINOR ATHLETES.

ADULT ATHLETES' EDUCATIONAL REQUIREMENT

USA GYMNASTICS ATHLETE MEMBERS 18 YEARS OF AGE ARE REQUIRED TO COMPLETE THE U110: SAFESPORT CORE COURSE. THIS REQUIREMENT INCLUDES THOSE ATHLETES WHO TURN 18 DURING THE MEMBERSHIP SEASON. THEREFORE, UPON TURNING 18 YEARS OF AGE AN ATHLETE IS REQUIRED TO COMPLETE THE U110: U.S. CENTER FOR SAFESPORT CORE COURSE. PARENTS/GUARDIANS OF 17-YEAR-OLD MEMBERS CAN GRANT PERMISSION FOR THEIR CHILD TO COMPLETE THE U110: SAFESPORT CORE COURSE PRIOR TO TURNING 18.

MEDICAL PROVIDERS EDUCATIONAL REQUIREMENT

ADULT PARTICIPANTS WHO ARE MEDICAL PROVIDERS, BUT WHO DO NOT HAVE ANY OTHER DUTIES ASSIGNED TO THEM SUCH AS COACHING OR JUDGING, MAY TAKE THE U.S. CENTER FOR SAFESPORT'S HEALTH CARE PROFESSIONALS COURSE IN LIEU OF U110: SAFESPORT CORE COURSE. THE COURSE MUST BE COMPLETED BEFORE CONTACT WITH USA GYMNASTICS ATHLETES.



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REFRESHER SAFESPORT TRAINING

THE ABOVE-LISTED ADULT PARTICIPANTS MUST COMPLETE A REFRESHER COURSE ANNUALLY, 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 INSTEAD OF THE SAFESPORT TRAINED CORE AND ARE REQUIRED TO TAKE THE REFRESHER COURSES ON AN ANNUAL BASIS.

EXEMPTIONS AND ACCOMMODATIONS

- 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.
- USA GYMNASTICS WILL WORK WITH INDIVIDUALS ON APPROPRIATE ACCOMMODATIONS FOR PERSONS WITH DISABILITIES AND INDIVIDUALS WITH LIMITED ENGLISH PROFICIENCY TO SATISFY THESE TRAINING REQUIREMENTS.
- USA GYMNASTICS WILL PROVIDE REASONABLE ACCOMMODATIONS AND TRACK ANY EXEMPTIONS FOR INDIVIDUALS WITH DISABILITIES AND INDIVIDUALS WITH LIMITED ENGLISH PROFICIENCY.

PARENT AND ATHLETE TRAINING

ALL PARENTS ARE STRONGLY ENCOURAGED TO TAKE "*PARENT'S GUIDE TO MISCONDUCT IN SPORT*," OFFERED THROUGH THE U.S. CENTER FOR SAFESPORT, WITHIN 45 DAYS OF REGISTERING THEIR CHILD FOR MEMBERSHIP. THIS COURSE IS AT NO COST TO PARENTS AND COVERS MISCONDUCT, GROOMING, AND POLICIES THAT LIMIT ONE-ON-ONE INTERACTION BETWEEN COACHES AND MINORS. IN ADDITION, THE U.S. CENTER FOR SAFESPORT HAS CREATED AGE-APPROPRIATE COURSES FOR ATHLETES STARTING WITH PRESCHOOL THROUGH HIGH SCHOOL. PARENTS ARE STRONGLY ENCOURAGED TO REGISTER THEIR CHILD FOR THESE FREE COURSES TO HELP THEIR CHILD BETTER UNDERSTAND SAFE TOUCH, BOUNDARIES WITH THEIR COACH, AND WHEN TO MAKE A REPORT.

COACHES AND CLUB OWNERS MUST ENCOURAGE PARENTS TO COMPLETE THIS EDUCATION BY PROMOTING THE COURSE IN PARENT TEAM MEETINGS, CLUB NEWSLETTERS, OR OTHER CLUB COMMUNICATIONS ANNUALLY.

MEMBER RESPONSIBILITIES IN SELF-REPORTING CRIMINAL CONVICTION

USA GYMNASTICS MEMBERS MUST SELF-REPORT CHARGES OR INDICTMENTS FOR ANY OFFENSE THAT WOULD VIOLATE THE USA GYMNASTICS CRIMINAL BACKGROUND SCREENING POLICY IF IT RESULTED IN A CONVICTION. USA GYMNASTICS CRIMINAL BACKGROUND SCREENING POLICY IS AVAILABLE.



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MEMBER CLUB REQUIREMENTS

USA GYMNASTICS MEMBER CLUBS WILL ADOPT THE USA GYMNASTICS SAFE SPORT POLICY AS A CONDITION OF MEMBERSHIP. IN ADDITION, MEMBER CLUBS MUST ALSO REFERENCE THE FOLLOWING THROUGH STAFF HANDBOOKS OR EMPLOYEE POLICIES:

- DUTY TO REPORT SEXUAL MISCONDUCT AND CHILD ABUSE TO THE LOCAL AUTHORITIES AND THE U.S. CENTER FOR SAFESPORT
- PREVENTION POLICIES:
 - ONE-ON-ONE INTERACTIONS BETWEEN ADULT PARTICIPANTS AND MINOR ATHLETES
 - TRAINING SESSIONS AND MEETINGS
 - PARENTAL ACCESS TO PRACTICE
 - TRANSPORTATION
 - ELECTRONIC COMMUNICATIONS
 - GIFTING
 - BATHROOMS/CHANGING AREA GUIDELINES
 - LODGING
 - INJURY PROTOCOL
 - MEDICAL MODALITIES, MESSAGES
 - MEDICAL ORDERS

IN ADDITION TO WRITTEN POLICIES, ALL MEMBER CLUBS MUST PUBLICLY REFERENCE THE FOLLOWING:

- REPORTING PORTAL FOR THE U.S. CENTER FOR SAFESPORT
- REPORTING PORTAL FOR USA GYMNASTICS
- U.S. CENTER FOR SAFESPORT YOUTH AND PARENT TRAINING ON THE PREVENTION AND REPORTING OF CHILD ABUSE

THESE POLICIES DO NOT PREVENT ANY MEMBER CLUB FROM ADOPTING HIGHER SAFETY STANDARDS CONSISTENT WITH STATE AND FEDERAL LAW.

MEMBER CLUBS MUST ENSURE THAT ALL STAFF WHO HAVE REGULAR CONTACT AND AUTHORITY OVER MINOR ATHLETES HAVE PASSED A BACKGROUND CHECK CONSISTENT WITH USA GYMNASTICS BACKGROUND CHECK POLICY AND COMPLETED U110: SAFESPORT CORE COURSE.

USA GYMNASTICS RESERVES THE RIGHT TO REVIEW MEMBER CLUB POLICIES FOR COMPLIANCE WITH U.S. GYMNASTICS SAFE SPORT POLICY.

SAFETY CHAMPION

MEMBER CLUBS SHALL APPOINT A SAFETY CHAMPION AS A LIAISON TO USA GYMNASTICS TO HELP FACILITATE THE FLOW OF SAFE SPORT INFORMATION TO STAFF, PARENTS, AND ATHLETES OF THE CLUB. THIS PERSON MAY BE THE CLUB OWNER OR ANY EMPLOYEE DESIGNEE AFFILIATED WITH THE CLUB AND COMPLETED U110: SAFESPORT CORE COURSE.



A SAFETY CHAMPION IS A PERSON WHO CHAMPIONS A SAFE CLUB ATMOSPHERE AND SERVES AS A LIAISON BETWEEN USA GYMNASTICS AND THE CLUB ON MATTERS RELATED TO SAFETY THAT INCLUDE:

- UPCOMING EDUCATIONAL INITIATIVES
- POLICY CLARIFICATION
- DELIVERING MESSAGES OF SAFETY AND WELLNESS TO CLUB STAFF, PARENTS, AND ATHLETES

SAFETY CHAMPIONS MAY:

- SPEAK TO CLUB STAFF, PARENTS, OR ATHLETES ABOUT SAFETY, SAFE SPORT, OR HEALTH AND WELLNESS INITIATIVES
- TALK TO OTHER STAFF OR PARENTS ABOUT CLUB POLICY
- TALK TO ATHLETES ABOUT SAFETY, SPORTSMANSHIP, AND ANTI-BULLYING INITIATIVES
- INVITE GUEST SPEAKERS TO SPEAK WITH STAFF AND PARENTS

THE SAFETY CHAMPION WILL BE OFFERED ANNUAL TRAINING ON POLICY, EDUCATIONAL INITIATIVES OR RESOURCES, AND OTHER RELEVANT INFORMATION RELATED TO THE U.S. GYMNASTICS SAFE SPORT PROCESS AND THE U.S. CENTER FOR SAFESPORT.

USA GYMNASTICS WILL PROVIDE THE SAFETY CHAMPIONS WITH RESOURCES, ACTIVITIES, AND IDEAS FOR AN ENGAGING SAFETY PROGRAM.

USA GYMNASTICS STATE AND REGION ASSOCIATIONS

ALL STATE AND REGIONAL ASSOCIATIONS MUST POST A LINK TO USA GYMNASTICS SAFE SPORT POLICY AND THE LINK FOR REPORTING MISCONDUCT TO THE U.S. CENTER FOR SAFESPORT AND USA GYMNASTICS ON THEIR WEBSITE.

PERMANENTLY INELIGIBLE AND SUSPENDED MEMBER POLICY

A MEMBER MAY BE DEEMED PERMANENTLY INELIGIBLE FOR MEMBERSHIP. ANY PERSON WHO IS DEEMED PERMANENTLY INELIGIBLE CANNOT PARTICIPATE, IN ANY CAPACITY, IN ANY PROGRAM, ACTIVITY, EVENT, OR COMPETITION SPONSORED BY, ORGANIZED BY, OR UNDER THE AUSPICES OF THE USOPC, USA GYMNASTICS, ANY LAO, OR AT A FACILITY UNDER THE JURISDICTION OF THE SAME. ADDITIONALLY, INTERIM OR TEMPORARY MEASURES MAY BE PLACED ON A MEMBER'S PARTICIPATION TO ENSURE ATHLETE SAFETY.

USA GYMNASTICS PUBLISHES A SEARCHABLE DATABASE. THE DATABASE INCLUDES ALL PERSONS DECLARED BY USA GYMNASTICS TO BE INELIGIBLE FOR PARTICIPATION AND SUBJECT TO SANCTIONS OR INTERIM MEASURES BY USA GYMNASTICS, INCLUDING SUSPENSION OR RESTRICTED CONDUCT.

THE U.S. CENTER FOR SAFESPORT PUBLISHES A SIMILAR DATABASE. THIS DATABASE INCLUDES ALL PERSONS DECLARED BY THE CENTER TO BE INELIGIBLE FOR PARTICIPATION AND ALL PERSONS SUBJECT TO SANCTIONS OR TEMPORARY MEASURES, INCLUDING SUSPENSION OR RESTRICTED CONDUCT.

ADULTS WHO KNOWINGLY FACILITATE, PROMOTE, OR ENCOURAGE THE COMMISSION OF PROHIBITED CONDUCT BY A PARTICIPANT ARE SUBJECT TO INDEPENDENT SANCTIONS AS OUTLINED IN THE AIDING AND ABETTING SECTION OF



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THIS POLICY. THIS INCLUDES BUT IS NOT LIMITED TO KNOWINGLY ALLOWING A PERSON TO VIOLATE A SANCTION OR RESTRICTIVE MEASURE.

A MEMBER CLUB WILL BE SUBJECT TO TERMINATION OF MEMBER CLUB STATUS WHEN IT KNOWINGLY EMPLOYS OR ASSOCIATES IN ANY WAY WITH A PERSON LISTED AS "INELIGIBLE" BY USA GYMNASTICS OR THE CENTER, A PERSON LISTED AS A SEX OFFENDER ON A SEX OFFENDER REGISTRY, OR A PERSON DECLARED TO BE A SEX OFFENDER BY STATE OR FEDERAL LAW.



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CHILD ABUSE/USA GYMNASTICS REPORTING POLICY

ANY ADULT UNDER USA GYMNASTICS' JURISDICTION MUST REPORT CHILD ABUSE IMMEDIATELY. THIS REQUIREMENT BEGINS WHEN AN ADULT LEARNS OF FACTS THAT GIVE REASON TO SUSPECT ANY CHILD HAS SUFFERED AN INCIDENT OF CHILD ABUSE OR THAT ADULT IS INFORMED OF AN ALLEGATION OF CHILD ABUSE. REPORTS MUST BE MADE IMMEDIATELY BOTH TO RELEVANT GOVERNMENT AGENCIES AND THE CENTER.

IF AN INDIVIDUAL IS UNSURE ABOUT REPORTING, THEY SHOULD SEEK GUIDANCE FROM THE LOCAL POLICE DEPARTMENT, DEPARTMENT OF CHILD SERVICES, OR CHILD ADVOCACY CENTER. THESE AUTHORITIES WILL UNDERSTAND THE LAW IN THEIR JURISDICTION. AS A BEST PRACTICE, THE MEMBER SHOULD DOCUMENT THE DATE, TIME, NAME OF THE LOCAL POLICE DEPARTMENT CONTACTED, NAME OF THE OFFICER, AND THE OFFICER'S BADGE NUMBER AS CONFIRMATION OF THEIR EFFORTS.

ANY "ADULT PARTICIPANT" IN THE GLOSSARY MUST FOLLOW THIS POLICY. IN ADDITION, ANY ADULT IDENTIFIED AS A "PARTICIPANT" BY THE SAFESPORT CODE FOR THE U.S. OLYMPIC AND PARALYMPIC MOVEMENT, OR "COVERED INDIVIDUAL" UNDER THE FEDERAL ACT, WILL ALSO HAVE A DUTY TO REPORT CHILD ABUSE.

THE TERM "CHILD" IS NOT LIMITED TO ATHLETES AND INCLUDES ANY CHILD.

THE TERM "CHILD ABUSE" IS DEFINED IN THE GLOSSARY. PLEASE ALSO SEE THE GLOSSARY UNDER "FEDERAL CHILD ABUSE DEFINITIONS" AND WWW.CHILDWELFARE.GOV/TOPICS/RESPONDING/REPORTING/ FOR MORE DETAILS ON THESE STANDARDS.

EACH PERSON MUST UNDERSTAND AND COMPLY WITH STATE AND FEDERAL LAW.

REPORTING PROHIBITED CONDUCT OTHER THAN CHILD ABUSE

DUTY TO REPORT PROHIBITED CONDUCT

ADULT PARTICIPANTS ARE REQUIRED TO REPORT SEXUAL MISCONDUCT TO THE LOCAL AUTHORITIES AND THE U.S. CENTER FOR SAFESPORT IMMEDIATELY UPON LEARNING OF THE MISCONDUCT.

ADULT PARTICIPANTS MUST:

- REPORT SEXUAL MISCONDUCT TO THE CENTER WHEN THEY BECOME AWARE OF IT.
- REPORT NON-SEXUAL MISCONDUCT TO USA GYMNASTICS WHEN THEY BECOME AWARE OF IT.
- REPORT ANY CRIMINAL CHARGES OR "DISPOSITIONS" INVOLVING SEXUAL MISCONDUCT INVOLVING CHILDREN TO THE CENTER, INCLUDING ANYTHING BUT A "NOT GUILTY" FINDING.
- SUPPLEMENT THEIR REPORT WHEN THEY LEARN NEW INFORMATION.
- FAILURE TO REPORT MISCONDUCT IS CONSIDERED A VIOLATION OF THE SAFESPORT CODE.



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REPORTING TO THE CENTER

- ANY MATTER SUBJECT TO THE CENTER'S EXCLUSIVE JURISDICTION MUST BE REPORTED DIRECTLY TO THE CENTER PROMPTLY. MATTERS OTHER THAN SEXUAL MISCONDUCT MAY ALSO BE REPORTED TO THE CENTER.
- REPORTS MAY BE MADE TO THE CENTER AS FOLLOWS:
 - [HTTPS://USCENTERFORSAFESPORT.ORG/REPORT-A-CONCERN/](https://uscenterforsafesport.org/report-a-concern/)
 - BY TELEPHONE AT 833.587.7233
- REPORTS TO THE CENTER MUST INCLUDE:
 - ALL INFORMATION KNOWN TO THE PARTY, INCLUDING THE NAMES OF WITNESSES, THIRD PARTIES, AND PERSONS AFFECTED BY THE MISCONDUCT OR ABUSE; AND
 - IDENTIFYING INFORMATION OF ANY PERSON POTENTIALLY AFFECTED BY THE MISCONDUCT OR ABUSE.

REPORTING TO USA GYMNASTICS

- ANY MATTER NOT SUBJECT TO THE EXCLUSIVE JURISDICTION OF THE CENTER MAY BE REPORTED DIRECTLY TO USA GYMNASTICS, INCLUDING VIOLATIONS OF THE USA GYMNASTICS SAFE SPORT POLICY.
- REPORTS MAY BE MADE TO USA GYMNASTICS AS FOLLOWS:
 - [HTTPS://USAGYM.I-SIGHT.COM/PORTAL](https://usagym.i-sight.com/portal)
 - BY TELEPHONE AT 833.844.7233
- REPORTS MADE TO USA GYMNASTICS INVOLVING PROHIBITED CONDUCT MUST INCLUDE:
 - ALL INFORMATION KNOWN TO THE REPORTING PARTY;
 - IDENTIFYING INFORMATION KNOWN TO THE REPORTING PARTY OF THE PERSON WHO IS POTENTIALLY AFFECTED BY MISCONDUCT; AND
 - AFTER REPORTING INITIALLY, ANY INFORMATION THE REPORTING PARTY LEARNS ABOUT THE MATTER, INCLUDING THE NAMES OF WITNESSES, THIRD PARTIES, AND PERSONS AFFECTED BY THE PROHIBITED CONDUCT.



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SUMMARY OF MISCONDUCT

SEXUAL MISCONDUCT

SEXUAL MISCONDUCT INCLUDES:

- SEXUAL CONTACT WITH A MINOR;
- SEXUAL OR GENDER-RELATED HARASSMENT;
- NON-CONSENSUAL SEXUAL CONTACT;
- NON-CONSENSUAL SEXUAL INTERCOURSE;
- SEXUAL EXPLOITATION;
- BULLYING OR HAZING, OR OTHER INAPPROPRIATE CONDUCT OF A SEXUAL NATURE; OR
- OTHER INAPPROPRIATE CONDUCT, INCLUDING:
 - ENGAGING IN AN INTIMATE OR ROMANTIC RELATIONSHIP WHEN A POWER IMBALANCE EXISTS.
 - INTENTIONALLY EXPOSING A MINOR TO IMAGERY OF A SEXUAL NATURE.
 - INTENTIONALLY EXPOSING OR INDUCING ANOTHER TO EXPOSE BREASTS, BUTTOCKS, GROIN, OR GENITALS TO A MINOR OR TO AN ADULT WHERE THERE IS A POWER IMBALANCE.
 - AN ADULT PARTICIPANT VIOLATES THE CODE BY ENGAGING IN INAPPROPRIATE PHYSICAL CONTACT WITH A PARTICIPANT WHERE THERE IS A POWER IMBALANCE. SUCH INAPPROPRIATE CONTACT INCLUDES, BUT IS NOT LIMITED TO, INTENTIONALLY:
 - TOUCHING, SLAPPING, OR OTHERWISE CONTACTING THE BUTTOCKS OR GENITALS OF A PARTICIPANT;
 - EXCESSIVELY TOUCHING OR HUGGING A PARTICIPANT; OR
 - KISSING A PARTICIPANT.

ILLEGAL AND UNETHICAL SEXUAL MISCONDUCT

- ANY SEXUAL ACT OR CONDUCT PROHIBITED BY STATE OR FEDERAL LAW IS ALSO A VIOLATION OF THIS POLICY IF THE ACT OR CONDUCT INVOLVES ANY USA GYMNASTICS MEMBER, PARTICIPANT, OR EVENT.
- ANY ACT VIOLATING THE USA GYMNASTICS CODE OF ETHICAL CONDUCT THAT INVOLVES A SEXUAL ACT, CONDUCT, OR COMPONENT, IS A VIOLATION OF THIS SAFE SPORT POLICY.
- USA GYMNASTICS MEMBERS MAY NOT ENGAGE IN INTIMATE RELATIONSHIPS WITH AN ATHLETE THEY CURRENTLY COACH, REGARDLESS OF THAT ATHLETE'S AGE.
- ILLEGAL AND UNETHICAL SEXUAL MISCONDUCT AS DESCRIBED IN THIS POLICY IS SUBJECT TO THE CENTER'S EXCLUSIVE JURISDICTION AND WILL BE REFERRED TO THE CENTER FOR RESOLUTION.

EMOTIONAL MISCONDUCT

EMOTIONAL MISCONDUCT INVOLVES A PATTERN OF NON-CONTACT BEHAVIOR THAT CAN CAUSE EMOTIONAL OR PSYCHOLOGICAL HARM TO AN ATHLETE. NON-CONTACT BEHAVIOR INCLUDES VERBAL AND PHYSICAL ACTS, AS WELL AS ACTIONS THAT DENY ATTENTION OR SUPPORT.

EMOTIONAL MISCONDUCT INCLUDES, BUT IS NOT LIMITED TO:

- VERBAL ACTS THAT REPEATEDLY AND EXCESSIVELY ATTACK SOMEONE PERSONALLY IN A MANNER THAT SERVES NO PRODUCTIVE TRAINING OR MOTIVATIONAL PURPOSE;
- ACTS THAT HUMILIATE OR DEGRADE;



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- PHYSICAL ACTS THAT ARE REPEATED AND/OR SEVERE BUT DO NOT MAKE PHYSICAL CONTACT SUCH AS THROWING ITEMS TOWARD ANOTHER PERSON, THROWING ITEMS DOWN TO CREATE FEAR, OR HITTING WALLS NEAR ANOTHER PERSON;
- MOCKING OR MAKING CRITICAL COMMENTS ABOUT A PERSON'S BODY SHAPE, SIZE, OR PHYSICAL APPEARANCE;
- STATEMENTS THAT ATTACK SOMEONE BASED ON RACE, GENDER, NATIONAL ORIGIN, SEXUAL ORIENTATION, GENDER IDENTITY, RELIGION, OR DISABILITY;
- ACTS THAT DENY ATTENTION OR SUPPORT BY IGNORING OR ISOLATING A PERSON FOR EXTENDED PERIODS, INCLUDING ROUTINE OR ARBITRARY EXCLUSION FROM PRACTICE/TRAINING;
- STALKING;
- ANY SIMILAR ACT PROHIBITED BY LAW

PHYSICAL MISCONDUCT

ANY INTENTIONAL BEHAVIOR THAT CAUSES OR REASONABLY THREATENS TO CAUSE PHYSICAL HARM TO ANOTHER PERSON. THIS INCLUDES THE FOLLOWING:

- CONTACT VIOLATIONS
 - PHYSICAL CONTACT WITH ANOTHER PERSON BY BODY OR OBJECT;
 - ENCOURAGING OR KNOWINGLY PERMITTING AN ATHLETE TO RETURN TO TRAINING PREMATURELY FOLLOWING A SERIOUS INJURY AND WITHOUT CLEARANCE OF A MEDICAL PROFESSIONAL;
- NON-CONTACT VIOLATION;
 - CONFINEMENT OR ISOLATION;
 - PAINFUL STANCES OR POSITIONS;
 - ACTIONS INTERFERING WITH HYDRATION, NUTRITION, FOOD, OR SLEEP; OR
 - ILLEGAL PROVISION OF DRUGS OR ALCOHOL.
- OTHER SIMILAR ACTS PROHIBITED BY LAW.

CONDITIONING THAT IS AGAINST PROFESSIONALLY ACCEPTABLE STANDARDS FOR THE ATHLETE'S AGE AND/OR PHYSICAL DEVELOPMENT IS A VIOLATION OF THE USA GYMNASTICS SAFE SPORT POLICY AND IS CONSIDERED PHYSICAL MISCONDUCT UNDER THE CODE. EXAMPLES OF CONDITIONING AGAINST PROFESSIONALLY ACCEPTABLE STANDARDS INCLUDE, BUT ARE NOT LIMITED TO:

- USING CONDITIONING AS RETALIATION;
- CONDITIONING AGAINST MEDICAL ADVICE; OR
- CONDITIONING THAT INDUCES FEAR AND UNDUE STRESS.

PLEASE SEE "UNDERSTANDING PHYSICAL MISCONDUCT" ONE-PAGE DOCUMENT FOR FURTHER EXPLANATION OF CONDITIONING AGAINST PROFESSIONALLY ACCEPTED STANDARDS.

BULLYING BEHAVIOR

REPEATED AND/OR SEVERE BEHAVIOR(S) OF ANY KIND THAT IS AGGRESSIVELY DIRECTED AT A MINOR AND INTENDED OR LIKELY TO HURT, CONTROL, OR DIMINISH THE MINOR EMOTIONALLY, PHYSICALLY, OR SEXUALLY.



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HAZING

ANY CONDUCT THAT SUBJECTS ANOTHER PERSON, WHETHER PHYSICALLY, MENTALLY, EMOTIONALLY, OR PSYCHOLOGICALLY, TO ANYTHING THAT MAY ENDANGER, ABUSE, HUMILIATE, DEGRADE OR INTIMIDATE THE PERSON AS A CONDITION OF JOINING OR BEING SOCIALLY ACCEPTED BY A GROUP, TEAM, OR ORGANIZATION.

HARASSMENT

REPEATED AND/OR SEVERE CONDUCT THAT:

- CAUSES FEAR, HUMILIATION, OR ANNOYANCE;
- OFFENDS OR DEGRADES;
- CREATES A HOSTILE ENVIRONMENT (AS DEFINED IN THE SAFE SPORT CODE);
- REFLECTS A DISCRIMINATORY BIAS IN AN ATTEMPT TO ESTABLISH DOMINANCE, SUPERIORITY, OR POWER OVER AN INDIVIDUAL OR GROUP BASED ON AGE, RACE, ETHNICITY, CULTURE, RELIGION, NATIONAL ORIGIN, OR MENTAL OR PHYSICAL DISABILITY; OR
- ANY ACT OR CONDUCT DESCRIBED AS HARASSMENT UNDER FEDERAL OR STATE LAW. WHETHER CONDUCT IS HARASSING DEPENDS ON THE TOTALITY OF THE CIRCUMSTANCES, INCLUDING THE NATURE, FREQUENCY, INTENSITY, LOCATION, CONTEXT, AND DURATION OF THE BEHAVIOR.



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MISCONDUCT RELATED TO THE USA GYMNASTICS SAFE SPORT PROCESS

AIDING AND ABETTING

AIDING AND ABETTING IS A VIOLATION OF THE USA GYMNASTICS SAFE SPORT POLICY AND INCLUDES:

- KNOWINGLY FACILITATING, PROMOTING OR ENCOURAGING THE COMMISSION OF PROHIBITED CONDUCT BY A PARTICIPANT;
- KNOWINGLY FACILITATING, PROMOTING, OR ENCOURAGING A VIOLATION OF ANY RESTRICTIVE MEASURE PLACED ON MEMBERSHIP OR PARTICIPATION BY EITHER USA GYMNASTICS OR THE CENTER, INCLUDING WITHOUT LIMITATION, SUSPENSION, INELIGIBILITY, INTERIM MEASURES, RESTRICTIONS IMPOSED PER USA GYMNASTICS BYLAWS, OR SIMILAR MEASURES IS PROHIBITED.

AIDING AND ABETTING INCLUDES, WITHOUT LIMITATION, KNOWINGLY FACILITATING, PROMOTING, OR ENCOURAGING ANY OF THE FOLLOWING, IF IT WOULD VIOLATE A RESTRICTIVE MEASURE:

- ANY ASSOCIATION OR AFFILIATION WITH USA GYMNASTICS EVENTS;
- COACHING OR PROVIDING ANY COACHING-RELATED ADVICE OR SERVICE TO ANY MEMBER OF ANY USA GYMNASTICS MEMBER CLUB OR USA GYMNASTICS;
- OWNERSHIP INTEREST IN ANY USA GYMNASTICS MEMBER CLUB OR AFFILIATED ENTITY; OR
- PAYING FEES FOR TRAINING, TRAINING SUPPORT OR FACILITY USE, OR ANY SIMILAR EXCHANGE OF SERVICES TO A SUSPENDED OR PERMANENTLY INELIGIBLE MEMBER.

FAILURE TO REPORT

SEXUAL MISCONDUCT OR CHILD ABUSE MUST BE REPORTED TO THE CENTER AND LAW ENFORCEMENT CONSISTENT WITH THE CODE, THESE POLICIES, AND THE RELEVANT LAW.

PROHIBITED CONDUCT MUST BE REPORTED TO EITHER USA GYMNASTICS OR THE CENTER.

FAILURE TO REPORT THESE MATTERS IS MISCONDUCT UNDER THE SAFESPORT CODE.

INTENTIONALLY FILING A FALSE REPORT

ANY PERSON MAKING A KNOWINGLY FALSE REPORT IN A MATTER OVER WHICH THE CENTER OR USA GYMNASTICS HAS JURISDICTION SHALL BE SUBJECT TO DISCIPLINARY ACTION BY THE RESPONSIBLE ENTITY.

A REPORT IS FALSE IF IT IS PROVEN THAT THE EVENTS REPORTED DID NOT OCCUR, AND THE PERSON MADE THE REPORT KNOWING THE REPORTED EVENTS DID NOT OCCUR.

A "FALSE REPORT" DOES NOT INCLUDE A REPORT WITH INSUFFICIENT SUPPORTING EVIDENCE TO DETERMINE IF THE REPORTED EVENTS ARE TRUE OR FALSE. ABSENT DEMONSTRABLE MISCONDUCT, AN UNSUBSTANTIATED REPORT ALONE IS NOT GROUNDS FOR A SAFESPORT CODE VIOLATION.

ANY GOOD FAITH REPORT OF CHILD ABUSE IS NOT CONSIDERED A FALSE REPORT.



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ABUSE OF PROCESS

IT IS MISCONDUCT UNDER THE CODE TO ENGAGE IN ANY OF THE FOLLOWING DIRECTLY OR TO INVOLVE ANOTHER IN ANY OF THE FOLLOWING ON BEHALF OF A PERSON SUBJECT TO THE CENTER'S OR USA GYMNASTICS' PROCESS:

- FALSIFYING, DISTORTING, OR MISREPRESENTING INFORMATION, THE RESOLUTION PROCESS OR AN OUTCOME;
- DESTROYING OR CONCEALING INFORMATION;
- ATTEMPTING TO DISCOURAGE AN INDIVIDUAL'S PROPER PARTICIPATION IN OR USE OF THE CENTER (OR USA GYMNASTICS) PROCESSES;
- HARASSING OR INTIMIDATING (VERBALLY OR PHYSICALLY) ANY PERSON INVOLVED IN THE CENTER'S OR THE USA GYMNASTICS' PROCESSES BEFORE, DURING AND/OR FOLLOWING PROCEEDINGS (INCLUDING UP TO, THROUGH, AND AFTER ANY REVIEW BY AN ARBITRATOR);
- PUBLICLY DISCLOSING A CLAIMANT'S IDENTIFYING INFORMATION;
- FAILING TO COMPLY WITH A TEMPORARY MEASURE OR OTHER SANCTION;
- DISTRIBUTING OR OTHERWISE PUBLICIZING MATERIALS CREATED OR PRODUCED DURING AN INVESTIGATION OR ARBITRATION AS A PART OF THESE POLICIES OR PROCEDURES, EXCEPT AS REQUIRED BY LAW OR AS EXPRESSLY PERMITTED BY THE CENTER; OR
- INFLUENCING OR ATTEMPTING TO INFLUENCE ANOTHER PERSON TO COMMIT AN ABUSE OF PROCESS.

RETALIATION

IT IS MISCONDUCT UNDER THIS POLICY TO RETALIATE AGAINST ANOTHER PERSON.

- "RETALIATION" MEANS ANY ADVERSE OR DISCRIMINATORY ACTION, OR THE THREAT OF AN ADVERSE OR DISCRIMINATORY ACTION, INCLUDING REMOVAL FROM A TRAINING FACILITY, REDUCED COACHING OR TRAINING, REDUCED MEALS OR HOUSING, AND REMOVAL FROM COMPETITION, CARRIED OUT AGAINST A PARTICIPANT AS A RESULT OF ANY COMMUNICATION, INCLUDING THE FILING OF A REPORT, BY THE PARTICIPANT OR A PARENT OR LEGAL GUARDIAN OF THE PARTICIPANT RELATING TO THE REPORT OF PHYSICAL ABUSE, SEXUAL HARASSMENT, OR EMOTIONAL ABUSE, WITH:
 - THE U.S. CENTER FOR SAFE SPORT OR USA GYMNASTICS SAFE SPORT;
 - A COACH, TRAINER, MANAGER, ADMINISTRATOR, OR AN OFFICIAL ASSOCIATED WITH THE CORPORATION;
 - THE ATTORNEY GENERAL;
 - A FEDERAL OR STATE LAW ENFORCEMENT AUTHORITY;
 - THE EQUAL EMPLOYMENT OPPORTUNITY COMMISSION; OR
 - CONGRESS.
- IF USA GYMNASTICS FINDS THAT AN EMPLOYEE OF USA GYMNASTICS HAS RETALIATED AGAINST A PROTECTED INDIVIDUAL, USA GYMNASTICS SHALL IMMEDIATELY TERMINATE EMPLOYMENT OR SUSPEND WITHOUT PAY.



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PREVENTION POLICIES

ONE-ON-ONE CONTACT

ONE-ON-ONE CONTACT IS DEFINED AS AN INTERACTION BETWEEN ONE ADULT PARTICIPANT AND ONE MINOR ATHLETE. ONE-ON-ONE INTERACTIONS BETWEEN ADULT PARTICIPANTS AND MINOR ATHLETES ARE NOT PERMITTED UNDER ANY CIRCUMSTANCE AND APPLIES TO ALL SITUATIONS, BOTH IN-PROGRAM AND OUT-OF-PROGRAM CONTACT, EXCEPT AS STATED IN THIS POLICY.

EXCEPTIONS

USA GYMNASTICS RECOGNIZES THE FOLLOWING EXCEPTIONS TO THE PROHIBITIONS AGAINST ONE-ON-ONE CONTACT:

- EMERGENCY CIRCUMSTANCES SUCH AS FIRES, MEDICAL EMERGENCIES, OR MINORS LEFT WITHOUT PARENTAL SUPERVISION AFTER PRACTICE OR COMPETITION. IN ALL EMERGENCY CIRCUMSTANCES, EVERY EFFORT MUST BE MADE FOR THE ONE-ON-ONE POLICY TO BE MAINTAINED.
- WHEN A DUAL RELATIONSHIP EXISTS, AND PARENT/GUARDIAN HAS PROVIDED WRITTEN CONSENT ANNUALLY; OR
- WHEN THE CLOSE-IN-AGE EXCEPTION APPLIES; OR
- IF A MINOR ATHLETE NEEDS A PERSONAL CARE ASSISTANT, AND:
 - THE MINOR ATHLETE'S PARENT/GUARDIAN HAS PROVIDED WRITTEN CONSENT ANNUALLY TO THE MEMBER CLUB FOR THE ADULT PARTICIPANT PERSONAL CARE ASSISTANT TO WORK WITH THE MINOR ATHLETE; AND
 - THE ADULT PARTICIPANT PERSONAL CARE ASSISTANT HAS COMPLIED WITH THE EDUCATION & TRAINING POLICY; AND
 - THE ADULT PARTICIPANT PERSONAL CARE ASSISTANT HAS COMPLIED WITH USA GYMNASTICS BACKGROUND CHECK POLICY.
- IN OTHER CIRCUMSTANCES SPECIFICALLY ADDRESSED IN THIS POLICY THAT ALLOWS FOR SPECIFIC ONE-ON-ONE INTERACTIONS IF USA GYMNASTICS RECEIVES PARENT/ GUARDIAN CONSENT.

OBSERVABLE AND INTERRUPTIBLE

CONTACT IS NOT ONE-ON-ONE IF IT IS OBSERVABLE AND CONDUCTED AT A DISTANCE ALLOWING FOR INTERRUPTION BY ANOTHER ADULT. ONE ADULT PARTICIPANT AND ONE MINOR ATHLETE ALONE IN A USA GYMNASTICS MEMBER CLUB OR FACILITY VIOLATES THIS POLICY.

INDIVIDUAL TRAINING SESSIONS

ONE-ON-ONE INDIVIDUAL TRAINING SESSIONS BETWEEN AN ADULT PARTICIPANT AND MINOR ATHLETE ARE NOT ALLOWED. ALL INDIVIDUAL TRAINING SESSIONS WITH MINOR ATHLETES MUST ADHERE TO THE FOLLOWING:

- OBSERVABLE AND INTERRUPTIBLE AT ALL TIMES
- A MINOR'S LEGAL GUARDIAN MUST BE ALLOWED TO ATTEND THE INDIVIDUAL TRAINING SESSION
- ALL INDIVIDUAL TRAINING SESSIONS REQUIRE ADVANCE, WRITTEN CONSENT FROM THE MINOR ATHLETE'S PARENT/GUARDIAN AT LEAST ANNUALLY, WHICH CAN BE WITHDRAWN AT ANY TIME. THIS INCLUDES ALL ONE-ON-ONE SESSIONS AS STATED ABOVE



- CLOSED CIRCUIT BROADCAST AND WEB-BASED VIEWING ARE NOT CONSIDERED OBSERVABLE AND INTERRUPTIBLE UNDER THIS POLICY. ANOTHER ADULT MUST BE IN THE BUILDING AND ABLE TO SEE AND OVERHEAR ALL SESSION ACTIVITIES.

***CONSENT FORMS MAY BE FOUND ON THE USA GYMNASTICS SAFE SPORT AREA OF THE WEBSITE.**

USA GYMNASTICS RECOGNIZES THE FOLLOWING EXCEPTIONS TO THE PROHIBITIONS AGAINST ONE-ON-ONE INDIVIDUAL TRAINING SESSIONS:

- WHEN A FAMILIAL DUAL RELATIONSHIP EXISTS, AND THE PARENT/GUARDIAN HAS PROVIDED WRITTEN CONSENT ANNUALLY OR
- WHEN THE CLOSE-IN-AGE EXCEPTION APPLIES.

MEETINGS WITH MENTAL HEALTH PROFESSIONALS AND HEALTH CARE PROVIDERS:

IF A LICENSED MENTAL HEALTH CARE PROFESSIONAL OR LICENSED HEALTH CARE PROVIDER MEETS ONE-ON-ONE WITH A MINOR ATHLETE, THE MEETING MUST BE OBSERVABLE AND INTERRUPTIBLE WITHOUT EXCEPTION. ADDITIONALLY:

- ANOTHER ADULT MUST PRESENT AT THE FACILITY AND BE NOTIFIED THAT A MEETING IS OCCURRING, ALTHOUGH THE MINOR ATHLETE'S IDENTITY NEED NOT BE DISCLOSED; AND
- THE MEMBER CLUB, MEET DIRECTOR, OR ANOTHER PERSON OF AUTHORITY IS NOTIFIED THAT THE PROVIDER WILL BE MEETING WITH A MINOR ATHLETE; AND
- PARENT OR GUARDIAN OF THE MINOR ATHLETE HAS PROVIDED WRITTEN CONSENT; AND
- THE PROVIDER OBTAINS CONSENT CONSISTENT WITH APPLICABLE LAWS AND ETHICAL STANDARDS, WHICH CAN BE WITHDRAWN AT ANY TIME.
- CLOSED-DOOR MEETINGS WITH MINOR ATHLETES ARE NOT ALLOWED AT ANY EVENT OR FACILITY UNDER THE JURISDICTION OF USA GYMNASTICS.

PARENTAL ACCESS TO PRACTICE AT MEMBER CLUBS

MEMBER CLUBS MUST PERMIT PARENTS AND GUARDIANS ACCESS TO PRACTICE AND TRAINING SESSIONS.

- ACCESS MAY INCLUDE SITTING AREAS, IN-PERSON VIEWING OPTIONS, CLOSED-CIRCUIT BROADCAST (INCLUDING AUDIO), OR SIMILAR VIEWING METHODS.
- EACH TRAINING SESSION MUST BE ACCESSIBLE TO AT LEAST A PORTION OF THE MEMBER CLUB'S PARENTS/GUARDIANS AND APPLIED TO RECREATION AND TEAM PROGRAMS. (SUBJECT TO SPACE AND SAFETY LIMITATIONS)
- PARTICIPANTS AND PARENTS WILL RESPECT THE COACH-ATHLETE RELATIONSHIP AND NOT INTERRUPT TRAINING SESSIONS, ABSENT A CONCERN THAT MISCONDUCT IS OCCURRING.
- MEMBER CLUBS MAY SET PARAMETERS FOR APPROPRIATE VIEWING BEHAVIOR.
- MEMBER CLUBS MAY NOT PROHIBIT A SPECIFIC PARENT OR GUARDIAN FROM PHYSICAL ACCESS WITHOUT FAIR NOTICE AND PROCESS. THE MEMBER CLUB MUST PROVIDE A REASONABLE ALTERNATIVE FOR THAT PARENT OR GUARDIAN TO VIEW THEIR ATHLETE'S TRAINING SESSIONS, INCLUDING ALLOWING ANOTHER DESIGNEE APPROVED BY THE PARENT TO VIEW PRACTICE.
- IF A PARENT OR GUARDIAN IS PROHIBITED FROM VIEWING THEIR CHILD DUE TO INAPPROPRIATE BEHAVIORS, A TIME LIMIT MUST BE SET FOR RETURN TO VIEWING.



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CLOSED-CIRCUIT BROADCAST AND LIVE STREAMING TO FACILITATE PARENTAL VIEWING:

MEMBER CLUBS MAY OFFER WEBCAST VIEWING AND LIVE STREAMING SERVICES TO PARENTS AS AN ALTERNATIVE TO IN-PERSON VIEWING, PROVIDED THAT:

- A WRITTEN POLICY EXISTS THAT INCLUDES:
 - RESTRICTIONS ON SHARING OF VIDEOS AND PASSWORDS TO VIEW SUCH VIDEOS;
 - STORING AND DESTRUCTION OF VIDEOS; AND
 - FORMAL NOTICE POSTED IN PUBLIC SPACES OF USE OF LIVE STREAMING.
- A MAJORITY OF THE TRAINING SPACE IS VISIBLE ON THE LIVE STREAM;
- PARENTS CAN LIVE STREAM THROUGH THE DURATION OF THEIR CHILD'S CLASS AND/OR AS LONG AS THE CHILD REMAINS IN THE CLUB'S CARE;
- STREAMING IS PASSWORD ENCRYPTED AND PRESENTED TO PARENTS VIA A SECURE VIEWING PLATFORM WITH A PASSWORD-PROTECTED VIEWING PORTAL OR APP; AND
- THE CLUB HAS THE ABILITY AND PROCESS TO REMOVE PARENT VIEWING ACCESS FOLLOWING UN-ENROLLMENT FROM A CLASS OR CLUB IN ITS ENTIRETY.

TRANSPORTATION

ABSENT EMERGENCY CIRCUMSTANCES, ADULT PARTICIPANTS SHALL NOT TRANSPORT A MINOR ATHLETE ONE-ON-ONE DURING IN-PROGRAM OR OUT-OF-PROGRAM TRAVEL IN A VEHICLE ALONE. A SECOND MINOR ATHLETE OR SECOND ADULT PARTICIPANT MUST ALWAYS BE PRESENT. THIS INCLUDES DAILY TRANSPORTATION TO AND FROM EVENTS OCCURRING AT THE REGULAR MEMBER CLUB OR AWAY FROM THE REGULAR MEMBER CLUB UNLESS THE FOLLOWING EXCEPTIONS EXIST:

- WHEN A DUAL RELATIONSHIP EXISTS (PLEASE SEE KEY REQUIREMENTS FOR USA GYMNASTICS ONE-ON-ONE TRAVEL POLICY EXCEPTION); OR
- WHEN THE CLOSE-IN-AGE EXCEPTION APPLIES; OR
- IF A MINOR ATHLETE NEEDS A PERSONAL CARE ASSISTANT, AND:
 - THE MINOR ATHLETE'S PARENT/GUARDIAN HAS PROVIDED WRITTEN CONSENT ANNUALLY TO THE MEMBER CLUB FOR THE ADULT PARTICIPANT PERSONAL CARE ASSISTANT TO WORK WITH THE MINOR ATHLETE; AND
 - THE ADULT PARTICIPANT PERSONAL CARE ASSISTANT HAS COMPLIED WITH THE EDUCATION & TRAINING POLICY; AND
 - THE ADULT PARTICIPANT PERSONAL CARE ASSISTANT HAS COMPLIED WITH USA GYMNASTICS BACKGROUND CHECK POLICY.
- IN OTHER CIRCUMSTANCES SPECIFICALLY ADDRESSED IN THIS POLICY THAT ALLOWS FOR SPECIFIC ONE-ON-ONE INTERACTIONS IF USA GYMNASTICS RECEIVES PARENT/ GUARDIAN CONSENT.

TRANSPORTATION SANCTIONED BY USA GYMNASTICS AND USA GYMNASTICS MEMBER CLUBS

ALL ADULT PARTICIPANTS WILL AGREE TO AND SIGN THE ORGANIZATION'S TRAVEL POLICY ANNUALLY FOR ALL IN-PROGRAM TRAVEL AUTHORIZED OR FUNDED BY USA GYMNASTICS AND USA GYMNASTICS MEMBER CLUBS. IN ADDITION, PARENTS OF MINOR ATHLETES MUST GIVE WRITTEN CONSENT ON AN ANNUAL BASIS FOR TRAVEL SPONSORED BY USA GYMNASTICS OR A MEMBER CLUB.

****CONSENT FORMS MAY BE FOUND ON THE USA GYMNASTICS SAFE SPORT AREA OF THE WEBSITE.***



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PARENTAL CONSENT FOR TRAVEL BETWEEN ONE ADULT PARTICIPANT AND ONE MINOR ATHLETE

A MEMBER CLUB MAY BE OFFERED AN EXCEPTION FROM THE USA GYMNASTICS SAFE SPORT ONE-ON-ONE POLICY AND PROVIDE "LEGAL GUARDIAN CONSENT" FOR THE LIMITED PURPOSE OF AIRLINE TRAVEL OR LOCAL TRAVEL (SUCH AS BY CAR.) THE MEMBER CLUB EXERCISING THIS OPTION WILL BE RESPONSIBLE FOR INDEMNIFYING USA GYMNASTICS FROM ALL LIABILITY. IN ADDITION, IT MUST EXECUTE THE TERMS OF THE ASSUMPTION OF LIABILITY, RELEASE, AND INDEMNITY AGREEMENT BEFORE FACILITATING ANY ONE-ON-ONE CONTACT BETWEEN ADULT PARTICIPANTS AND MINOR ATHLETES.

IT IS THE RESPONSIBILITY OF ALL PARTIES REQUESTING ONE-ON-ONE TRAVEL TO READ THE COMPLETE *ASSUMPTION OF LIABILITY, RELEASE, AND INDEMNITY AGREEMENT*. THIS INCLUDES MEMBER CLUB MANAGEMENT, ADULT PARTICIPANT, A PERSON CLAIMING DUAL RELATIONSHIP, AND PARENTS/GUARDIANS.

USAG EXPECTS FULL COMPLIANCE WITH THE ONE-ON-ONE TRAVEL PROTECTION POLICIES AND DISCOURAGES THE USE OF EXCEPTIONS UNLESS NECESSARY. USA GYMNASTICS WILL NOT GRANT OR DENY PERMISSION TO TRAVEL IN VIOLATION OF THE ONE-ON-ONE POLICY. THE RECEIPT BY USA GYMNASTICS OF PARENTAL CONSENT FORMS, TRIP ITINERARIES, OR INDEMNIFICATION DOCUMENTS DOES NOT IMPLY OR INDICATE PERMISSION BY USA GYMNASTICS FOR THE TRAVEL TO OCCUR.

FAILURE TO FULLY EXECUTE THE TERMS OF THE *ASSUMPTION OF LIABILITY AND INDEMNITY AGREEMENT* WILL JEOPARDIZE THE MEMBER CLUB'S MEMBER STATUS AND THAT OF THE PERSONS RESPONSIBLE FOR ANY INTENTIONAL, RECKLESS OR MATERIAL FAILURE OF THOSE TERMS. MISCONDUCT, ETHICAL, OR SIMILAR CONCERNS ARE NOT EXEMPT FROM THE SAFE SPORT PROCESS UNDER ANY CONDITION.

USA GYMNASTICS MEMBER CLUBS THAT ORGANIZE TRAVEL MUST PUBLISH A TRAVEL POLICY CONSISTENT WITH USA GYMNASTICS SAFE SPORT POLICY AND PROVIDE IT TO, AT A MINIMUM, ALL ADULT GYMNASTS, PARENTS OF MINOR GYMNASTS, COACHES, AND ALL ADULT PARTICIPANTS TRAVELING WITH THE TEAM. IN ADDITION, USA GYMNASTICS REQUIRES ALL ADULT PARTICIPANTS TO SIGN THE ORGANIZATION'S TRAVEL POLICY SPONSORING THE TRAVEL ACKNOWLEDGING RECEIPT OF AND AGREEING TO THE TRAVEL POLICY.

LODGING

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:

- WHEN A FAMILIAL DUAL RELATIONSHIP EXISTS, AND PARENT/GUARDIAN HAS PROVIDED ADVANCE, WRITTEN CONSENT BEFORE EACH INSTANCE FOR THE LODGING ARRANGEMENT; OR
- WHEN THE CLOSE-IN-AGE EXCEPTION APPLIES, AND WRITTEN CONSENT HAS BEEN GIVEN IN ADVANCE BEFORE EACH INSTANCE FOR THE LODGING ARRANGEMENT; OR
- IF A MINOR ATHLETE NEEDS A PERSONAL CARE ASSISTANT, AND:
 - THE MINOR ATHLETE'S PARENT/GUARDIAN HAS PROVIDED WRITTEN CONSENT BEFORE EACH INSTANCE TO THE MEMBER CLUB FOR THE ADULT PARTICIPANT PERSONAL CARE ASSISTANT TO WORK WITH THE MINOR ATHLETE; AND
 - THE ADULT PARTICIPANT PERSONAL CARE ASSISTANT HAS COMPLIED WITH THE EDUCATION & TRAINING POLICY; AND



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- THE ADULT PARTICIPANT PERSONAL CARE ASSISTANT HAS COMPLIED WITH USA GYMNASTICS' BACKGROUND CHECK POLICY.

LODGING SANCTIONED BY USA GYMNASTICS AND USA GYMNASTICS MEMBER CLUBS

ALL ADULT PARTICIPANTS WILL AGREE TO AND SIGN THE ORGANIZATION'S TRAVEL POLICY ANNUALLY FOR ALL IN-PROGRAM LODGING AUTHORIZED OR FUNDED BY USA GYMNASTICS AND USA GYMNASTICS MEMBER CLUBS. IN ADDITION, PARENTS OF MINOR ATHLETES MUST GIVE WRITTEN CONSENT ON AN ANNUAL BASIS FOR TRAVEL SPONSORED BY USA GYMNASTICS OR A MEMBER CLUB.

- ADULT PARTICIPANTS THAT TRAVEL OVERNIGHT WITH MINOR ATHLETE(S) ARE ASSUMED TO HAVE AUTHORITY OVER MINOR ATHLETE(S) AND THUS MUST COMPLY WITH THE USA GYMNASTICS' EDUCATION & TRAINING POLICY AND PASS A BACKGROUND CHECK. THIS DOES NOT INCLUDE ADULT ATHLETES WHO MEET THE CLOSE-IN-AGE EXCEPTION. ADULT ATHLETES ARE EXEMPT FROM THE BACKGROUND CHECK REQUIREMENT PROVIDED THEY ARE NOT IN A POSITION OF AUTHORITY BUT MUST COMPLETE U-110: SAFE SPORT CORE COURSE AS A CONDITION OF MEMBERSHIP.
- ADULT ATHLETES TRAVELING WITH MINOR ATHLETES MUST MEET THE CLOSE-IN-AGE EXEMPTION TO BE ELIGIBLE TO STAY IN THE SAME HOTEL ROOM WITH A MINOR ATHLETE. IN ADDITION, A PARENT/GUARDIAN MUST PROVIDE WRITTEN CONSENT BEFORE THE LODGING ARRANGEMENT. THE MINOR ATHLETE, THEIR PARENT OR GUARDIAN, OR THE ADULT ATHLETE MAY REFUSE THIS ARRANGEMENT WITHOUT EXPLANATION. A REFUSAL BY ANY PARTY MUST BE HONORED WITHOUT EXCEPTION.
- AS STATED IN THIS POLICY, ADULT PARTICIPANTS WITHOUT APPROVED EXCEPTIONS MAY NOT ORGANIZE OR STAY OVERNIGHT WITH MINOR ATHLETES IN A COMMUNAL LODGING SPACE SUCH AS AN AIRBNB OR VRBO.
- ATHLETES ARE PERMITTED TO MAKE AND RECEIVE REGULAR CHECK-IN TELEPHONE CALLS TO AND FROM LEGAL GUARDIANS/PARENTS. TEAM PERSONNEL WILL ALLOW CALLS THAT DO NOT INTERFERE WITH TEAM EVENTS, SUCH AS TRAINING SESSIONS OR MEETINGS. EMERGENCY CALLS WILL BE PERMITTED REGARDLESS OF TEAM SCHEDULE OR EVENTS.
- ALL PERSONS MUST COMPLY WITH UNITED STATES OLYMPIC AND PARALYMPIC COMMITTEE PROTOCOLS WHEN APPLICABLE.

MONITORING OR ROOM CHECKS DURING IN-PROGRAM TRAVEL

IF ROOM CHECKS ARE PERFORMED 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.

ELECTRONIC COMMUNICATIONS AND SOCIAL MEDIA

ELECTRONIC COMMUNICATION BETWEEN AN ADULT PARTICIPANT AND MINOR ATHLETE INCLUDES BUT IS NOT LIMITED TO PHONE CALLS, VIDEO CALLS AND TRAINING SESSIONS, TEXTS, SOCIAL MEDIA PLATFORMS (E.G., FACEBOOK, TWITTER, INSTAGRAM, WHATSAPP, SNAPCHAT, ETC.), FITNESS APPLICATIONS, EMAILS, GAMING PLATFORMS AND DIRECT MESSAGING. ALL ELECTRONIC COMMUNICATION BETWEEN AN ADULT PARTICIPANT AND A MINOR MUST COMPLY WITH THE ONE-ON-ONE POLICY AND BE OPEN AND TRANSPARENT.

- OPEN AND TRANSPARENT MEANS THAT THE ADULT PARTICIPANT COPIES OR INCLUDES THE MINOR ATHLETE'S PARENT/GUARDIAN OR ANOTHER ADULT PARTICIPANT.
- ALL ELECTRONIC COMMUNICATION MUST BE PROFESSIONAL.
- ONLY PLATFORMS THAT ALLOW FOR OPEN AND TRANSPARENT COMMUNICATION MAY BE USED TO COMMUNICATE WITH MINOR ATHLETES.



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- COMMUNICATION PLATFORMS MUST BE ABLE TO RECORD OR MAINTAIN THE MESSAGE.
- PRIVATE COMMUNICATION FROM A MINOR IN VIOLATION OF THE ONE-ON-ONE POLICY MUST BE BROUGHT TO THE PARENT OR GUARDIAN'S ATTENTION BEFORE RESPONDING. IN ADDITION, FUTURE COMMUNICATIONS MUST INCLUDE A THIRD PARTY FOLLOWING NOTICE TO THE PARENT.
- ELECTRONIC COMMUNICATIONS TO AN ENTIRE TEAM OR ANY NUMBER OF MINOR ATHLETES ON THE TEAM MUST INCLUDE AT LEAST ONE OTHER ADULT PARTICIPANT OR THE MINOR ATHLETES' PARENTS/GUARDIANS IF ANY TEAM MEMBER IS A MINOR ATHLETE.
- A PARENT OR GUARDIAN MAY REQUEST IN WRITING THAT A MINOR ATHLETE NOT BE CONTACTED THROUGH ELECTRONIC COMMUNICATIONS. REQUESTS THAT A MINOR ATHLETE NOT BE CONTACTED ELECTRONICALLY MUST BE HONORED.
- ANY PRIVATE OR PUBLIC DIRECT COMMUNICATION BETWEEN ADULTS AND MINOR ATHLETES INVOLVING THE FOLLOWING IS PROHIBITED AND MUST BE REPORTED:
 - DRUG OR ALCOHOL USE;
 - SEXUAL CONTENT; OR
 - EXPLICIT CONTENT.

THIS INCLUDES ALL COMMUNICATIONS UNLESS THE FOLLOWING EXCEPTIONS EXIST:

- WHEN A DUAL RELATIONSHIP EXISTS; OR
- WHEN THE CLOSE-IN-AGE EXCEPTION APPLIES.

SOCIAL MEDIA

ALL SOCIAL MEDIA COMMUNICATION IS CONSIDERED IN-PROGRAM CONTACT AND MUST COMPLY WITH THE ONE-ON-ONE POLICY, IN ADDITION TO THE FOLLOWING CONDITIONS:

- ADULT PARTICIPANTS ARE NOT PERMITTED TO MAINTAIN PRIVATE SOCIAL MEDIA CONNECTIONS WITH MINOR ATHLETES. THIS INCLUDES SOCIAL MEDIA ACCOUNTS BELONGING TO AND ADMINISTERED BY THE MEMBER CLUB. THE ADULT PARTICIPANT MUST DISCONTINUE ALL SUCH EXISTING CONNECTIONS IF THEY VIOLATE THIS POLICY.
- PARENTS AND MINOR ATHLETES MUST BE MADE AWARE OF AND GIVE WRITTEN PERMISSION FOR ADULT PARTICIPANTS TO CREATE MEDIA CONTENT FOR PURPOSES OF COLLEGE RECRUITING MADE ON BEHALF OF THE MINOR ATHLETE. THE ADULT PARTICIPANT MUST RELINQUISH IMMEDIATE CONTROL OF SUCH ACCOUNTS UPON REQUEST OF THE PARENT OR ATHLETE.
- PHOTOS OR VIDEOS OF MINOR ATHLETES MAY BE POSTED ON THE PRIVATE SOCIAL MEDIA PAGE OF THE ADULT PARTICIPANT PROVIDING:
 - PHOTOS ARE DISPLAYED PROFESSIONALLY;
 - IN CONTEXT OF PRACTICE OR COMPETITION;
 - DISPLAYED POSITIVELY REPRESENTING THE ATHLETE(S);
 - PUBLIC-FACING AND DEMONSTRATE THE PHOTO(S) ARE TAKEN AS A PART OF THE PROFESSIONAL ROLE;
 - PARENTS OR MINOR ATHLETES RESERVE THE RIGHT TO REQUEST PHOTOS TO BE REMOVED AND ALL REQUESTS RESPECTED;
 - PARENTS ARE ALLOWED TO SEE THE PHOTO(S) AND ARE AWARE OF SUCH POSTINGS.
- USA GYMNASTICS MEMBERS AND MEMBER CLUBS MUST PROFESSIONALLY CONDUCT THEMSELVES WHEN POSTING ON ANY SOCIAL MEDIA PLATFORM. THIS INFORMATION IS OFTEN PUBLIC AND CAN BE PERCEIVED AS A DIRECT REFLECTION OF THE MEMBER OR MEMBER CLUB.



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- ACTS OF CYBERBULLYING BY ANY USA GYMNASTICS MEMBER TOWARD ANOTHER USA GYMNASTICS MEMBER IS PROHIBITED AND INCLUDES ACTS OF HARASSMENT, INTIMIDATION, HUMILIATION, OR PLACES AN INDIVIDUAL IN REASONABLE FEAR OF HARM AND HAS THE EFFECT OF SUBSTANTIALLY DISRUPTING THE OPERATION OF ANY ACTIVITY OR EVENT WITHIN USA GYMNASTICS JURISDICTION.

VIRTUAL TRAINING

ALL VIRTUAL TRAINING IS CONSIDERED IN-PROGRAM CONTACT AND MUST COMPLY WITH THE ONE-ON-ONE POLICY AND REMAIN OPEN AND TRANSPARENT AT ALL TIMES.

- COMMUNICATION DURING VIRTUAL SESSIONS WITH MINOR ATHLETES MUST REMAIN PROFESSIONAL.
- THE MANAGEMENT MUST APPROVE ANY PLATFORM CHOSEN FOR ONLINE LEARNING OF THE INDIVIDUAL GYM AND ACCESSIBLE TO ALL PARTIES – INCLUDING THE PARENTS OF MINOR ATHLETES.
- WORKOUT SESSION SCHEDULES MUST BE PRESENTED TO ALL TEAM MEMBERS, PARENTS, AND OTHER COACHES AND STRICTLY FOLLOWED.
- ALL EFFORTS SHOULD BE MADE FOR VIRTUAL TRAINING IN COMMON AREAS, SUCH AS A LIVING ROOM OR BACK YARD – NEVER IN A BEDROOM, BATHROOM, OR OTHER PRIVATE SPACE OF EITHER THE MINOR ATHLETE OR COACH. IF THIS CANNOT OCCUR, ALL PARTIES MUST MAINTAIN A PROFESSIONAL ATMOSPHERE DURING THE VIRTUAL SESSION.
- PARENTS AND GUARDIANS MAY REQUEST TO STOP ANY COMMUNICATION – ANY SUCH REQUEST MUST BE HONORED IMMEDIATELY WITHOUT REPERCUSSION.
- PARENTS MUST BE GIVEN ACCESS TO LINKS FOR VIRTUAL TRAINING.

PRIVATE MESSAGING MINORS DURING VIRTUAL SESSIONS IS STRICTLY FORBIDDEN AS IT WOULD VIOLATE THE ONE-ON-ONE POLICY.

PHOTOGRAPHY/VIDEOGRAPHY

USA GYMNASTICS PHOTOGRAPHY AND VIDEOGRAPHY POLICY IS CONSIDERED AN OPT-OUT POLICY.

- PARENTS MUST BE MADE AWARE SUCH PHOTOGRAPHS OR VIDEOS ARE BEING TAKEN AND WHERE THEY WILL BE DISPLAYED.
- PHOTOGRAPHS OR VIDEOS OF ATHLETES MUST BE TAKEN IN PUBLIC VIEW, OBSERVE GENERALLY ACCEPTED STANDARDS OF DECENCY, AND APPROPRIATELY SERVE THE ATHLETE'S BEST INTEREST.
- AN ATHLETE (OR A LEGAL GUARDIAN OF A MINOR ATHLETE) MAY REQUEST THAT THEIR PHOTOGRAPH BE REMOVED FROM DISPLAY, POSTING, OR PUBLICATION WITHOUT REPERCUSSIONS.
- AN ATHLETE (OR LEGAL GUARDIAN OF A MINOR ATHLETE) MAY REQUEST THAT THE ATHLETE'S PICTURE NOT BE TAKEN.
- FAILURE TO MAKE REASONABLE EFFORTS TO SATISFY EITHER REQUEST MAY CONSTITUTE A VIOLATION OF THIS POLICY.
- MEET DIRECTORS MUST ENFORCE THESE POLICIES IN THE CONTEXT OF A MEET. USA GYMNASTICS RESERVES THE RIGHT TO TAKE ADDITIONAL ACTION.
- MEMBER CLUBS AND MEET DIRECTORS MAY SET GUIDELINES FOR TAKING PHOTOGRAPHS AND VIDEO BY PARENTS AND VISITORS WHILE IN THEIR FACILITY.



LOCKER ROOMS/CHANGING AREAS

ADULT PARTICIPANTS ARE NOT PERMITTED AT ANY TIME TO BE ALONE WITH A MINOR ATHLETE IN A LOCKER ROOM OR CHANGING AREA, EXCEPT UNDER EMERGENCY CIRCUMSTANCES. THE ONE-ON-ONE POLICY APPLIES AT ALL TIMES AND IN ALL LOCKER ROOMS, CHANGING AREAS, AND RESTROOMS WITHIN FACILITIES PARTIALLY OR ENTIRELY UNDER THE JURISDICTION OF USA GYMNASTICS. ALL INTERACTIONS MUST BE OBSERVABLE AND INTERRUPTIBLE EXCEPT:

- WHEN A DUAL RELATIONSHIP EXISTS, AND PARENT/GUARDIAN HAS PROVIDED WRITTEN CONSENT ANNUALLY; OR
- WHEN THE CLOSE-IN-AGE EXCEPTION APPLIES; OR
- IF A MINOR ATHLETE NEEDS A PERSONAL CARE ASSISTANT, AND:
 - THE MINOR ATHLETE'S PARENT/GUARDIAN HAS PROVIDED WRITTEN CONSENT ANNUALLY TO THE MEMBER CLUB FOR THE ADULT PARTICIPANT PERSONAL CARE ASSISTANT TO WORK WITH THE MINOR ATHLETE; AND
 - THE ADULT PARTICIPANT PERSONAL CARE ASSISTANT HAS COMPLIED WITH THE EDUCATION & TRAINING POLICY; AND
 - THE ADULT PARTICIPANT PERSONAL CARE ASSISTANT HAS COMPLIED WITH USA GYMNASTICS BACKGROUND CHECK POLICY.

CONDUCT IN LOCKER ROOMS AND CHANGING AREAS

- 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.
- ADULT PARTICIPANTS MUST NOT SHOWER WITH MINOR ATHLETES UNDER ANY CIRCUMSTANCE UNLESS A CLOSE-IN-AGE EXEMPTION EXISTS.
- PARENTS/GUARDIANS MAY REQUEST IN WRITING THAT THEIR MINOR ATHLETE(S) NOT CHANGE OR SHOWER WITH ADULT PARTICIPANT(S) WHERE A CLOSE-IN-AGE EXEMPTION EXISTS. USA GYMNASTICS, THE MEMBER CLUBS, AND THE ADULT PARTICIPANT(S) MUST ABIDE BY THIS REQUEST.
- RECORDING OF ANY KIND IS PROHIBITED IN LOCKER ROOMS, RESTROOMS, CHANGING AREAS, OR SIMILAR SPACES BY ADULT PARTICIPANTS, MINOR ATHLETES, AND PARENTS. THIS INCLUDES VOICE RECORDING, STILL CAMERAS, AND VIDEO RECORDING.
- CREDENTIALLED MEDIA WILL NOT BE ALLOWED TO INTERVIEW OR PHOTOGRAPH ATHLETES IN A LOCKER ROOM, BATHROOM, OR CHANGING AREA.
- 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 ABOVE.

AVAILABILITY AND MONITORING OF LOCKER ROOMS, CHANGING AREAS, AND SIMILAR SPACES

PRIVATE OR SEMI-PRIVATE PLACES MUST BE MADE AVAILABLE FOR MINOR ATHLETES TO CHANGE CLOTHES OR UNDRESS AT COMPETITIONS OR FACILITIES PARTIALLY OR ENTIRELY UNDER THE JURISDICTION OF USA GYMNASTICS OR MEMBER CLUBS.

- A SEMI-PRIVATE AREA IS AN AREA THAT IS NOT SEPARATE FROM WHERE OTHER INDIVIDUALS ARE CHANGING BUT OFFERS THE MINOR ATHLETE SOME PRIVACY TO CHANGE. FOR EXAMPLE, A BATHROOM STALL WITH A DOOR WOULD MEET THIS REQUIREMENT. A PARTITION OR DRAPERY CAN ALSO CREATE A SEMI-PRIVATE AREA.



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- A PRIVATE AREA IS AN AREA SEPARATED FROM ANYONE ELSE CHANGING. THIS AREA WOULD BE FULLY ENCLOSED WITH A DOOR, AND NO OTHER INDIVIDUAL WOULD BE ABLE TO ENTER WITHOUT THE MINOR ATHLETE'S PERMISSION. THIS COULD BE A SINGLE RESTROOM OR FAMILY RESTROOM, WHERE THE MINOR ATHLETE CAN CHANGE ALONE AND LOCK THE DOOR.

DESIGNATED LOCKER ROOMS OR CHANGING AREAS MUST BE MONITORED WITH RANDOM SWEEPS AT ANY FACILITY IN A USA GYMNASTICS SANCTIONED EVENT OR MEMBER CLUB TO ENSURE COMPLIANCE WITH THE POLICY. ADDITIONALLY, MONITORING SHOULD OCCUR AT ALL FACILITIES PARTIALLY OR ENTIRELY UNDER THE JURISDICTION OF USA GYMNASTICS TO INCLUDE MEMBER CLUBS, MEETS, CAMPS, AND OTHER IN-PROGRAM EVENTS.

MEET DIRECTORS MUST COMMUNICATE THE AVAILABILITY OF RESTROOMS AND CHANGING AREAS FOR MINOR ATHLETES AND ENCOURAGE ATHLETES AND MEET PERSONNEL TO COME DRESSED FOR THE COMPETITION.

GIFTING

PERSONAL OR INDIVIDUAL GIFTS ARE NOT PERMITTED TO BE GIVEN TO ATHLETES BY ADULT PARTICIPANTS. MEMBER CLUBS MAY SET THEIR GUIDELINES FOR A REWARD SYSTEM THAT EQUALLY APPLIES TO ALL ATHLETES. GIFTS MUST SERVE A LEGITIMATE MOTIVATIONAL, INSPIRATIONAL OR EDUCATIONAL PURPOSE. THE REWARD SYSTEM MUST BE:

- SET BY THE MEMBER CLUB ADMINISTRATION;
- CLEARLY DEFINED FOR THE COACHES AND PARENTS;
- ACCESSIBLE TO ALL INDIVIDUAL MEMBERS IN A GROUP OR TEAM;
- GIVEN WITHOUT CONDITIONS OR RESTRICTIONS REGARDING THE RELATIONSHIP BETWEEN THE ATHLETE AND MEMBER CLUB; AND
- GIVEN IN THE PRESENCE OF AT LEAST ONE OTHER ADULT AND WITHIN GUIDELINES SET BY THE MEMBER CLUB.

MEDICAL MODALITIES, ATHLETIC TRAINING, MASSAGES, AND MEDICAL ORDERS

ALL IN-PROGRAM MEDICAL MODALITIES, MASSAGES, OR RUBDOWNS OF A MINOR ATHLETE MUST ADHERE TO THE FOLLOWING GENERAL CONDITIONS. THERE ARE NO EXCEPTIONS TO THIS POLICY. THE BELOW REQUIREMENTS APPLY TO ALL MEDICAL MODALITIES, ATHLETIC TRAINING, AND MASSAGES. ADDITIONAL REQUIREMENTS FOR MASSAGES AND MEDICAL ORDERS ARE LISTED SEPARATELY AS A PART OF THIS POLICY:

- OBSERVABLE AND INTERRUPTIBLE, WITH ANOTHER ADULT PARTICIPANT PHYSICALLY PRESENT AND IN FULL SIGHT OF THE TREATMENT AT ALL TIMES;
- PERFORMED WITH THE MINOR ATHLETE FULLY OR PARTIALLY CLOTHED, ENSURING THAT THE BREASTS, BUTTOCKS, GROIN, OR GENITALS ARE ALWAYS COVERED; AND
- EXCEPT FOR COMPETITION OR TRAINING VENUES THAT LIMIT CREDENTIALING, ALLOW PARENTS/GUARDIANS IN THE ROOM AS AN OBSERVER.
- ONLY LICENSED PROFESSIONALS HIRED TO PERFORM SUCH DUTIES ARE PERMITTED TO PERFORM ANY MEDICAL MODALITY OR MASSAGE BEYOND IMMEDIATE PAIN MITIGATION ON THE COMPETITION OR TRAINING FLOOR.
- IN THE EVENT OF AN EMERGENCY WHERE MEDICAL CARE IS NECESSARY TO STABILIZE A CONDITION, THE PARENT OR GUARDIAN OF A MINOR ATHLETE MUST BE NOTIFIED AND, IF NOT ONSITE, SHOULD BE NOTIFIED AS SOON AS REASONABLY POSSIBLE TO APPROVE ANY FURTHER NON-EMERGENCY MEDICAL TREATMENTS.



CONSENT

THE FOLLOWING CONSENT PROCEDURES MUST BE ADHERED TO BEFORE ANY MEDICAL MODALITY IS OFFERED:

- PROVIDERS OF MEDICAL OR ATHLETIC TRAINING MODALITIES, MESSAGES, AND RUBDOWNS OR USA GYMNASTICS/MEMBER CLUB, WHEN APPLICABLE, MUST OBTAIN WRITTEN CONSENT AT LEAST ANNUALLY FROM MINOR ATHLETES' PARENTS/GUARDIANS BEFORE PROVIDING ANY MEDICAL OR ATHLETIC TRAINING MODALITIES, MESSAGES, OR RUBDOWNS.
- A DETAILED TREATMENT PLAN INCLUDING SPECIFIC AREAS AND METHODS OF EACH TREATMENT MUST BE PRESENTED VERBALLY TO THE ATHLETE BEFORE EACH TREATMENT IS OFFERED.
- ATHLETES AND/OR PARENTS/GUARDIANS MAY WITHDRAW CONSENT AT ANY TIME AND WITHOUT EXPLANATION.

MASSAGING

THE FOLLOWING CONDITIONS ARE IN ADDITION TO THE ABOVE REQUIREMENTS TO PERFORM MASSAGING SERVICES AT ANY USA GYMNASTICS SANCTIONED EVENT OR USA GYMNASTICS MEMBER CLUB, ALONG WITH ALL GENERAL CONDITIONS AND CONSENT PROCEDURES LISTED ABOVE:

- COACHES, REGARDLESS OF WHETHER THEY ARE LICENSED MESSAGE THERAPISTS, MAY NOT MESSAGE MINOR ATHLETES.
- MEMBER CLUBS MUST DEVELOP AND PUBLISH A MASSAGING POLICY CONSISTENT WITH USA GYMNASTICS POLICY BEFORE PROVIDING MASSAGING SERVICES IN THE MEMBER CLUB.
- AN ONSITE METHOD OF REPORTING MISCONDUCT OR ANY DEVIATION OF THIS POLICY MUST BE OFFERED.
- ANY CONTACT WITH THE GENITALIA IS EXPLICITLY FORBIDDEN AND MUST BE REPORTED TO LEGAL AUTHORITIES AND THE CENTER. IN ADDITION, CONTACT WITH THE BUTTOCKS OR THE CHEST AREA SHOULD BE LIMITED TO THE CHEST AREA ABOVE THE BREAST (APPROXIMATELY ONE HANDS' BREADTH UNDERNEATH THE CLAVICLE) IN FEMALES AND THE ANTERIOR, LATERAL, OR POSTERIOR HIP AREA.

ICING AND TAPING

THE FOLLOWING CONDITIONS ARE IN ADDITION TO THE ABOVE REQUIREMENTS TO PERFORM ICING AND TAPING SERVICES AT ANY USA GYMNASTICS SANCTIONED EVENT OR USA GYMNASTICS MEMBER CLUB, ALONG WITH THE GENERAL CONDITIONS AND CONSENT PROCEDURES LISTED ABOVE:

- ICING OR TAPING OF THE BREASTS, BUTTOCKS, OR GENITALIA OF AN ATHLETE BY AN ADULT IS EXPRESSLY FORBIDDEN AND MUST BE REPORTED.
- IF ICE MUST BE APPLIED TO THESE AREAS, THE ATHLETE MUST SELF-APPLY THE ICE.

MEDICAL ORDERS AND FOLLOW-UP

ADULT PARTICIPANTS MUST ADHERE TO ANY AND ALL RESTRICTIONS PLACED ON THE ATHLETE FOR PRACTICE AND/OR COMPETITION. TO INCLUDE, BUT NOT LIMITED TO:

- A TIME FRAME FOR HOW LONG THE MEDICAL PROVIDER WANTS THE RESTRICTIONS PLACED ON THE ATHLETE;
- ANY TRAINING MODIFICATIONS THAT THE MEDICAL PROVIDER FEELS WILL BENEFIT THE ATHLETE; AND
- ANY ALTERNATIVE FORMS OF CONDITIONING THAT MAY BE ACCEPTABLE DURING PRACTICE (I.E., LOWER BODY CONDITIONING ONLY, IN PLACE OF FULL-BODY CONDITIONING)



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ALCOHOL AND DRUG USE

ANY ADULT PARTICIPANT AUTHORIZED TO INTERACT WITH MINOR ATHLETES DURING IN-PROGRAM CONTACT IS EXPRESSLY FORBIDDEN FROM ENGAGING IN ANY OF THE FOLLOWING WHILE UNDER THE INFLUENCE OF DRUGS OR ALCOHOL, REGARDLESS OF THE LEVEL OF IMPAIRMENT OR INTOXICATION.

THIS INCLUDES:

- INSTRUCTING OR SPOTTING ATHLETES;
- BEING PRESENT ON THE COMPETITION FLOOR;
- TEAM TRAVEL IN THE PRESENCE OF ATHLETES AND WHEN DIRECTLY RESPONSIBLE FOR THE SUPERVISION OF MINOR ATHLETES; OR
- TRANSPORTING ATHLETES;
 - "IMPAIRMENT" AND "UNDER THE INFLUENCE OF" DRUGS OR ALCOHOL MAY BE DETERMINED BY OBSERVABLE BEHAVIOR AND CONDITIONS ALONG WITH OTHER RELEVANT CONSIDERATIONS.
 - DEFERENCE WILL BE GIVEN TO THE GOOD-FAITH OPINIONS OF MEET DIRECTORS AND OTHER ADULT PARTICIPANTS WHO INTERVENE WHEN THEY HAVE IDENTIFIED A SAFETY CONCERN.
 - MEMBER CLUBS MAY ESTABLISH PRESCRIPTION OR OVER-THE-COUNTER MEDICATION POLICIES AS ALLOWED BY LAW.



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STRETCHING AND SPOTTING STANDARDS OF CARE

THE USA GYMNASTICS STRETCHING, SPOTTING, AND CONDITIONING STANDARDS OF CARE ARE INTENDED TO IDENTIFY RISK AREAS, DECREASE THE LIKELIHOOD OF INJURY, AND ELIMINATE INAPPROPRIATE CONDITIONING PRACTICES.

STRETCHING

PARTICIPANTS SHOULD PREVENT AND AVOID COMPROMISING POSITIONS WHILE STRETCHING OR CLOSELY INTERACTING WITH ATHLETES DURING STRETCH. WHILE RECOGNIZED STANDARDS OF PRACTICE INCLUDE SOME CONTACT DURING STRETCHING ACTIVITIES, THE FOLLOWING IS DISCOURAGED:

- LAYING OR SITTING ON TOP OF THE ATHLETE;
- FACING AND BEING NEAR AN ATHLETE IN A STATIC STRADDLE OR SIMILAR POSITION

SPOTTING

PARTICIPANTS SHOULD BE ATTENTIVE DURING SPOTTING TO MITIGATE THE RISK OF INJURY, ENSURE ACCEPTABLE STANDARDS OF PRACTICE, AND MAINTAIN PROFESSIONAL BOUNDARIES. PARTICIPANTS SHOULD TAKE THE FOLLOWING MEASURES TO MITIGATE RISK:

- ONGOING COMMUNICATION WITH THE ATHLETE;
- RESPECT PERSONAL BOUNDARIES OF THE ATHLETE; AND
- UNDERSTAND THE PHYSICAL LIMITATIONS OF BOTH THE SPOTTER AND THE ATHLETE.

10% RULE

USA GYMNASTICS RECOMMENDS THE USE OF THE "10 PERCENT RULE". THE 10 PERCENT RULE IS OFTEN USED AS A STANDARD RATE OF PROGRESSION FOR YOUTH FITNESS PROGRAMS. EACH WEEK THERE IS NO MORE THAN A 10 PERCENT INCREASE IN TRAINING TIME, DISTANCE COVERED, OR WEIGHT USED IN AN ACTIVITY. CONDITIONING TO IMPROVE STRENGTH ON A SKILL SHOULD BE SPECIFIC TO THAT SKILL AND SHOULD NOT EXCEED THE 10% RULE.

FOR EXAMPLE, IF A GYMNAST TYPICALLY DOES 20 PUSH-UPS DURING DAILY CONDITIONING, THEN HAVING A GYMNAST DO 22 IN THE FIRST WEEK TO IMPROVE ARM STRENGTH WOULD BE APPROPRIATE. IN THE SECOND WEEK, 24 WOULD BE APPROPRIATE. FIFTY PUSH-UPS IN THE FIRST WEEK WOULD BE INAPPROPRIATE AND COULD LEAD TO AN OVERUSE INJURY.

IF A GYMNAST HAS DIFFICULTY WITH A BAR SKILL, ASSIGNING THEM TO "RUN THE STAIRS" IS PROBABLY INAPPROPRIATE. THERE IS LIKELY LITTLE CORRELATION BETWEEN CARDIOVASCULAR GAINS OR LEG STRENGTH GAINED DURING STAIR RUNS AND STRENGTH NEEDED FOR SKILLS ACQUISITION ON THE BAR. ADDITIONALLY, EACH GYMNAST HAS DIFFERENT NEEDS TO BE SUCCESSFUL AND INJURY-FREE IN REACHING THEIR HIGHEST POTENTIAL. ANY ACTIVITY THAT INDUCES VOMITING, HEAT-RELATED ILLNESSES, ACUTE PHYSICAL PAIN, OR OBVIOUS VISIBLE DISTRESS MUST BE ENDED IMMEDIATELY.



VIDEO/PHOTOGRAPH CONSENT FORM

I, _____, PARENT/GUARDIAN OF _____ (MINOR ATHLETE) HEREBY AUTHORIZE AND CONSENT TO ALLOW THE USE OF SAID MINOR ATHLETE VIDEOS/PHOTOGRAPHS AND/OR COPIES OF SAID VIDEOS/PHOTOGRAPHS IN ANY EDITORIAL AND/OR PROMOTIONAL MATERIAL PRODUCED AND/OR PUBLISHED BY SHENANDOAH TUMBLERS, INC. I UNDERSTAND THAT SIGNING CONSENT DOES NOT GUARANTEE PUBLICATION OF PHOTOS.

I UNDERSTAND THAT I CAN WITHDRAW MY CONSENT FOR THE USE OF PHOTOGRAPHS AT ANY TIME AND MUST DO SO IN WRITING WITH AN EFFECTIVE DATE.

NAME (PLEASE PRINT)



SIGNATURE

DATE



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TRAVEL CONSENT FORM

I, _____, PARENT/GUARDIAN OF _____ (MINOR ATHLETE) HEREBY
AUTHORIZE AND CONSENT TO ALLOW SAID MINOR ATHLETE CAN TRAVEL WITH _____
FOR A TIME PERIOD OF ONE (1) YEAR FROM THE DATE OF THIS CONSENT.

I UNDERSTAND THAT I CAN WITHDRAW MY CONSENT FOR TRAVEL AT ANY TIME AND MUST DO SO IN WRITING WITH AN EFFECTIVE DATE.

NAME (PLEASE PRINT)

SIGNATURE

DATE



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INDIVIDUAL TRAINING CONSENT FORM

I, _____, PARENT/GUARDIAN OF _____ (MINOR ATHLETE) HEREBY
AUTHORIZE AND CONSENT FOR SAID MINOR ATHLETE TO RECEIVE IN-PROGRAM INDIVIDUAL TRAINING SESSIONS FROM
_____ FOR A TIME PERIOD OF ONE (1) YEAR FROM THE DATE OF THIS
CONSENT.

I UNDERSTAND THE FOLLOWING ARE THE GUIDELINES FOR INDIVIDUAL TRAINING SESSIONS:

- ALL SESSIONS MUST FOLLOW THE ONE-ON-ONE INTERACTIONS POLICY AS FOUND IN THE USA GYMNASTICS SAFE SPORT POLICY.
- A PARENT/GUARDIAN CAN OBSERVE THE SESSION WHERE CREDENTIALING ALLOWS.
- I CAN WITHDRAW MY CONSENT FOR INDIVIDUAL TRAINING SESSIONS AT ANY TIME AND MUST DO SO IN WRITING WITH AN EFFECTIVE DATE.

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COMMUNICATION CONSENT FORM

I, _____, PARENT/GUARDIAN OF _____ (MINOR ATHLETE) HEREBY
AUTHORIZE AND CONSENT FOR SAID MINOR ATHLETE TO COMMUNICATE WITH _____
THROUGH FACEBOOK, TWITTER, INSTAGRAM, SNAPCHAT, TIKTOK, MOBILE TEXT, E-MAIL, AND ANY OTHER LIKE FORM OF SOCIAL MEDIA.

I UNDERSTAND THAT I CAN WITHDRAW MY CONSENT TO COMMUNICATE AT ANY TIME AND MUST DO SO IN WRITING WITH AN EFFECTIVE DATE.

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REPORTING POLICY

EVERY SHENANDOAH TUMBLERS, INC. STAFF MEMBER AND/OR VOLUNTEER MUST REPORT:

1. VIOLATIONS OF THE PARTICIPANT SAFETY HANDBOOK,
2. MISCONDUCT AS DEFINED IN SHENANDOAH TUMBLERS, INC. ATHLETE PROTECTION POLICY AND
3. SUSPICIONS OR ALLEGATIONS OF CHILD PHYSICAL OR SEXUAL ABUSE.

AS A MATTER OF POLICY, SHENANDOAH TUMBLERS, INC., DOES NOT INVESTIGATE SUSPICIONS OR ALLEGATIONS OF CHILD PHYSICAL OR SEXUAL ABUSE OR ATTEMPT TO EVALUATE THE CREDIBILITY OR VALIDITY OF SUCH ALLEGATIONS, AS A CONDITION FOR REPORTING TO THE APPROPRIATE LAW ENFORCEMENT AUTHORITIES.

REPORTING CHILD PHYSICAL OR SEXUAL ABUSE

CHILD PHYSICAL OR SEXUAL ABUSE

STAFF MEMBERS AND/OR VOLUNTEERS AT SHENANDOAH TUMBLERS, INC. ARE REQUIRED TO REPORT SUSPICIONS OR ALLEGATIONS OF CHILD SEXUAL ABUSE BY A COLLEAGUE OR CO-WORKER TO:

1. THEIR IMMEDIATE SUPERVISOR,
2. A SHENANDOAH TUMBLERS, INC. ADMINISTRATOR,
3. A MEMBER OF SHENANDOAH TUMBLERS, INC. PARTICIPANT SAFETY COMMITTEE AND
4. WHERE APPLICABLE, **APPROPRIATE LAW ENFORCEMENT AUTHORITIES.**

GROOMING

BECAUSE SEXUAL ABUSERS "GROOM" CHILDREN FOR ABUSE--THE PROCESS USED BY OFFENDERS TO SELECT A CHILD, TO WIN THE CHILD'S TRUST (AND THE TRUST OF THE CHILD'S PARENT OR GUARDIAN), TO MANIPULATE THE CHILD INTO SEXUAL ACTIVITY AND TO KEEP THE CHILD FROM DISCLOSING ABUSE--IT IS POSSIBLE THAT A STAFF MEMBER AND/OR VOLUNTEER MAY WITNESS BEHAVIOR INTENDED TO GROOM A CHILD FOR SEXUAL ABUSE. ALL QUESTIONS OR CONCERNS RELATED TO INAPPROPRIATE, SUSPICIOUS OR SUSPECTED GROOMING BEHAVIOR SHOULD BE DIRECTED TO AN IMMEDIATE SUPERVISOR, A SHENANDOAH TUMBLERS, INC. ADMINISTRATOR OR A MEMBER OF THE SHENANDOAH TUMBLERS, INC. PARTICIPANT SAFETY COMMITTEE.

PEER-TO-PEER SEXUAL ABUSE

APPROXIMATELY ONE-THIRD OF ALL CHILD SEXUAL ABUSE OCCURS AT THE HANDS OF OTHER CHILDREN AND THE OBLIGATION TO REPORT EXTENDS TO PEER-TO-PEER CHILD SEXUAL ABUSE. WHETHER OR NOT A SEXUAL INTERACTION BETWEEN CHILDREN CONSTITUTES CHILD SEXUAL ABUSE TURNS ON THE EXISTENCE OF AN AGGRESSOR, THE AGE DIFFERENCE BETWEEN THE CHILDREN AND/OR WHETHER THERE IS AN IMBALANCE OF POWER OR INTELLECTUAL CAPABILITIES. **IF YOU HAVE ANY CONCERNS THAT AN INTERACTION BETWEEN CHILDREN MAY CONSTITUTE SEXUAL ABUSE, REPORT IT TO THE APPROPRIATE LAW ENFORCEMENT AUTHORITIES AND A SHENANDOAH TUMBLERS, INC. SUPERVISOR, A SHENANDOAH TUMBLERS, INC. ADMINISTRATOR OR A MEMBER OF SHENANDOAH TUMBLERS, INC. PARTICIPANT SAFETY COMMITTEE IMMEDIATELY.**

REPORTING MISCONDUCT AND POLICY VIOLATIONS

IF ANY STAFF MEMBER AND/OR VOLUNTEER RECEIVES AN ALLEGATION OR OBSERVES MISCONDUCT OR OTHER INAPPROPRIATE BEHAVIOR, SUCH AS GROOMING, THAT IS NOT REPORTABLE TO THE APPROPRIATE LAW ENFORCEMENT AUTHORITIES, IT IS THE RESPONSIBILITY OF EACH STAFF MEMBER AND/OR VOLUNTEER TO REPORT THEIR OBSERVATIONS TO:

1. THEIR IMMEDIATE SUPERVISOR,
2. A SHENANDOAH TUMBLERS, INC. ADMINISTRATOR OR
3. A MEMBER OF SHENANDOAH TUMBLERS, INC. PARTICIPANT SAFETY COMMITTEE.

SHENANDOAH TUMBLERS, INC. ALSO ENCOURAGES MEMBER PARENTS, ATHLETES AND OTHER SPORT PARTICIPANTS TO COMMUNICATE VIOLATIONS OF SHENANDOAH TUMBLERS, INC. PARTICIPANT SAFETY HANDBOOK AND/OR ALLEGATIONS AND SUSPICIONS OF CHILD PHYSICAL AND SEXUAL ABUSE TO A SHENANDOAH TUMBLERS, INC. ADMINISTRATOR OR A MEMBER OF SHENANDOAH TUMBLERS, INC. PARTICIPANT SAFETY COMMITTEE. WHERE APPLICABLE, PARENTS MAY ALSO REPORT TO THE APPROPRIATE LAW ENFORCEMENT AUTHORITIES.



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REPORTING PROCEDURE

TO WHOM TO REPORT

STAFF MEMBERS AND VOLUNTEERS MAY REPORT TO ANY SUPERVISOR OR SHENANDOAH TUMBLERS, INC. ADMINISTRATOR WITH WHOM THEY ARE COMFORTABLE SHARING THEIR CONCERNS. YOU MAY ALSO REPORT TO ANY MEMBER OF ITS PARTICIPANT SAFETY COMMITTEE, WHICH INCLUDES THE FOLLOWING THREE DESIGNATED INCIDENT REVIEW OFFICIALS (IROs):

- CHRISTINE M. KENSINGER/OWNER/540.303.3473; CHRIS@STGYMNASTICS.COM
- ASHLEY M. KENSINGER/HEAD COACH/540.931.7354; KENSINGERASHLEY@GMAIL.COM
- BRITTANY N. KENSINGER/OFFICE ADMINISTRATOR/540.303.2748; BRITTANY.KENSINGER@GMAIL.COM

A STAFF MEMBER AND/OR VOLUNTEER MAY, AND IN MANY CASES, MUST REPORT ANY ALLEGATION OF CHILD PHYSICAL OR SEXUAL ABUSE TO RELEVANT LAW ENFORCEMENT AUTHORITIES.

HOW TO REPORT

SHENANDOAH TUMBLERS, INC. WILL TAKE A REPORT IN THE WAY THAT IS MOST COMFORTABLE FOR THE PERSON INITIATING A REPORT INCLUDING AN ANONYMOUS, IN-PERSON, VERBAL OR WRITTEN REPORT. REGARDLESS OF HOW YOU CHOOSE TO REPORT, IT IS HELPFUL TO SHENANDOAH TUMBLERS, INC. FOR INDIVIDUALS TO PROVIDE, AT A MINIMUM, **(1)** THE NAME OF THE COMPLAINANT(S) **(2)** THE TYPE OF MISCONDUCT ALLEGED AND THE NAME(S) OF THE INDIVIDUAL(S) ALLEGED TO HAVE COMMITTED THE MISCONDUCT.

REPORTING FORM

INDIVIDUALS REPORTING CHILD PHYSICAL OR SEXUAL ABUSE OR OTHER MISCONDUCT MAY COMPLETE AN INCIDENT REPORT FORM. INFORMATION ON THIS FORM WILL INCLUDE:

1. THE NAME(S) OF THE COMPLAINANT(S).
2. THE TYPE OF MISCONDUCT ALLEGED.
3. THE NAME(S) OF THE INDIVIDUAL(S) ALLEGED TO HAVE COMMITTED THE MISCONDUCT.
4. THE APPROXIMATE DATES THE MISCONDUCT WAS COMMITTED.
5. THE NAMES OF OTHER INDIVIDUALS WHO MIGHT HAVE INFORMATION REGARDING THE ALLEGED MISCONDUCT.
6. A SUMMARY STATEMENT OF THE REASONS TO BELIEVE THAT MISCONDUCT HAS OCCURRED.

SHENANDOAH TUMBLERS, INC. WILL WITHHOLD THE COMPLAINANT'S NAME ON REQUEST, TO THE EXTENT PERMITTED BY LAW. A COPY OF SHENANDOAH TUMBLERS, INC. REPORTING FORM CAN BE FOUND IN SHENANDOAH TUMBLERS, INC. ADMINISTRATIVE OFFICE.

CONFIDENTIALITY, ANONYMOUS REPORTING AND BAD-FAITH ALLEGATIONS

CONFIDENTIALITY

TO THE EXTENT PERMITTED BY LAW, AND AS APPROPRIATE, SHENANDOAH TUMBLERS, INC. WILL KEEP CONFIDENTIAL THE COMPLAINANTS NAME ON REQUEST, NOT MAKE PUBLIC THE NAMES OF POTENTIAL VICTIMS, THE ACCUSED PERPETRATOR OR THE PEOPLE WHO MADE A REPORT OF CHILD PHYSICAL AND SEXUAL ABUSE TO THE AUTHORITIES.

ANONYMOUS REPORTING

SHENANDOAH TUMBLERS, INC. RECOGNIZES IT CAN BE DIFFICULT FOR AN ATHLETE, TEAMMATE, FRIEND OR FAMILY MEMBER TO REPORT AN ALLEGATION OF MISCONDUCT AND STRIVES TO REMOVE AS MANY BARRIERS TO REPORTING AS POSSIBLE. **ANONYMOUS REPORTS MAY BE MADE WITHOUT THE FORMALITY OF COMPLETING AN INCIDENT REPORT FORM:**

- BY COMPLETING THE REPORTING FORM WITHOUT INCLUDING THEIR NAME.
- BY EXPRESSING CONCERNS VERBALLY TO A SHENANDOAH TUMBLERS, INC. ADMINISTRATOR OR A MEMBER OF SHENANDOAH TUMBLERS, INC. PARTICIPANT SAFETY COMMITTEE.
- THROUGH E-MAIL, TEXTS OR NOTES LEFT FOR A SHENANDOAH TUMBLERS, INC. ADMINISTRATOR OR A MEMBER OF SHENANDOAH TUMBLERS, INC. PARTICIPANT SAFETY COMMITTEE.

HOWEVER, ANONYMOUS REPORTING MAY MAKE IT DIFFICULT FOR SHENANDOAH TUMBLERS, INC. TO INVESTIGATE OR PROPERLY ADDRESS ALLEGATIONS.

ALL SUSPICIONS OF CHILD PHYSICAL OR SEXUAL ABUSE WILL BE REPORTED TO THE APPROPRIATE LAW ENFORCEMENT AUTHORITIES.



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“WHISTLEBLOWER” PROTECTION

REGARDLESS OF OUTCOME, SHENANDOAH TUMBLERS, INC. WILL SUPPORT THE COMPLAINANT(S) AND HIS OR HER RIGHT TO EXPRESS CONCERNS IN GOOD FAITH. SHENANDOAH TUMBLERS, INC. WILL NOT ENCOURAGE, ALLOW OR TOLERATE ATTEMPTS FROM ANY INDIVIDUAL(S) TO RETALIATE, PUNISH, ALLOW OR IN ANY WAY HARM ANY INDIVIDUAL(S) WHO REPORTS A CONCERN IN GOOD FAITH. SUCH ACTIONS AGAINST A COMPLAINANT WILL BE CONSIDERED A VIOLATION OF OUR PARTICIPANT SAFETY HANDBOOK AND GROUNDS FOR DISCIPLINARY ACTION.

BAD-FAITH ALLEGATIONS

A REPORT OF ABUSE, MISCONDUCT OR POLICY VIOLATIONS THAT IS MALICIOUS, FRIVOLOUS OR MADE IN BAD FAITH IS PROHIBITED. SUCH REPORTS WILL BE CONSIDERED A VIOLATION OF OUR PARTICIPANT SAFETY HANDBOOK AND GROUNDS FOR DISCIPLINARY ACTION. DEPENDING ON THE NATURE OF THE ALLEGATION, A PERSON MAKING A MALICIOUS, FRIVOLOUS OR BAD FAITH REPORT MAY ALSO BE SUBJECT TO CIVIL OR CRIMINAL PROCEEDINGS.

HOW REPORTS ARE HANDLED (SUSPICIONS OR ALLEGATIONS OF CHILD PHYSICAL OR SEXUAL ABUSE)

REPORTING TO LAW ENFORCEMENT AND/OR CHILD PROTECTIVE SERVICES

AN INDEPENDENT INVESTIGATION CAN HARM YOUTH AND/OR INTERFERE WITH THE LEGAL INVESTIGATIVE PROCESS. SHENANDOAH TUMBLERS, INC., ITS STAFF MEMBERS AND/OR VOLUNTEERS **DO NOT ATTEMPT TO EVALUATE THE CREDIBILITY OR VALIDITY OF CHILD PHYSICAL OR SEXUAL ABUSE AS A CONDITION FOR REPORTING TO APPROPRIATE LAW ENFORCEMENT AUTHORITIES.** AS NECESSARY, HOWEVER, SHENANDOAH TUMBLERS, INC. MAY ASK A FEW CLARIFYING QUESTIONS OF THE MINOR OR PERSON MAKING THE REPORT TO ADEQUATELY REPORT THE SUSPICION OR ALLEGATION TO LAW ENFORCEMENT AUTHORITIES.

FOR MANDATORY REPORTING LAWS, VISIT: WWW.CHILDWELFARE.GOV.

IMMEDIATE SUSPENSION OR TERMINATION

WHEN AN ALLEGATION OF CHILD PHYSICAL OR SEXUAL ABUSE IS MADE AGAINST A STAFF MEMBER, YOUTH AND/OR VOLUNTEER, SHENANDOAH TUMBLERS, INC. MAY IMMEDIATELY REMOVE THAT INDIVIDUAL FROM CONTACT WITH ANY CHILDREN IN THE PROGRAM UNTIL THE ALLEGATION HAS BEEN INVESTIGATED BY AN OFFICIAL AGENCY. AS NECESSARY, SHENANDOAH TUMBLERS, INC. MAY SUSPEND OR CHANGE THE ASSIGNMENT OF A STAFF MEMBER AND/OR VOLUNTEER.

IN THOSE CASES WHERE THE TED STEVENS ACT MAY APPLY, THE ACCUSED INDIVIDUAL WILL BE OFFERED A HEARING. A HEARING UNDER THE TED STEVENS ACT WILL NOT NECESSARILY AFFECT SHENANDOAH TUMBLERS, INC. ABILITY TO IMMEDIATELY SUSPEND OR TERMINATE THE ACCUSED INDIVIDUAL FROM EMPLOYMENT OR PERFORMING SERVICES FOR ORGANIZATION.

A STAFF MEMBER OR VOLUNTEERS FAILURE TO REPORT TO A SUPERVISOR, A SHENANDOAH TUMBLERS, INC. ADMINISTRATOR OR MEMBER OF THE PARTICIPANT SAFETY COMMITTEE IS A VIOLATION OF THIS POLICY AND GROUNDS FOR TERMINATION OF A STAFF MEMBER AND/OR DISMISSAL OF A VOLUNTEER.

MISCONDUCT AND POLICY VIOLATIONS

SHENANDOAH TUMBLERS, INC. ADDRESSES INTERNALLY ALLEGED POLICY VIOLATIONS AND MISCONDUCT—BULLYING, HARASSMENT, HAZING, EMOTIONAL, PHYSICAL AND SEXUAL—THAT ARE NOT REPORTABLE UNDER RELEVANT STATE OR FEDERAL LAW. STAFF MEMBERS AND/OR

VOLUNTEERS MUST REPORT POLICY VIOLATIONS AND MISCONDUCT TO AN IMMEDIATE SUPERVISOR, SHENANDOAH TUMBLERS, INC. ADMINISTRATOR OR MEMBER OF SHENANDOAH TUMBLERS, INC. PARTICIPANT SAFETY COMMITTEE.

SHENANDOAH TUMBLERS, INC. MAY ALSO INVESTIGATE ALLEGATIONS OF CHILD PHYSICAL OR SEXUAL ABUSE THAT ARE REPORTABLE, IF SUCH INVESTIGATION DOES NOT INTERFERE WITH ANY ONGOING CRIMINAL INVESTIGATION OR PROSECUTION FOR ABUSE. SUCH ALLEGATIONS MAY INCLUDE:

- EMOTIONAL ABUSE.
- ABUSE REPORTED OUTSIDE THE RELEVANT STATUTES OF LIMITATION



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- ALLEGATIONS OF ABUSE THAT WERE REPORTED TO AUTHORITIES, BUT **(A)** LEGAL AUTHORITIES DID NOT PRESS CRIMINAL CHARGES **(B)** CRIMINAL CHARGES WERE FILED, BUT NOT PURSUED TO TRIAL OR **(C)** THE ALLEGED OFFENDER WAS ACQUITTED AT TRIAL.

NOTIFICATION

FOLLOWING SHENANDOAH TUMBLERS, INC. NOTICE OF A CREDIBLE ALLEGATION THAT RESULTS IN THE REMOVAL OF AN EMPLOYEE, COACH OR OTHER VOLUNTEER, SHENANDOAH TUMBLERS, INC. MAY CONSIDER THE CIRCUMSTANCES IN WHICH IT WILL NOTIFY OTHER PARENTS OF ATHLETES WITH WHOM THE ACCUSED INDIVIDUAL MAY HAVE HAD CONTACT. IN SHENANDOAH TUMBLERS, INC. DISCRETION, AS APPROPRIATE, AND AFTER CONSULTATION WITH COUNSEL, SHENANDOAH TUMBLERS, INC. MAY NOTIFY ITS STAFF MEMBERS, CONTRACTORS, VOLUNTEERS, PARENTS AND/OR ATHLETES OF ANY ALLEGATION OF CHILD PHYSICAL OR SEXUAL ABUSE OR OTHER CRIMINAL BEHAVIOR THAT **(1)** LAW ENFORCEMENT AUTHORITIES ARE ACTIVELY INVESTIGATING OR **(2)** THAT SHENANDOAH TUMBLERS, INC. IS INVESTIGATING INTERNALLY. ADVISING OTHERS OF AN ALLEGATION MAY LEAD TO ADDITIONAL REPORTS OF CHILD PHYSICAL OR SEXUAL ABUSE AND OTHER MISCONDUCT.



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CRIMINAL BACKGROUND CHECK POLICY

ALL APPLICANTS WILL BE ASKED TO UNDERGO A CRIMINAL BACKGROUND CHECK THAT COMPLIES WITH THE FAIR CREDIT REPORTING ACT BEFORE PROVIDING SERVICES FOR SHENANDOAH TUMBLERS, INC. THROUGH THIS CRIMINAL BACKGROUND CHECK, SHENANDOAH TUMBLERS, INC. WILL UTILIZE REASONABLE EFFORTS TO ASCERTAIN PAST CRIMINAL HISTORY OF AN APPLICANT.

PROCESS

THE CRIMINAL BACKGROUND CHECK CONSENT AND WAIVER RELEASE FORM MUST BE SUBMITTED AND THE APPLICANT CLEARED BEFORE HE OR SHE MAY PERFORM SERVICES FOR SHENANDOAH TUMBLERS, INC.

ON RECEIPT OF THE CRIMINAL BACKGROUND CHECK CONSENT AND WAIVER RELEASE FORM, SHENANDOAH TUMBLERS, INC. WILL REQUEST THAT ITS VENDOR PERFORM THE CRIMINAL BACKGROUND CHECK. AS PART OF ITS CRIMINAL BACKGROUND CHECK, SHENANDOAH TUMBLERS, INC. WILL, AT A MINIMUM AND WITHOUT LIMITATION **(1)** PERFORM A NATIONAL SEARCH OF STATE CRIMINAL REPOSITORIES **(2)** PERFORM A SEARCH OF STATE SEXUAL OFFENDER REGISTRIES AND **(3)** VERIFY A PERSON'S IDENTIFICATION AGAINST HIS OR HER SOCIAL SECURITY NUMBER OR OTHER PERSONAL IDENTIFIER.

POTENTIALLY DISQUALIFYING FACTORS

CRIMINAL HISTORY

SHENANDOAH TUMBLERS, INC. WILL USE A CRIMINAL BACKGROUND CHECK TO GATHER INFORMATION ABOUT AN APPLICANT'S PRIOR CRIMINAL HISTORY. THE INFORMATION REVEALED BY THE CRIMINAL BACKGROUND CHECK MAY DISQUALIFY AN APPLICANT FROM SERVING AS A STAFF MEMBER, CONTRACTOR AND/OR VOLUNTEER.

INFORMATION THAT COULD DISQUALIFY AN APPLICANT INCLUDES, BUT IS NOT LIMITED TO, ARRESTS, PLEAS OF NO CONTEST AND CRIMINAL CONVICTIONS—ESPECIALLY IF THE UNDERLYING CRIMINAL BEHAVIOR INVOLVED SEX OR VIOLENCE.

PENDING COURT CASES

NO DECISION WILL BE MADE ON AN INDIVIDUAL'S ELIGIBILITY FOR WORK AS A NEW STAFF MEMBER, CONTRACTOR AND/OR VOLUNTEER IF THEY HAVE A PENDING COURT CASE FOR ANY OF THE POTENTIALLY DISQUALIFYING OFFENSES UNTIL THE PENDING CASE CONCLUDES. IF, HOWEVER, DURING THE CASE'S PENDENCY, THE ORGANIZATION UNDERTAKES AN INDEPENDENT INVESTIGATION AND CONDUCTS A HEARING, ANY DETERMINATION MAY BE USED TO DISQUALIFY THE INDIVIDUAL.

FULL DISCLOSURE

EACH APPLICANT HAS THE AFFIRMATIVE DUTY TO DISCLOSE HIS OR HER CRIMINAL HISTORY. FAILING TO DISCLOSE OR INTENTIONALLY MISREPRESENTING AN ARREST PLEA OR CONVICTION HISTORY IN AN APPLICATION OR ANY OTHER INFORMATION PROVIDED BY AN APPLICANT DURING THE SCREENING PROCESS IS GROUNDS FOR EMPLOYMENT, VOLUNTEER AND/OR MEMBERSHIP REVOCATION OR RESTRICTION, REGARDLESS OF WHEN THE OFFENSE IS DISCOVERED.

- IF AN APPLICANT **(1)** IS ARRESTED **(2)** PLEAS OR **(3)** IS CONVICTED OF A CRIME OTHER THAN A TRAFFIC OFFENSE DURING THE SCREENING PROCESS, THE APPLICANT IS REQUIRED TO DISCLOSE SUCH INFORMATION IMMEDIATELY.
- IN THE EVENT A PERSON IS SERVING AS A STAFF MEMBER, CONTRACTOR OR VOLUNTEER AND **(1)** IS ARRESTED **(2)** PLEAS OR **(3)** IS CONVICTED AFTER THE COMPLETION OF THE SCREENING PROCESS, HE OR SHE HAS AN AFFIRMATIVE DUTY TO DISCLOSE SUCH INFORMATION IMMEDIATELY TO HIS OR HER SUPERVISOR OR SHENANDOAH TUMBLERS, INC. ADMINISTRATOR.
- **ANY APPLICANT WHO HAS BEEN BANNED BY ANOTHER SPORT ORGANIZATION, AS TEMPORARILY OR PERMANENTLY INELIGIBLE, MUST SELF-DISCLOSE THIS INFORMATION. A FAILURE TO DISCLOSE IS A BASIS FOR DISQUALIFICATION FOR POTENTIAL APPLICANTS.**

FINDINGS

NOTICE OF FINDINGS WILL BE PROVIDED TO:

1. CHRISTINE KENSINGER, PRESIDENT, SHENANDOAH TUMBLERS, INC.
2. SCOTT KENSINGER, VICE-PRESIDENT, SHENANDOAH TUMBLERS, INC. WHEN RELEVANT

ORGANIZATION'S CRIMINAL BACKGROUND CHECK REPORT WILL RETURN A "RED-LIGHT" OR "GREEN-LIGHT" SCORE. A GREEN LIGHT SCORE MEANS THAT THE BACKGROUND CHECK VENDOR LOCATED NO RECORDS THAT WOULD DISQUALIFY THE APPLICANT. A GREEN LIGHT



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SCORE, HOWEVER, IS NOT A CERTIFICATION OF SAFETY OR PERMISSION TO BYPASS/IGNORE OTHER SCREENING EFFORTS. OTHER DISQUALIFYING FACTORS MAY EXIST AND CAN BE REVEALED THROUGH AN INTERVIEW, REFERENCE CHECKS AND A COMPLETED APPLICATION.

A RED-LIGHT FINDING MEANS THE CRIMINAL BACKGROUND CHECK REVEALED CRIMINAL RECORDS WHICH SUGGEST THE APPLICANT “DOES NOT MEET THE CRITERIA” AND IS NOT SUITABLE FOR ORGANIZATION EMPLOYMENT OR VOLUNTEER ASSIGNMENT.

INDIVIDUALS WHO ARE SUBJECT TO DISQUALIFICATION UNDER A “RED-LIGHT” FINDING MAY CHALLENGE THE ACCURACY OF THE REPORTED INFORMATION REPORTED BY THE CRIMINAL BACKGROUND CHECK VENDOR.

OPTION ONE: APPEAL TO ORGANIZATION

APPEAL TO ORGANIZATION

IF AN INDIVIDUAL RECEIVES A RED LIGHT FINDING AND WANTS TO CONTEST SHENANDOAH TUMBLERS, INC. DECISION NOT TO ACCEPT HIS OR HER APPLICATION BASED ON THE RED-LIGHT FINDING, THE INDIVIDUAL MAY REQUEST A HEARING BEFORE SHENANDOAH TUMBLERS, INC. REVIEW PANEL. THE REVIEW PANEL WILL CONSIST OF: CHRISTINE KENSINGER, PRESIDENT AND SCOTT KENSINGER, VICE-PRESIDENT

THE REVIEW PANEL WILL COMMUNICATE ITS FINDING TO THE INDIVIDUAL AND TITLES. IF THE INDIVIDUAL DISAGREES WITH THE FINDING OF THE REVIEW PANEL, HE OR SHE MAY REQUEST AN APPEAL WITH APPEAL BODY. A DECISION RENDERED BY THE APPEAL BODY SHALL BE FINAL AND BINDING ON ALL PARTIES.

DISCRETION

IF ANY DISCRETION IS EXERCISED IN THE APPLICATION OF THIS POLICY, IT SHALL BE EXERCISED IN A UNIFORM MANNER SO THAT SUBSTANTIALLY SIMILAR CONVICTIONS AND CIRCUMSTANCES RESULT IN SUBSTANTIALLY SIMILAR TREATMENT OF APPLICANTS.

OPTION TWO: APPEAL TO CRIMINAL BACKGROUND CHECK VENDOR

APPEAL TO CRIMINAL BACKGROUND CHECK VENDOR

ANY DISQUALIFIED INDIVIDUAL HAS THE RIGHT TO DISPUTE THE FINDINGS OF THE CRIMINAL BACKGROUND CHECK DIRECTLY WITH SHENANDOAH TUMBLERS, INC. APPROVED CRIMINAL BACKGROUND CHECK VENDOR. A DISQUALIFIED INDIVIDUAL MAY NOT APPEAL THE AUTOMATIC DISQUALIFICATION OR THE RESULTS OF THE FINDINGS OF THE CRIMINAL BACKGROUND CHECK VENDOR TO THE LOCAL/REGIONAL/NATIONAL CLUB. EACH LOCAL/REGIONAL CLUB IS REQUIRED BY THE POLICY TO ACCEPT THE FINDINGS OF THE APPROVED CRIMINAL BACKGROUND CHECK VENDOR.

INDIVIDUALS AUTOMATICALLY DISQUALIFIED ARE EXCLUDED FROM PARTICIPATION IN ANY SHENANDOAH TUMBLERS, INC. SANCTIONED EVENTS AND/OR ACTIVITIES.

FREQUENCY OF CRIMINAL BACKGROUND CHECKS

CRIMINAL BACKGROUND CHECKS WILL BE REFRESHED EVERY 5-YEARS OR AS OTHERWISE REQUIRED BY LAW, FOR STAFF MEMBERS AND/OR VOLUNTEERS WHO ARE 18-YEARS OF AGE OR OLDER AND PERFORM SERVICES FOR SHENANDOAH TUMBLERS, INC.

AFFIRMATIVE DUTY TO DISCLOSE

IF, DURING THE COURSE OF EMPLOYMENT OR PARTICIPATION IN SHENANDOAH TUMBLERS, INC. PROGRAM, A STAFF MEMBER OR VOLUNTEER IS ACCUSED, ARRESTED, INDICTED OR CONVICTED OF A CRIMINAL OFFENSE AGAINST A CHILD, IT IS THE DUTY AND RESPONSIBILITY OF THE STAFF MEMBER OR VOLUNTEER TO NOTIFY AN IMMEDIATE SUPERVISOR, A SHENANDOAH TUMBLERS, INC. ADMINISTRATOR OR A MEMBER OF SHENANDOAH TUMBLERS, INC. PARTICIPANT SAFETY COMMITTEE.

OTHER POTENTIALLY DISQUALIFYING FACTORS

EVEN IF AN APPLICANT PASSES A CRIMINAL BACKGROUND CHECK, OTHER FACTORS MAY DISQUALIFY AN APPLICANT. AN INDIVIDUAL MAY BE DISQUALIFIED AND PROHIBITED FROM PROVIDING SERVICES FOR SHENANDOAH TUMBLERS, INC. IF THE INDIVIDUAL HAS:

- BEEN HELD LIABLE FOR CIVIL PENALTIES OR DAMAGES INVOLVING SEXUAL OR PHYSICAL ABUSE OF A MINOR.
- BEEN SUBJECT TO ANY COURT ORDER INVOLVING ANY SEXUAL OR PHYSICAL ABUSE OF A MINOR, INCLUDING BUT NOT LIMITED TO DOMESTIC ORDER OR PROTECTION.



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- A HISTORY WITH ANOTHER ORGANIZATION (EMPLOYMENT, VOLUNTEER, ETC.) OF COMPLAINTS OF SEXUAL OR PHYSICAL ABUSE OF MINORS.
- RESIGNED, BEEN TERMINATED OR BEEN ASKED TO RESIGN FROM A POSITION - PAID OR UNPAID - DUE TO COMPLAINT(S) OF SEXUAL OR PHYSICAL ABUSE OF MINORS.
- A HISTORY OF OTHER BEHAVIOR THAT INDICATES THEY MAY BE A DANGER TO PARTICIPANTS IN SHENANDOAH TUMBLERS, INC.
- NOT MET THE JOB REQUIREMENTS.

REVIEW OF DISQUALIFIERS

SHENANDOAH TUMBLERS, INC. WILL REVIEW ITS DISQUALIFIERS EVERY TWO YEARS OR AS OTHERWISE REQUIRED OR MODIFIED BY LAW.

RECORDS

RECORDS ARE SECURED ONSITE FOR A PERIOD INDICATED BY APPLICABLE LAW OR UNTIL THE APPLICANT IS NO LONGER AFFILIATED WITH SHENANDOAH TUMBLERS, INC., WHICHEVER DATE IS LATER.



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TRAVEL POLICY

TRAVEL WILL BE A STANDARD ASPECT OF OUR COMPETITIVE SEASON AND SHENANDOAH TUMBLERS, INC. HAS ESTABLISHED POLICIES TO GUIDE OUR TRAVEL, MINIMIZE ONE-ON-ONE INTERACTIONS AND REDUCE THE RISK OF MISCONDUCT. ADHERENCE TO THESE TRAVEL GUIDELINES WILL INCREASE ATHLETE SAFETY AND IMPROVE THE COMPETITIVE EXPERIENCE WHILE KEEPING TRAVEL A FUN AND ENJOYABLE EXPERIENCE.

WE DISTINGUISH BETWEEN TRAVEL TO TRAINING, PRACTICE AND LOCAL COMPETITION "LOCAL TRAVEL," AND TEAM TRAVEL INVOLVING A COORDINATED OVERNIGHT STAY "TEAM TRAVEL."

LOCAL TRAVEL

LOCAL TRAVEL OCCURS WHEN SHENANDOAH TUMBLERS, INC. DOES NOT SPONSOR, COORDINATE OR ARRANGE FOR TRAVEL. FOR LOCAL TRAVEL, ATHLETES OR THEIR PARENTS/GUARDIANS (FOR MINOR ATHLETES) ARE RESPONSIBLE FOR MAKING ALL TRAVEL ARRANGEMENTS. IN THESE INSTANCES, IT IS THE RESPONSIBILITY OF THE ATHLETE OR THEIR PARENTS/GUARDIANS (FOR MINOR ATHLETES) TO ENSURE THE PERSON TRANSPORTING THE ATHLETE MAINTAINS ALL SAFETY AND LEGAL REQUIREMENTS, INCLUDING, BUT NOT LIMITED TO, A VALID DRIVER'S LICENSE, PROPER INSURANCE, WELL MAINTAINED VEHICLE AND COMPLIANCE WITH ALL STATE LAWS.

IN AN EFFORT TO MINIMIZE ONE-ON-ONE INTERACTIONS, SHENANDOAH TUMBLERS, INC. STAFF MEMBERS, COACHES AND/OR VOLUNTEERS, WHO ARE NOT ALSO ACTING AS A PARENT, SHOULD NOT DRIVE ALONE WITH AN UNRELATED ATHLETE AND SHOULD ONLY DRIVE WITH AT LEAST TWO OTHER ATHLETES OR ANOTHER ADULT AT ALL TIMES, UNLESS OTHERWISE AGREED TO IN WRITING BY THE ATHLETE'S PARENT OR GUARDIAN IN ADVANCE OF TRAVEL. IN ANY CASE WHERE A STAFF MEMBER AND/OR VOLUNTEER IS INVOLVED IN THE ATHLETE'S LOCAL TRAVEL, A PARENTAL RELEASE IS REQUIRED IN ADVANCE. EFFORTS MUST BE MADE TO ENSURE THAT STAFF AND/OR VOLUNTEERS ARE NOT ALONE WITH AN ATHLETE OR PARTICIPANT, BY, E.G., PICKING THE ATHLETES UP IN GROUPS.

COACHES, STAFF MEMBERS AND VOLUNTEERS WHO ARE ALSO AN ATHLETE'S GUARDIAN MAY PROVIDE SHARED TRANSPORTATION FOR ANY ATHLETE(S). WE ENCOURAGE GUARDIANS TO PICK UP THEIR ATHLETE FIRST AND DROP OFF THEIR ATHLETE LAST IN ANY SHARED OR CARPOOL TRAVEL ARRANGEMENT. WE ALSO RECOMMEND COMPLETING A SHARED TRAVEL DECLARATION FORM SIGNED BY THE PARENTS/GUARDIANS OF ANY MINOR ATHLETE WHO IS BEING TRANSPORTED AS PART OF SUCH A CARPOOL ARRANGEMENT.

TEAM TRAVEL

TEAM TRAVEL IS OVERNIGHT TRAVEL THAT OCCURS WHEN SHENANDOAH TUMBLERS, INC. SPONSORS, COORDINATES OR ARRANGES FOR TRAVEL SO THAT OUR TEAMS CAN COMPETE LOCALLY, REGIONALLY, NATIONALLY OR INTERNATIONALLY. BECAUSE OF THE GREATER DISTANCES, COACHES, STAFF, VOLUNTEERS AND CHAPERONES WILL OFTEN TRAVEL WITH THE ATHLETES. HOWEVER, NO COACH, STAFF MEMBER, OR VOLUNTEER WILL ENGAGE IN TEAM TRAVEL WITHOUT THE PROPER SAFETY REQUIREMENTS IN PLACE, INCLUDING VALID DRIVER'S LICENSE, PROPER INSURANCE, WELL MAINTAINED VEHICLE AND COMPLIANCE WITH ALL STATE LAWS. SHENANDOAH TUMBLERS, INC. MAKES EFFORTS TO PROVIDE ADEQUATE SUPERVISION THROUGH COACHES AND OTHER ADULT CHAPERONES.

FOR TEAM TRAVEL, HOTELS AND AIR TRAVEL WILL BE BOOKED IN ADVANCE BY SHENANDOAH TUMBLERS, INC. ATHLETES WILL SHARE ROOMS, WITH 2-4 ATHLETES ASSIGNED PER ROOM DEPENDING ON ACCOMMODATIONS. SHENANDOAH TUMBLERS, INC. WILL ALSO NOTIFY HOTEL MANAGEMENT SHOULD ANY SPECIAL ARRANGEMENTS BE WARRANTED. FOR INSTANCE, WE WILL ASK HOTELS TO BLOCK PAY PER VIEW CHANNELS AND WE WILL REQUEST AN ADDITIONAL LARGE ROOM OR SUITE SO THAT OUR MEMBERS AND ATHLETES MAY SOCIALIZE AS A GROUP. MEETINGS DO NOT OCCUR IN HOTEL ROOMS, AND WE WILL RESERVE A SEPARATE SPACE FOR ADULTS AND ATHLETES TO SOCIALIZE.

WE ENCOURAGE FAMILY MEMBERS WHO WISH TO STAY IN THE TEAM HOTEL TO DO SO. IF FAMILY MEMBERS DO NOT STAY IN THE TEAM HOTEL, WE ENCOURAGE ALL ATHLETES TO CALL PARENTS AND GUARDIANS REGULARLY AND ALLOW FOR ANY UNSCHEDULED CALLS BY EITHER THE ATHLETE OR PARENT/GUARDIAN.



INDIVIDUAL TRAVEL

THE NATURE OF OUR SPORT AND COMPETITION STRUCTURE MEANS THAT INDIVIDUAL ATHLETES MAY SOMETIMES NEED TO TRAVEL OVERNIGHT WITHOUT OTHER ATHLETES; UNDER THESE CIRCUMSTANCES, WE ENCOURAGE MINIMIZING ONE-ON-ONE TIME BETWEEN A COACH AND ATHLETE BY:

1. TRAVELING WITH AN ADDITIONAL COACH OR CHAPERONE.
2. INVITING PARENTS/GUARDIANS TO TRAVEL WITH THEIR ATHLETE (FOR MINOR ATHLETES).

FOR INDIVIDUAL TRAVEL, WE ATTEMPT TO PROVIDE ALTERNATIVE GUIDELINES. DEPENDING ON THE NATURE OF THE TRAVEL AND COMPETITION, THESE GUIDELINES MAY INCLUDE:

1. COMPRESSING THE TRAVEL SCHEDULE TO REDUCE THE NUMBER OF NIGHTS ATHLETES ARE AWAY FROM HOME.
2. PROVIDING REGULAR ORGANIZATIONAL CHECK-IN PHONE CALLS TO THE TRAVELING ATHLETE AND COACH.
3. ENCOURAGING MORE FREQUENT AND UNSCHEDULED CHECK-IN PHONE CALLS INITIATED BY PARENTS/GUARDIANS (FOR MINOR ATHLETES).
4. COMPLYING WITH REASONABLE PARENTAL REQUESTS WHEN A CHILD IS AWAY FROM HOME WITHOUT A GUARDIAN.

WHEN ONLY ONE ATHLETE AND ONE COACH TRAVEL TO A COMPETITION, ***THE ATHLETE MUST HAVE HIS OR HER PARENTS OR LEGAL GUARDIANS WRITTEN PERMISSION IN ADVANCE TO TRAVEL ALONE WITH THE COACH.***

TRAVEL NOTIFICATION

WHEN POSSIBLE, SHENANDOAH TUMBLERS, INC. WILL PROVIDE REASONABLE ADVANCE NOTICE BEFORE TEAM TRAVEL. NOTICE WILL INCLUDE THE DATES, LOCATION AND DURATION OF COMPETITION. TRAVEL NOTICE WILL ALSO INCLUDE DESIGNATED TEAM HOTELS FOR OVERNIGHT STAYS AS WELL AS A CONTACT PERSON. THIS INDIVIDUAL WILL BE THE POINT OF CONTACT TO CONFIRM YOUR INTENTION TO TRAVEL AND TO HELP WITH TRAVEL DETAILS.

SHENANDOAH TUMBLERS, INC. WILL POST SPECIFIC TRAVEL ITINERARIES WHEN THEY BECOME AVAILABLE. THESE WILL INCLUDE A MORE DETAILED, HOUR-BY-HOUR ITINERARY AS WELL AS CONTACT INFORMATION FOR TEAM TRAVEL CHAPERONES.

MIXED-GENDER AND MIXED-AGE TRAVEL

SHENANDOAH TUMBLERS, INC. IS MADE UP OF MALE AND FEMALE ATHLETES ACROSS VARIOUS AGES. ATHLETES WILL ONLY SHARE A ROOM WITH OTHER ATHLETES OF THE SAME SEX AND AGE GROUP. ATHLETES WILL ALSO BE GROUPED BY AGE AND SEX FOR THE PURPOSES OF ASSIGNING AN APPROPRIATE CHAPERONE. WE WILL MAKE EVERY EFFORT TO PROVIDE THESE GROUPS AT LEAST ONE CHAPERONE OF THE SAME SEX. HOWEVER, WE RELY ON PARENTS TO SERVE AS CHAPERONES AND MAY BE LIMITED IN PROVIDING THIS MATCH.

REGARDLESS OF GENDER, A COACH SHALL NOT SHARE A HOTEL ROOM OR OTHER SLEEPING ARRANGEMENT WITH AN ATHLETE (UNLESS THE COACH IS THE PARENT, GUARDIAN, SIBLING OR SPOUSE OF THAT PARTICULAR ATHLETE). WHERE AN ADULT IS REGISTERED BOTH AS A COACH AND AN ATHLETE MEMBER OF SHENANDOAH TUMBLERS, INC., AND IS FUNCTIONING PRIMARILY AS A COACH, HE OR SHE MAY SHARE SLEEPING ARRANGEMENTS WITH ANOTHER REGISTERED COACH.

COACH AND STAFF RESPONSIBILITIES

DURING TEAM TRAVEL, COACHES AND STAFF MEMBERS WILL HELP ATHLETES, FELLOW COACHES AND STAFF MEMBERS ADHERE TO POLICY GUIDELINES, INCLUDING, WITHOUT LIMITATION, THE TRAVEL POLICY, LOCKER ROOMS AND CHANGING AREAS POLICY AND REPORTING POLICY.

IF A COACH OR STAFF MEMBER TRANSPORTS AN ATHLETE OR OTHER ORGANIZATION MEMBER IN THEIR PRIVATE CAR FOR TEAM TRAVEL, A COPY OF THE COACH'S OR STAFF MEMBER'S VALID DRIVER'S LICENSE IS REQUIRED.

WHEN NOT PRACTICING, TRAINING, COMPETING OR PREPARING FOR COMPETITION, COACHES AND STAFF WILL MONITOR THE ACTIVITIES OF ATHLETES, FELLOW COACHES AND STAFF DURING TEAM TRAVEL. COACHES AND STAFF WILL:

- a. PREPARE ATHLETES FOR TEAM TRAVEL AND MAKE ATHLETES AWARE OF ALL EXPECTATIONS. SUPPLEMENTAL INFORMATION WILL BE GIVEN TO PARENTS/GUARDIANS OF ATHLETES WHO ARE CONSIDERED INEXPERIENCED TRAVELERS, NEW OR RELATIVELY NEW TO TEAM TRAVEL, OR WHO ARE UNDER THE AGE OF 14.
- b. FAMILIARIZE THEMSELVES WITH ALL TRAVEL ITINERARIES AND SCHEDULES BEFORE THE INITIATION OF TEAM TRAVEL.



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- c. CONFORM TO, AND MONITOR FOR OTHERS ADHERENCE, THE ATHLETE PROTECTION POLICY AND ALL POLICIES DURING TEAM TRAVEL.
- d. ENCOURAGE MINOR ATHLETES TO PARTICIPATE IN REGULAR, AT LEAST DAILY, SCHEDULED COMMUNICATIONS WITH THEIR PARENTS/GUARDIANS.
- e. HELP ATHLETES BE ON TIME FOR ALL TEAM COMMITMENTS (AS POSSIBLE).
- f. ASSIST WITH TEAM TRAVEL LOGISTICAL NEEDS (AS POSSIBLE).
- g. SUPPORT CHAPERONES AND/OR PARTICIPATE IN THE MONITORING OF ATHLETES FOR ADHERENCE TO CURFEW RESTRICTIONS SET BASED ON AGE AND COMPETITION SCHEDULE AS LISTED IN TRAVEL ITINERARY.
- h. ENSURE ATHLETES ARE COMPLYING WITH HOTEL ROOM RESTRICTIONS BASED ON GENDER OR AGE BRACKET REQUIREMENTS.
- i. MAKE CERTAIN THAT ATHLETES ARE NOT ALONE IN A HOTEL ROOM WITH ANY ADULT APART FROM A FAMILY MEMBER; THIS INCLUDES COACHES, STAFF AND CHAPERONES.
- j. NOT USE DRUGS OR ALCOHOL IN THE PRESENCE OF MINORS OR BE UNDER THE INFLUENCE OF ALCOHOL OR DRUGS WHILE PERFORMING THEIR COACHING DUTIES.
- k. IMMEDIATELY REPORT ANY CONCERNS ABOUT PHYSICAL OR SEXUAL ABUSE, MISCONDUCT OR POLICY VIOLATIONS.
- l. NOTIFY PARENTS BEFORE TAKING ANY DISCIPLINARY ACTION AGAINST A MINOR ATHLETE IF THE ATHLETE IS TRAVELING WITHOUT HIS OR HER PARENTS.

CHAPERONE RESPONSIBILITIES

CHAPERONES ACCOMPANY TEAM TRAVEL TO ENSURE THAT THE ATHLETES, COACHES, STAFF AND VOLUNTEERS ADHERE TO SHENANDOAH TUMBLERS, INC. POLICY GUIDELINES. WHILE THESE INCLUDE THE TRAVEL POLICY, IT ALSO INCLUDES ALL OTHER RELEVANT POLICIES CONTAINED IN SHENANDOAH TUMBLERS, INC. PARTICIPANT SAFETY HANDBOOK.

IF A CHAPERONE HAS NOT UNDERGONE A CRIMINAL BACKGROUND CHECK AND SHENANDOAH TUMBLERS, INC. AWARENESS TRAINING, THE CHAPERONE WILL NOT BE PERMITTED TO HAVE ANY ONE-ON-ONE INTERACTIONS WITH ATHLETES OR OTHER YOUTH PARTICIPANTS. IF A CHAPERONE HAS UNDERGONE A CRIMINAL BACKGROUND CHECK AND AWARENESS TRAINING, HE OR SHE MAY HAVE APPROPRIATE ONE-ON-ONE INTERACTIONS, AS OUTLINED IN SHENANDOAH TUMBLERS, INC. PARTICIPANT SAFETY HANDBOOK. IF A CHAPERONE WILL BE OPERATING A PRIVATE CAR FOR TEAM TRAVEL, A COPY OF THE CHAPERONE'S VALID DRIVER'S LICENSE IS REQUIRED.

CHAPERONES WILL MONITOR THE ACTIVITIES OF ALL COACHES, STAFF MEMBERS, VOLUNTEERS AND ATHLETES DURING TEAM TRAVEL. SPECIFICALLY, CHAPERONES WILL:

- a. FAMILIARIZE THEMSELVES WITH ALL TRAVEL ITINERARIES AND SCHEDULES BEFORE TEAM TRAVEL.
- b. MONITOR FOR ADHERENCES TO CLUB POLICIES DURING TEAM TRAVEL.
- c. ENCOURAGE MINOR ATHLETES TO PARTICIPATE IN REGULAR, AT LEAST DAILY, SCHEDULED COMMUNICATIONS WITH THEIR PARENTS/GUARDIANS.
- d. HELP ATHLETES BE ON TIME FOR ALL TEAM COMMITMENTS (AS POSSIBLE).
- e. ASSIST COACHES, STAFF AND OTHER VOLUNTEERS WITH TEAM TRAVEL LOGISTICAL NEEDS (AS POSSIBLE).
- f. MONITOR ATHLETES FOR ADHERENCE TO CURFEW RESTRICTIONS SET BASED ON AGE AND COMPETITION SCHEDULE AS LISTED IN TRAVEL ITINERARY.
- g. ENSURE ATHLETES COMPLY WITH HOTEL ROOM RESTRICTIONS BASED ON GENDER OR AGE BRACKET REQUIREMENTS.
- h. MAKE CERTAIN THAT ATHLETES ARE NOT ALONE IN A HOTEL ROOM WITH ANY ADULT APART FROM A FAMILY MEMBER; THIS INCLUDES COACHES, STAFF AND CHAPERONES.
- i. NOT USE DRUGS OR ALCOHOL IN THE PRESENCE OF MINORS OR BE UNDER THE INFLUENCE OF ALCOHOL OR DRUGS WHILE PERFORMING THEIR CHAPERONE DUTIES.
- j. IMMEDIATELY REPORT ANY CONCERNS ABOUT SEXUAL AND PHYSICAL ABUSE, MISCONDUCT OR POLICY VIOLATIONS TO A SHENANDOAH TUMBLERS, INC. ADMINISTRATOR OR A MEMBER OF SHENANDOAH TUMBLERS, INC. PARTICIPANT SAFETY COMMITTEE.



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LOCKER ROOMS AND CHANGING AREAS

NATIONAL ORGANIZATION IS CONCERNED WITH LOCKER ROOM ACTIVITIES BETWEEN MINORS, MINORS AND ADULTS, ADULTS BEING ALONE WITH INDIVIDUAL MINORS IN LOCKER ROOMS AND CHANGING AREAS, WITH NON-OFFICIAL OR NON-RELATED ADULTS HAVING UNSUPERVISED ACCESS TO MINOR PARTICIPANTS AND WITH INAPPROPRIATE BEHAVIOR AMONG ADULTS IN LOCKER ROOMS.

AS PART OF NATIONAL ORGANIZATION'S COMMITMENT TO SAFETY, NATIONAL ORGANIZATION REQUIRES ITS CLUBS TO PUBLISH PRACTICES FOR LOCKER ROOMS AND CHANGING AREAS. CLUBS MUST INCLUDE THE FOLLOWING INFORMATION IN THEIR LOCKER ROOMS AND CHANGING AREAS POLICY:

- **SUPERVISION.** SHENANDOAH TUMBLERS, INC. MUST HAVE AND DESCRIBE SHENANDOAH TUMBLERS, INC. PRACTICES FOR SUPERVISING AND MONITORING LOCKER ROOMS AND CHANGING AREAS.
- **PROHIBITED CONDUCT.** SHENANDOAH TUMBLERS, INC. POLICY MUST PROHIBIT HAZING, BULLYING, HARASSMENT AND OTHER FORMS OF MISCONDUCT, AS SET FORTH IN NATIONAL ORGANIZATION'S ATHLETE PROTECTION POLICY.
- **USER OF RECORDING DEVICES.** SHENANDOAH TUMBLERS, INC. POLICY MUST PROHIBIT THE USE OF A DEVICE'S RECORDING CAPABILITIES, INCLUDING VOICE RECORDING, STILL CAMERAS AND VIDEO CAMERAS.
- **MEETINGS.** FOR INDIVIDUAL MEETINGS WITH A MINOR PARTICIPANT AND A COACH IN A LOCKER ROOM, SHENANDOAH TUMBLERS, INC. REQUIRES THAT AT LEAST ONE ADDITIONAL RESPONSIBLE ADULT BE WITH THE COACH.
- ONLY PARTICIPANTS, APPROVED SHENANDOAH TUMBLERS, INC. PERSONNEL AND FAMILY MEMBERS ARE PERMITTED IN THE LOCKER ROOMS AND CHANGING AREAS.
- INTERACTIONS WITH GYMNASTS IN THE LOCKER ROOM OR RESTROOM SHOULD BE MINIMIZED. IF NECESSARY, ANY INTERACTIONS WITH A CHILD SHALL BE OBSERVABLE AND INTERRUPTIBLE BY A RESPONSIBLE ADULT OF THE SAME GENDER.
- ANY MEETINGS BETWEEN A STAFF MEMBER AND ATHLETE IN A LOCKER ROOM OR CHANGING AREA SHALL REQUIRE THAT A SECOND RESPONSIBLE ADULT OF THE SAME GENDER BE PRESENT.
- ATHLETES ARE ENCOURAGED TO COME DRESSED FOR PRACTICE OR COMPETITION AND SHOWER AND CHANGE AT HOME.
- PARENTS ARE RESPONSIBLE FOR TENDING TO THE TOILETING NEEDS OF THEIR CHILDREN.
- THE USE OF RECORDING DEVICES OF ANY KIND (INCLUDING SMART PHONES) IN THE LOCKER ROOMS AND RESTROOMS IS STRICTLY PROHIBITED. SWEEPS OF THE LOCKER ROOMS AND CHANGING AREAS WILL BE REGULARLY CONDUCTED IN PAIRS BY SHENANDOAH TUMBLERS, INC. PERSONNEL.



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COMMUNICATIONS/SOCIAL MEDIA POLICY

AS PART OF SHENANDOAH TUMBLERS, INC. EMPHASIS ON ATHLETE SAFETY, ALL ELECTRONIC COMMUNICATIONS BETWEEN A COACH AND ATHLETE MUST BE PROFESSIONAL IN NATURE AND FOR THE PURPOSE OF COMMUNICATING INFORMATION ABOUT TEAM ACTIVITIES. **AS WITH ANY COMMUNICATION, THE CONTENT OF ANY ELECTRONIC COMMUNICATION SHOULD BE READILY AVAILABLE TO SHARE WITH THE ATHLETE'S FAMILY. AT REQUEST, ANY E-MAIL, ELECTRONIC TEXT, SOCIAL MEDIA OR SIMILAR COMMUNICATION WILL INCLUDE THE ATHLETES PARENTS.**

FACEBOOK, MYSPACE, BLOGS AND SIMILAR SITES

COACHES MAY NOT HAVE ATHLETES OF SHENANDOAH TUMBLERS, INC. TEAM JOIN A PERSONAL SOCIAL MEDIA PAGE. ATHLETE MEMBERS AND PARENTS CAN FRIEND THE OFFICIAL SHENANDOAH TUMBLERS, INC. TEAM PAGE AND COACHES CAN COMMUNICATE TO ATHLETE MEMBERS THROUGH THE SITE. ALL POSTS, MESSAGES, TEXT OR MEDIA OF ANY KIND BETWEEN COACH AND ATHLETE MUST BE PROFESSIONAL IN NATURE AND FOR THE PURPOSE OF COMMUNICATING INFORMATION ABOUT TEAM ACTIVITIES OR FOR TEAM-ORIENTED MOTIVATIONAL PURPOSES.

TWITTER, INSTANT MESSAGING AND SIMILAR MEDIA

COACHES AND ATHLETES MAY "FOLLOW" EACH OTHER. COACHES CANNOT "RE-TWEET" ATHLETE MESSAGE POSTS. ALL POSTS BETWEEN COACH AND ATHLETE MUST BE FOR THE PURPOSE OF COMMUNICATING INFORMATION ABOUT TEAM ACTIVITIES.

E-MAIL AND SIMILAR ELECTRONIC COMMUNICATIONS

ATHLETES AND COACHES MAY USE E-MAIL TO COMMUNICATE. ALL E-MAIL CONTENT BETWEEN COACH AND ATHLETE MUST BE PROFESSIONAL IN NATURE AND FOR THE PURPOSE OF COMMUNICATING INFORMATION ABOUT TEAM ACTIVITIES. WHERE THE COACH IS A STAFF MEMBER AND/OR VOLUNTEER, E-MAIL FROM A COACH TO ANY ATHLETE SHOULD COME FROM THE CLUB WEBSITE E-MAIL CENTER.

TEXTING AND SIMILAR ELECTRONIC COMMUNICATIONS

TEXTING IS ALLOWED BETWEEN COACHES AND ATHLETES. ALL TEXTS BETWEEN COACH AND ATHLETE MUST BE PROFESSIONAL AND FOR THE PURPOSE OF COMMUNICATING INFORMATION ABOUT TEAM ACTIVITIES.

ELECTRONIC IMAGERY

FROM TIME TO TIME, DIGITAL PHOTOS, VIDEOS OF PRACTICE OR COMPETITION AND OTHER PUBLICLY OBTAINABLE IMAGES OF THE ATHLETE, INDIVIDUALLY OR IN GROUPS, MAY BE TAKEN. THESE PHOTOS AND/OR VIDEOS MAY BE SUBMITTED TO LOCAL, STATE OR NATIONAL PUBLICATIONS, USED IN CLUB VIDEOS, POSTED ON CLUB OR CLUB ASSOCIATED WEBSITES OR OFFERED TO THE CLUB FAMILIES SEASONALLY ON DISC OR OTHER ELECTRONIC FORM. IT IS THE DEFAULT POLICY OF SHENANDOAH TUMBLERS, INC. TO ALLOW SUCH PRACTICES AS LONG AS THE ATHLETE(S) ARE IN PUBLIC VIEW AND SUCH IMAGERY IS BOTH APPROPRIATE AND IN THE BEST INTEREST OF THE ATHLETE AND THE CLUB. IMAGERY MUST NOT BE CONTRARY TO ANY RULES AS OUTLINED IN SHENANDOAH TUMBLERS, INC. PARTICIPANT SAFETY HANDBOOK.

REQUEST TO DISCONTINUE ALL ELECTRONIC COMMUNICATIONS OR IMAGERY

THE PARENTS OR GUARDIANS OF AN ATHLETE MAY REQUEST IN WRITING THAT THEIR CHILD NOT BE CONTACTED BY ANY FORM OF ELECTRONIC COMMUNICATION BY COACHES (PHOTOGRAPHY OR VIDEOGRAPHY).

MISCONDUCT

SOCIAL MEDIA AND ELECTRONIC COMMUNICATIONS CAN ALSO BE USED TO COMMIT MISCONDUCT (E.G., EMOTIONAL, SEXUAL, BULLYING, HARASSMENT AND HAZING). SUCH COMMUNICATIONS BY COACHES, STAFF, VOLUNTEERS, ADMINISTRATORS, OFFICIALS, PARENTS OR ATHLETES WILL NOT BE TOLERATED AND ARE CONSIDERED VIOLATIONS OF OUR PARTICIPANT SAFETY HANDBOOK.

VIOLATIONS

VIOLATIONS OF SHENANDOAH TUMBLERS, INC. ELECTRONIC COMMUNICATIONS AND SOCIAL MEDIA POLICY SHOULD BE REPORTED TO YOUR IMMEDIATE SUPERVISOR, A SHENANDOAH TUMBLERS, INC. ADMINISTRATOR OR A MEMBER OF SHENANDOAH TUMBLERS, INC. PARTICIPANT SAFETY COMMITTEE FOR EVALUATION. COMPLAINTS AND ALLEGATIONS WILL BE ADDRESSED UNDER SHENANDOAH TUMBLERS, INC. DISCIPLINARY RULES AND PROCEDURE.



CONCUSSION FACT SHEET

CONCUSSION FACTS:

- A CONCUSSION IS A BRAIN INJURY THAT AFFECTS HOW YOUR BRAIN WORKS.
- A CONCUSSION IS CAUSED BY A BUMP, BLOW OR JOLT TO THE HEAD OR BODY.
- A CONCUSSION CAN HAPPEN EVEN IF YOU HAVEN'T BEEN "KNOCKED OUT."
- IF YOU THINK YOU HAVE A CONCUSSION, YOU SHOULD NOT RETURN TO PLAY ON THE DAY OF THE INJURY AND UNTIL A HEALTH CARE PROFESSIONAL SAYS YOU ARE OK TO RETURN TO PLAY.

CONCUSSION SIGNS AND SYMPTOMS:

CONCUSSION SYMPTOMS DIFFER WITH EACH PERSON AND WITH EACH INJURY AND MAY NOT BE NOTICEABLE FOR HOURS OR DAYS. COMMON SYMPTOMS INCLUDE:

- HEADACHE
- CONFUSION
- DIFFICULTY REMEMBERING OR PAYING ATTENTION
- BALANCE PROBLEMS OR DIZZINESS
- FEELING SLUGGISH, HAZY, FOGGY OR GROGGY
- FEELING IRRITABLE, MORE EMOTIONAL, OR "DOWN"
- NAUSEA OR VOMITING
- BOTHERED BY LIGHT OR NOISE
- DOUBLE OR BLURRY VISION
- SLOWED REACTION TIME
- SLEEP PROBLEMS
- LOSS OF CONSCIOUSNESS

DURING RECOVERY, EXERCISING OR ACTIVITIES THAT INVOLVE A LOT OF CONCENTRATION (SUCH AS STUDYING, WORKING ON THE COMPUTER OR PLAYING VIDEO GAMES) MAY CAUSE CONCUSSION SYMPTOMS TO REAPPEAR OR GET WORSE.

WHY SHOULD I REPORT MY SYMPTOMS?:

- UNLIKE WITH SOME OTHER INJURIES, PLAYING OR PRACTICING WITH CONCUSSION SYMPTOMS IS DANGEROUS AND CAN LEAD TO A LONGER RECOVERY AND A DELAY IN YOUR RETURN TO PLAY.
- WHILE YOUR BRAIN IS STILL HEALING, YOU ARE MUCH MORE LIKELY TO HAVE ANOTHER CONCUSSION.
- A REPEAT CONCUSSION IN A YOUNG ATHLETE CAN RESULT IN PERMANENT DAMAGE TO YOUR BRAIN. THEY CAN EVEN BE FATAL.

WHAT SHOULD I DO IF I THINK I HAVE A CONCUSSION:

DON'T HIDE IT – REPORT IT

IGNORING YOUR SYMPTOMS AND TRYING TO "TOUGH IT OUT" OFTEN MAKES SYMPTOMS WORSE. TELL YOUR COACH, PARENT AND ATHLETIC TRAINER IF YOU THINK YOU OR ONE OF YOUR TEAMMATES MAY HAVE A CONCUSSION. DON'T LET ANYONE PRESSURE YOU INTO CONTINUING TO PRACTICE OR PLAY WITH A CONCUSSION.

GET CHECKED OUT

ONLY A HEALTH CARE PROFESSIONAL CAN TELL IF YOU HAVE A CONCUSSION AND WHEN IT'S OK TO RETURN TO PLAY. SPORTS HAVE INJURY TIMEOUTS AND PLAYER SUBSTITUTIONS SO THAT YOU CAN GET CHECKED OUT AND THE TEAM CAN PERFORM AT ITS BEST. THE SOONER YOU GET CHECKED OUT, THE SOONER YOU MAY BE ABLE TO SAFELY RETURN TO PLAY.

TAKE CARE OF YOUR BRAIN

A CONCUSSION CAN AFFECT YOUR ABILITY TO DO SCHOOLWORK AND OTHER ACTIVITIES. MOST ATHLETES WITH A CONCUSSION GET BETTER AND RETURN TO SPORTS, BUT IT IS IMPORTANT TO REST AND GIVE YOUR BRAIN TIME TO HEAL. A REPEAT CONCUSSION THAT OCCURS WHILE YOUR BRAIN IS STILL HEALING CAN CAUSE LONG-TERM PROBLEMS THAT MAY CHANGE YOUR LIFE FOREVER.



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ONE-ON-ONE INTERACTION POLICY

ONE-ON-ONE INTERACTION IS DEFINED AS ONE ADULT PARTICIPANT AND ONE MINOR ATHLETE.

ONE-ON-ONE INTERACTIONS BETWEEN AN ADULT PARTICIPANT AND A MINOR ATHLETE MUST BE OBSERVABLE AND INTERRUPTIBLE UNLESS AN APPROVED EXCEPTION APPLIES.

CONTACT IS NOT ONE-ON-ONE IF IT IS OBSERVABLE AND CONDUCTED AT A DISTANCE ALLOWING INTERRUPTION BY ANOTHER ADULT.

ONE-ON-ONE INTERACTIONS BETWEEN UNRELATED PARTICIPATING ADULTS AND MINOR ATHLETES IS NOT PERMITTED UNDER ANY CIRCUMSTANCE, EXCEPT AS STATED IN THIS POLICY.

USA GYMNASTICS RECOGNIZES THE FOLLOWING EXCEPTIONS TO THE PROHIBITIONS AGAINST ONE-ON-ONE CONTACT

- EMERGENCY CIRCUMSTANCES, SUCH AS FIRES AND MEDICAL EMERGENCIES.
- OFFICE MEETINGS AT A MEMBER CLUB, ONLY IF THE DOOR IS OPEN, AND THE MEETING IS OBSERVABLE AND INTERRUPTIBLE BY ANOTHER ADULT. IF THE SUBJECT MATTER REQUIRES A CLOSED DOOR, THE MINOR ATHLETE'S PARENT OR LEGAL GUARDIAN MUST BE PRESENT.
- IF THE SUBJECT MATTER IS CONFIDENTIAL AND REQUIRES A MEDICAL OR MENTAL HEALTH CARE PROFESSIONAL, THE PARENT OR GUARDIAN MUST FIRST BE INVOLVED IN SELECTING AND PROVIDING LEGAL AUTHORIZATION DIRECTLY TO THE PROFESSIONAL.

APPROVED EXCEPTIONS

WITH THE APPROPRIATE CONSENT THE FOLLOWING EXCEPTIONS EXIST FOR THE ONE-ONE-ONE POLICY:

- **EMERGENCY**
- **DUAL RELATIONSHIP** – THE ADULT PARTICIPANT HAS AN EXISTING RELATIONSHIP WITH MINOR ATHLETE OUTSIDE OF THE GYMNASTICS PROGRAM PRIOR TO THE START OF THE COACH/ATHLETE RELATIONSHIP.
- **CLOSE-IN-AGE** – THE ADULT PARTICIPANT HAS NO AUTHORITY OVER THE MINOR ATHLETE AND IS NOT MORE THAN 4 YEARS OLDER THAN THE MINOR ATHLETE.
- **PERSONAL CARE ASSISTANT** – THE ADULT PARTICIPANT IS A PERSONAL CARE ASSISTANT AND HAS MET ALL THE REQUIREMENTS.

THERE ARE NO APPROVED EXCEPTIONS FOR MEDICAL TREATMENTS. THERE MUST ALWAYS BE ANOTHER ADULT PARTICIPANT PRESENT.

EMERGENCY CIRCUMSTANCES

COMMON EXAMPLES OF EMERGENCY CIRCUMSTANCES ARE LISTED BELOW. PLEASE NOTE THAT THIS LIST IS NOT EXHAUSTIVE, AND THAT ADULT PARTICIPANTS MUST CAREFULLY CONSIDER WHETHER A SPECIFIC CIRCUMSTANCE MEETS THE THRESHOLD OF "EMERGENCY." IT IS ALSO RECOMMENDED THAT ADULT PARTICIPANTS DOCUMENT EMERGENCY SITUATIONS IN ACCORDANCE WITH THE PROTOCOLS OF THEIR ORGANIZATION.

- **INJURY**
- **WEATHER EMERGENCY**
- **MINOR MAKING A REPORT OF ABUSE**
- **PARENTAL EMERGENCY**
- **LAST MINUTE CHANGES TO SCHEDULE**



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