



**BASEBALL ATHLETE SAFETY EDUCATION**

***BASE Minor Athlete Abuse Prevention Policies***

***Effective Date: January 1, 2021***

## ***Introduction***

USA Baseball is the national governing body for the sport of baseball for the United States. As such, it is responsible for developing training, practices, policies and procedures to positively impact the experience of the nearly 16 million amateurs participating in its game annually. In response to the formalization of Senate Bill 534 (2017), and with the support of the United States Olympic and Paralympic Committee (USOPC) and the U.S. Center for SafeSport (the Center), USA Baseball is implementing the following policies for the prevention and administration of instances of sexual abuse and violent crimes within our sport, nationwide.

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## ***Prohibited Conduct***

All Adult Participants of USA Baseball and local affiliate organizations are subject to the SafeSport Code and need to familiarize themselves with the Prohibited Conduct.

To read about each particular Prohibited Conduct listed below, please refer to Section IX, PROHIBITED CONDUCT, on page 7 of the SafeSport Code, which can be found here:

<https://uscenterforsafesport.org/response-and-resolution/safesport-code/>.

Prohibited Conduct includes:

- A. Criminal Charges or Dispositions
- B. Child Abuse
- C. Sexual Misconduct
- D. Emotional and Physical Misconduct, including Stalking, Bullying, Hazing and Harassment
- E. Aiding and Abetting
- F. Misconduct Related to Reporting
- G. Misconduct Related to the Center's Process
- H. Other Inappropriate Conduct
- I. Violation of Minor Athlete Abuse Prevention Policies / Proactive Policies

## ***Required Reporting Policies and Procedures***

1. USA Baseball organizational reporting policy:
  - a) USA Baseball will publish a list of banned and suspended individuals from USA Baseball sponsored or sanctioned activities. Individuals are banned or suspended based on being accused, indicted, arrested or convicted of any crimes sexual or violent in nature. Individuals are placed on this list based on findings from a variety of sources, including but not limited to:
    - i) Any reported incident occurring in conjunction with or at a USA Baseball event
    - ii) Any reported incident occurring while serving as a national team program Adult Participant
    - iii) Any reported incident occurring while serving as a USA Baseball Adult Participant
    - iv) Any reported incident found in any accredited news publication
    - v) Any reported banned or suspended individual notice from a national member organization, local affiliate organization or other unaffiliated amateur baseball organization
2. External organizations reporting policies:
  - a) Local affiliate organization reporting policy:
    - i) Local affiliate organizations are required to report to USA Baseball any individual they have banned or suspended for any reason.
  - b) National member organization reporting policy:
    - i) National member organizations are required to report to USA Baseball any individual they have banned or suspended for any reason.
  - c) Unaffiliated amateur baseball organization reporting policy:
    - i) Amateur baseball organizations that are not directly affiliated with USA Baseball are required to report to USA Baseball any individual they have banned or suspended for any reason.
3. External reporting procedures of USA Baseball to the baseball community:
  - a) USA Baseball will collect information from national member organizations, local affiliate organizations and unaffiliated amateur baseball organizations, which include but are not limited to events, leagues, showcases, clubs, private training facilities and camps, and incorporate any individual's ban or suspension into its own list.
  - b) While not required by law, USA Baseball is obliged to publish an aggregated list of Ineligible Participants from its activities.
  - c) USA Baseball will disseminate the aggregated list of Ineligible Participants to all external organizations to ensure Ineligible Participants are known to said organizations. Once removed from one sector of our sport, these individuals will not re-infiltrate the amateur baseball network.
4. All Adult Participants are mandatory reporters. This includes all violations of the Minor Athlete Safe Policies found within this policy. Violations of any BASE Minor Athlete Abuse Awareness Prevention Policies (MAAPPS) should be reported online via the reporting form on [www.USABASE.org](http://www.USABASE.org).
5. USA Baseball is required to notify the USOPC's Office of Athlete Safety of any allegation of prohibited conduct that occurred at an Olympic & Paralympic Training Center (OPTC) or USOPC Delegation Event, as well as any temporary measure(s) imposed.
6. USA Baseball is required to notify the USOPC's Office of Athlete Safety of any temporary measure(s) (imposed or removed) affecting Participants who might or will be attending a Delegation Event, have access to an OPTC, or receive a benefit and/or service from the USOPC.
7. Interference/Restrictions/Enforcement

- a) USA Baseball shall not interfere or attempt to influence the outcome of any Prohibited Conduct investigation regardless of jurisdiction.
- b) USA Baseball must prohibit any individual who is an employee, agent, or contractor, from assisting a member or former member in obtaining a new job (except the routine transmission of administrative and personnel files) if the individual knows that such member or former member violated the policies or procedures of the Center related to sexual misconduct or was convicted of a crime involving sexual misconduct with a minor.
- c) If a USA Baseball Participant is sanctioned or subject to Temporary Measures under the USOPC Athlete Safety Policy, that sanction(s) or Temporary Measure(s) must be reciprocally enforced by and between all NGBs and LAOs within the Olympic and Paralympic Movement.

## ***Background Check Requirements***

- 1) USA Baseball organizational background check policy:
  - a) Adult Participants working for USA Baseball will be required to undergo an annual background check through USA Baseball's national service provider.
- 2) Local affiliate organization background check policy:
  - a) Adult Participants working for a local affiliate organization will be required to undergo an annual background check through USA Baseball's national service provider.
- 3) National member organization background check policy:
  - a) At minimum, individuals working for a national member organization will be required to undergo an annual background check that searches the National Criminal Database, as well as the National Sex Offender Registry, including all 50 states, U.S. territories, and American Indian tribe registries.
    - i) USA Baseball *recommends* searches on the following:
      - (1) ID check with SSN verification
      - (2) National Criminal Database
      - (3) National Sex Offender Registry, including all 50 states, U.S. territories, and American Indian tribe registries
      - (4) County Search – Criminal Felony and Misdemeanor – 7 Year Residence History of Provided Name – Unlimited Counties
- 4) Unaffiliated amateur baseball organization background check policy:
  - a) At minimum, individuals working with an unaffiliated amateur baseball organization will be required to undergo an annual background check that searches the National Criminal Database, as well as the National Sex Offender Registry, including all 50 states, U.S. territories, and American Indian tribe registries.
    - i) USA Baseball *recommends* searches on the following:
      - (1) ID check with SSN verification
      - (2) National Criminal Database
      - (3) National Sex Offender Registry, including all 50 states, U.S. territories, and American Indian tribe registries
      - (4) County Search – Criminal Felony and Misdemeanor – 7 Year Residence History of Provided Name – Unlimited Counties

## ***Education and Training Requirements***

- 1) USA Baseball organizational education policy:
  - a) As required by law, all Adult Participants of USA Baseball are required to complete the core training courses from the U.S. Center for SafeSport before regular contact with or authority over an amateur athlete who is a minor begins or within the first three (3) days of employment, whichever is sooner.
  - b) Athletic Trainers and Team Doctors who are Adult Participants of USA Baseball will complete the SafeSport health professional-specific training when it becomes available.
  - c) All training coursework of USA Baseball Adult Participants must be tracked and will be completed in the following sequence:
    - i) SafeSport Trained Core or Health Professionals Course in year one;
    - ii) Refresher 1 in year two;
    - iii) Refresher 2 in year three;
    - iv) Refresher 3 in year four;
    - v) SafeSport Trained Core or Health Professionals Course in year five
  - d) On an annual basis, parents of USA Baseball Minor Athletes will be offered the SafeSport “Parent’s Guide to Misconduct in Sport” course.
  - e) USA Baseball Minor Athletes must complete the “Abuse Awareness for Minors” course prior to the conclusion of their program.
- 2) External organizations education policy:
  - a) Local affiliate organization education policy:
    - i) All Adult Participants of local affiliate organizations are required to complete the core training courses from the U.S. Center for SafeSport.
    - ii) Medical professionals who are Adult Participants of local affiliate organizations will complete the SafeSport health professional-specific training when it becomes available.
    - iii) Adult Participants of local affiliate organizations will complete training courses in the following sequence:
      - (1) SafeSport Trained Core or Health Professionals Course in year one;
      - (2) Refresher 1 in year two;
      - (3) Refresher 2 in year three;
      - (4) Refresher 3 in year four;
      - (5) SafeSport Trained Core or Health Professionals Course in year five
    - iv) All coursework of local affiliate organizations Adult Participants must be tracked.
    - v) On an annual basis, parents of local affiliate organization Minor Athletes will be offered the SafeSport “Parent’s Guide to Misconduct in Sport” course.
    - vi) Local affiliation organization Minor Athletes must complete the “Abuse Awareness for Minors” course prior to the conclusion of their program.
- 3) National member organization education policy:
  - a) By virtue of Senate Bill 534 (2017), individuals working with a national member organization are required to complete abuse awareness training.
    - i) Individuals must complete the Abuse Awareness course developed by USA Baseball unless the national member organization has certified they are providing some comparable training for its members.

- 4) Unaffiliated amateur baseball organization education policy:
  - a) By virtue of Senate Bill 534 (2017), individuals working for a unaffiliated amateur baseball organization are required to complete abuse awareness training.
    - i) It is recommended that individuals complete the Abuse Awareness course developed by USA Baseball, available for free on its learning platform.
- 5) Exemptions and Accommodations
  - a) Exemptions from this Education & Training Policy may be made on a case-by-case basis for victims/survivors. USA Baseball will make requests directly to the U.S. Center for SafeSport at [exemptions@safesport.org](mailto:exemptions@safesport.org).
  - b) USA Baseball and the U.S. Center for SafeSport will work together to make appropriate accommodations for persons with disabilities and individuals with limited English proficiency to satisfy training requirements. USA Baseball will provide reasonable accommodations and track any exemptions for individuals with disabilities and individuals with limited English proficiency.



## ***Zero-Tolerance Policy***

Abuse—physical or sexual—will not be tolerated in amateur baseball. It is USA Baseball’s mission and obligation to ensure that individuals suspected or convicted of any crimes of this nature are not working with Minor Athletes in our sport.

1. USA Baseball zero-tolerance policy:
  - a. USA Baseball enforces a zero-tolerance policy regarding abuse. Any individual who has been suspected or convicted of any crimes sexual or violent in nature will have no engagement with USA Baseball.
2. Local affiliate organization zero-tolerance policy:
  - a. It is required that local affiliate organizations enforce a zero-tolerance policy regarding abuse. Any individual who has been suspected or convicted of any crimes sexual or violent in nature will have no engagement with local affiliate organizations.
3. National member organization zero-tolerance policy:
  - a. It is required that national member organizations enforce a zero-tolerance policy regarding abuse. Any individual who has been suspected or convicted of any crimes sexual or violent in nature will have no engagement with national member organizations.
4. Unaffiliated amateur baseball organization zero-tolerance policy:
  - a. It is recommended that unaffiliated amateur baseball organizations enforce a zero-tolerance policy regarding abuse. Any individual who has been suspected or convicted of any crimes sexual or violent in nature would have no engagement with an unaffiliated amateur baseball organization.
5. Communication and messaging:
  - a. All USA Baseball public assets—event programs, websites, publications, newsletters and the like—will include “abuse awareness” messaging with a call to action on how to report abuse and where to go for information on individuals banned or suspended from USA Baseball activities.
  - b. USA Baseball, local affiliate organizations, national member organizations and unaffiliated organizations must communicate that it enforces a zero-tolerance policy regarding abuse.

## ***Minor Athlete Safety Policies***

### ***Appropriate One-on-One Interactions Policy***

A one-on-one meeting between a Minor Athlete and an Adult Participant who has regular or in-program contact with Minor Athletes may be necessary to address an athlete's concerns, training program or competition schedule. This policy applies to all Adult Participants, defined as any adult (18 years of age or older) who is a member of one of the following groups:

- USA Baseball Board of Directors
- USA Baseball Board of Directors Committees and Sub-Committees
- USA Baseball Full-Time Staff and Interns
- USA Baseball National Team Program Contracted Staff
- USA Baseball National Team Identification Series Contracted Regional Directors and Coaches
- USA Baseball Prospect Development Program League Contracted Staff
- USA Baseball Appalachian League Contracted Staff
- USA Baseball Championships Events Coaches
- USA Baseball Futures Events Coaches
- USA Baseball Clinic Hosts and Regional Clinic Speakers
- USA Baseball Events Contracted Athletic Trainers
- USA Baseball Events Contracted Umpires and Assignors

All emergencies that lead to a deviation from this policy must be reported and documented. This policy applies to In-Program Contact, defined as any contact (including communications, interactions or activities) between an Adult Participant and any Minor Athlete(s) related to participation in the sport, and includes the following exemptions:

1. When a Dual Relationship exists; or
2. When the Close-in-Age Exception applies; or
3. If a Minor Athlete needs a Personal Care Assistant, and:
  - a. the Minor Athlete's parent/guardian has provided written consent to USA Baseball for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
  - b. the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and
  - c. the Adult Participant Personal Care Assistant has complied with the USA Baseball background screening policy; or
4. In other circumstances specifically addressed in this policy that allow for certain one-on-one interactions if USA Baseball receives parent/ guardian consent.

- 1) USA Baseball and local affiliate organization one-on-one interactions policy:
  - i) Observable and Interruptible
    - (1) All one-on-one In-Program Contact between an Adult Participant and a Minor Athlete must be observable and interruptible, except in emergency circumstances.
  - ii) Meetings
    - (1) Any meeting between a Minor Athlete and an Adult Participant must occur when additional staff is present, except under emergency circumstances. Meetings must occur where interactions can be easily observed and at an interruptible distance from another adult. If a one-on-one meeting takes place in an office, the door must remain unlocked and open. If a closed-door meeting is necessary, the Adult Participant must inform the athlete, must invite another Adult Participant to be present in the room and must ensure the door remains unlocked. If an office has a window, blinds and/or curtains, they should remain open at all times during the meeting.
    - (2) If a mental health care professional and/or health care provider meets with a Minor Athlete at a facility partially or fully under USA Baseball's jurisdiction, a close-door meeting may be permitted to protect patient privacy provided that:
      - (a) The door remains unlocked;
      - (b) Another adult is present at the facility;
      - (c) The other adult is advised that a closed-door meeting is occurring;
      - (d) USA Baseball is notified that the provider will be meeting with a Minor Athlete; and
      - (e) Written legal guardian consent—which can be withdrawn at any time—is obtained in advance by the mental health care professional and/or health care provider and a copy of this correspondence is provided to USA Baseball with applicable laws and ethical standards.
        - (i) Example: A closed-door meeting occurs between a Minor Athlete and a mental health professional to discuss confidential concerns. In this type of one-on-one interaction, the mental health professional must inform the athlete, request another Adult Participant be present for the meeting, and the door shall remain unlocked.
  - iii) Individual Training Session(s)
    - (1) An individual training session(s) with a Minor Athlete may be desired or necessary. In such circumstances, the Minor Athlete's training session must be interruptible and observable by others. Additionally, written permission by a Minor Athlete's parent/legal guardian is required in advance of the individual training session(s), and must be obtained at least annually. Parents/legal guardians are encouraged to attend the training session and can withdraw consent at any time.
      - (a) Example: A private pitching session occurs between a Minor Athlete and an adult. The parent/legal guardian(s) are encouraged to attend the session and written consent must be obtained from the parent in order to hold the session.
  - iv) Monitoring – to be done by appointed Adult Participants

- (1) When one-on-one interactions are necessary, they must be closely monitored.
  - (a) Monitoring includes:
    - (i) Knowledge that the one-on-one interaction is occurring;
    - (ii) The approximate planned duration of the interaction;
    - (iii) Continuously physically checking-in on the one-on-one interaction as the interaction is occurring.

### ***Prohibited One-on-One Interactions Policy***

While some one-on-one interactions may be necessary, specifying prohibited one-on-one interactions provides staff, volunteers, parents, Minor Athletes and others with clear rules and expectations for athlete safety. It is important to set clear boundaries of acceptable and unacceptable behavior to protect Minor Athletes and all participants.

This policy shall apply to all Adult Participants who have regular or in-program contact with Minor Athletes. Except, as set forth in the policy for “Appropriate One-on-One Interactions,” Minor Athletes will not be left unattended or unsupervised during events.

All emergencies that lead to a deviation from this policy must be reported and documented. This policy applies to In-Program Contact and includes the following exemptions:

1. When a Dual Relationship exists; or
  2. When the Close-in-Age Exception applies; or
  3. If a Minor Athlete needs a Personal Care Assistant, and:
    - a. the Minor Athlete’s parent/guardian has provided written consent to USA Baseball for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
    - b. the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and
    - c. the Adult Participant Personal Care Assistant has complied with the USA Baseball background screening policy; or
  4. In other circumstances specifically addressed in this policy that allow for certain one-on-one interactions if USA Baseball receives parent/ guardian consent.
- 1) USA Baseball and local affiliate organization prohibited one-on-one interactions policy:
- a) Adult Participants, or other adults who have regular or in-program contact with Minor Athletes , are prohibited from being alone with an individual Minor Athlete in any room or facility unless there is an emergency.
  - b) Adult Participants shall not interact one-on-one with Minor Athlete in settings outside the training program, including but not limited to:
    - i) Adult Participant or athlete’s home
    - ii) Restaurants
    - iii) Adult Participant or athlete’s individual transportation

### ***Massaging, Icing and Athlete Training Therapeutic Modalities Policy***

There are times where it is appropriate for a Minor Athlete to receive a massage, rubdown, icing or athletic training therapeutic modalities from a licensed professional. This policy applies to all Adult Participants.

All modalities under this policy must be documented. All emergencies that lead to a deviation from this policy must be reported and documented. This policy applies to In-Program Contact and includes the following exemptions:

1. When a Dual Relationship exists; or
  2. When the Close-in-Age Exception applies; or
  3. If a Minor Athlete needs a Personal Care Assistant, and:
    - a. the Minor Athlete's parent/guardian has provided written consent to USA Baseball for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
    - b. the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and
    - c. the Adult Participant Personal Care Assistant has complied with the USA Baseball background screening policy; or
  4. In other circumstances specifically addressed in this policy that allow for certain one-on-one interactions if USA Baseball receives parent/ guardian consent.
- 1) USA Baseball and local affiliate organization massaging, icing and athlete training therapeutic modalities policy:
- a) Licensed professional Adult Participants may perform massaging, icing and athlete training therapeutic modalities wherever possible without compromising the Minor Athlete's privacy.
  - b) Any massaging, icing or athletic training therapeutic modalities performed on a Minor Athlete shall be conducted in open locations and adhere to USA Baseball's appropriate one-on-one interactions policy.
  - c) Any massage of a Minor Athlete must be done with at least one other Adult Participant present.
  - d) The Minor Athlete must be fully or partially clothed, ensuring that the breasts, buttocks, groin or genitals are always covered.
  - e) Any rubdown or massage must be provided by a non-coach licensed massage therapist or other certified professional.
  - f) Rubdowns or massages should never involve touching of a Minor Athlete's intimate areas.
  - g) Even if a coach is a licensed massage therapist, the coach shall not perform a rubdown or massage of a Minor Athlete.
  - h) Written parental/legal guardian consent shall be provided prior to any massage of a Minor Athlete and must be documented at least annually. Consent can be withdrawn at any time.
  - i) USA Baseball and local affiliate organizations must adhere to the following appropriate physical contact guidelines in regard to the massaging, icing and athletic training modalities policy for Minor Athletes:

- i) Licensed professional Adult Participants may preform massaging, icing, or athletic training therapeutic modalities in public when possible.
- ii) The licensed professional Adult Participant must ensure the attendance of another Adult Participant so as to prevent an inappropriate one-on-one interaction.
- iii) Licensed professional Adult Participants must invite or allow the presence of the Minor Athlete's parent/legal guardian except for during competition or training events that limit credentialing.

### ***Electronic Communication Policy***

As part of USA Baseball's and local affiliates organizations' emphasis on Minor Athlete safety, all electronic communications between Minor Athletes and Adult Participants must be open and transparent, professional in nature and for the purpose of communicating information about team activities. This policy applies to all Adult Participants.

All emergencies that lead to a deviation from this policy must be reported and documented. Only platforms that allow for open and transparent communication may be used to communicate with Minor Athletes. This policy applies to In-Program Contact and includes the following exemptions:

1. When a Dual Relationship exists; or
  2. When the Close-in-Age Exception applies; or
  3. If a Minor Athlete needs a Personal Care Assistant, and:
    - a. the Minor Athlete's parent/guardian has provided written consent to USA Baseball for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
    - b. the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and
    - c. the Adult Participant Personal Care Assistant has complied with the USA Baseball background screening policy; or
  4. In other circumstances specifically addressed in this policy that allow for certain one-on-one interactions if USA Baseball receives parent/ guardian consent.
- 1) USA Baseball and local affiliate organization electronic communication policy:
- a) Absent emergency circumstances, if an Adult Participant needs to communicate directly with a Minor Athlete via electronic communications (including social media), the communication must be open and transparent by including another Adult Participant or Minor Athlete's parent/legal guardian must be copied.
  - b) If a Minor Athlete communicates with a Adult Participant privately first, the Adult Participant should respond to the Minor Athlete while copying another Adult Participant or the minor's legal guardian to the message.
  - c) Content of any electronic communication should be readily available to share with the Minor Athlete's family, USA Baseball or local affiliate organization upon request.

- i) Any request under the electronic communication policy must include copies of any email, electronic text, social media post or similar communication, and to be sent to the Minor Athlete's parent/legal guardian, USA Baseball or local affiliate organization.
- d) Social Media
  - i) Adult Participants are not permitted to maintain social media connections with Minor Athletes.
    - (1) Adult Participants, are not permitted to accept any new personal page requests on social media platforms who are minors.
      - (a) Existing social media connections with amateur athletes who are minors shall be discontinued.
  - ii) USA Baseball and local affiliate organizations will monitor its organizational social media pages and remove any posts that violate policies and practices for appropriate behavior. Minor Athletes or parent/legal guardians of Minor Athletes will be informed of any inappropriate posts.
- e) Email
  - i) Minor Athletes and Adult Participants may use email to communicate. All email content between Adult Participants and Minor Athletes must be professional in nature and for the purpose of communicating information about team or individual sport events.
  - ii) Emails must come from an account that can be monitored by USA Baseball and local affiliate organizations.
  - iii) A USA Baseball or local affiliate organization Adult Participant, all Minor Athlete's parent/legal guardian or another family member of the Minor Athlete must be copied when communicating to the entire team or any number or any number of a Minor Athletes through email.
  - iv) To ensure all email communication is open and transparent, a USA Baseball or local affiliate organization Adult Participant or a Minor Athlete's parent/legal guardian must be copied when communicating directly with a Minor Athlete.
- f) Texting
  - i) All text messages between Adult Participants and Minor Athletes must be professional in nature and for the purpose of communicating information about team or individual sport events.
  - ii) Text messages cannot be sent to one individual Minor Athlete, text messages must go to the entire team and must have an additional Adult Participant included.
- g) Request to discontinue all electronic communications
  - i) The parents/legal guardians of a Minor Athlete may request in writing that their child not be contacted through any form of electronic communication by USA Baseball or local affiliate organization Adult Participants.
- h) Electronic communications must only be sent between the hours of 8:00 a.m. and 8:00 p.m.

## ***Locker Rooms and Changing Areas Policy***

Athletes (especially minors) are particularly vulnerable in locker rooms and changing areas due to various stages of dress/undress and because Minor Athletes are less supervised in locker rooms and changing areas than at other times. Minor athlete-to-athlete problems, such as child sexual abuse, bullying, harassment and hazing, often occur at times when athletes are not monitored. This is especially true in locker rooms. Because athletes are vulnerable in locker rooms and changing areas, it is also important to monitor contact between Adult Participants and Minor Athletes. Adherence to a locker room and changing areas policy enhances privacy and reduces the likelihood of misconduct.

The following guidelines are designed to maintain personal privacy as well as to reduce the risk of misconduct in locker rooms and changing areas. This policy applies to all Adult Participants who have regular or in-program contact with Minor Athletes.

All emergencies that lead to a deviation from this policy must be reported and documented.

- 1) USA Baseball and local affiliate organization locker rooms and changing areas policy:
  - a) Observable and Interruptible
    - i) Adult Participants must ensure that all In-Program Contact with Minor Athlete(s) in a locker room, changing area or similar space where Minor Athlete(s) are present is observable and interruptible, except if:
      - (1) A Dual Relationship exists; or
      - (2) The Close-in-Age Exception applies; or
      - (3) If a Minor Athlete needs a Personal Care Assistant, and:
        - (a) the Minor Athlete's parent/guardian has provided written consent to USA Baseball for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
        - (b) the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and
        - (c) the Adult Participant Personal Care Assistant has complied with the USA Baseball background screening policy; or
      - (4) In other circumstances specifically addressed in this policy that allow for certain one-on-one interactions if USA Baseball receives parent/ guardian consent.
  - b) Conduct in Locker Rooms, Changing Areas, and Similar Spaces
    - i) No Adult Participant or Minor Athlete can use the photographic or recording capabilities of any device in locker rooms, changing areas or any other area designated as a place for changing clothes or undressing.
    - ii) 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.
    - iii) Adult Participants must not shower with Minor Athletes unless:
      - (1) The Adult Participant meets the Close-in-Age Exception; or
      - (2) The shower is part of a pre- or post-activity rinse while wearing swimwear.



- iv) Parents/guardians may request in writing that their Minor Athlete(s) not change or shower with Adult Participant(s) during In-Program Contact. The organization and the Adult Participant(s) must abide by this request.
- c) Media and Championship Celebrations in Locker Rooms
  - i) USA Baseball or local affiliation organization may permit recording or photography in locker rooms for the purpose of highlighting a sport or athletic accomplishment if:
    - (1) Parent/legal guardian consent has been obtained; and
    - (2) USA Baseball or local affiliate organization approves the specific instance of recording or photography; and
    - (3) Two or more Adult Participants are present; and
    - (4) Everyone is fully clothed.
- d) Availability and Monitoring of Locker Rooms, Changing Areas, and Similar Spaces
  - i) USA Baseball or local affiliation organization must provide a private or semi-private place for Minor Athletes that need to change clothes or undress at sanctioned events or facilities partially or fully under the USA Baseball's or local affiliate organizations's jurisdiction.
  - ii) USA Baseball or local affiliate organization must monitor the use of locker rooms, changing areas and similar spaces to ensure compliance with these policies at sanctioned events or facilities partially or fully under USA Baseball's or local affiliation organization's jurisdiction.

### ***Travel Policy – Transportation and Lodging***

Travel is a standard aspect of our competitive season and USA Baseball and local affiliate organizations have established policies to guide its travel, minimize one-on-one interactions and reduce the risk of misconduct. Adherence to these travel guidelines will increase Minor Athlete safety and improve the competitive experience while keeping travel a fun and enjoyable experience. This policy applies to all Adult Participants who have regular or in-program contact with Minor Athletes.

All emergencies that lead to a deviation from this policy must be reported and documented.

- 1) USA Baseball and local affiliate organization travel policy – transportation:
  - a) An Adult Participant cannot transport a Minor Athlete one-on-one during in-program travel, except if:
    - i) A Dual Relationship exists; or
    - ii) The Close-in-Age Exception applies; or
    - iii) If a Minor Athlete needs a Personal Care Assistant, and:
      - (1) the Minor Athlete’s parent/guardian has provided written consent to USA Baseball for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
      - (2) the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and
      - (3) the Adult Participant Personal Care Assistant has complied with the USA Baseball background screening policy; or
    - iv) In other circumstances specifically addressed in this policy that allow for certain one-on-one interactions if USA Baseball receives parent/ guardian consent.
    - v) The Adult Participant has advance written consent from the Minor Athlete’s parent/legal guardian to transport the Minor Athlete one-on-one, obtained at least annually. Minor Athlete(s) or their parent/guardian can withdraw consent at any time.
  - b) An Adult Participant meets the in-program transportation requirements if the Adult Participant is accompanied by another Adult Participant or at least two minors.
  - c) Written consent from a Minor Athlete’s parent/legal guardian is required for all transportation sanctioned by USA Baseball and local affiliation organizations at least annually.
- 2) USA Baseball and local affiliation organization travel policy – lodging:
  - a) Hotel Rooms and Other Sleeping Arrangements
    - i) 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:
      - (1) A Dual Relationship exists; or
      - (2) The Close-in-Age Exception applies; or
      - (3) If a Minor Athlete needs a Personal Care Assistant, and:

- (a) the Minor Athlete’s parent/guardian has provided written consent to USA Baseball for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
  - (b) the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and
  - (c) the Adult Participant Personal Care Assistant has complied with the USA Baseball background screening policy; and
  - (4) the Minor Athlete’s parent/legal guardian has provided the organization with advance written consent for the lodging arrangement
- ii) Written consent from a Minor Athlete’s parent/legal guardian must be obtained for all in-program lodging at least annually.
  - iii) No meetings should occur in hotel rooms. If meetings must place take in a hotel, they need to occur in the lobby or a designated meeting room.
- b) Monitoring or Room Checks During In-Program Travel
    - i) When USA Baseball or local affiliate organization performs room checks during in-program lodging, the one-on-one interaction policy must be followed and at least two adults must be present for the room checks.
  - c) Additional Requirements for Lodging Authorized or Funded by USA Baseball or local affiliate organization:
    - i) Adult Participants that travel overnight with Minor Athlete(s) are assumed to have authority over Minor Athlete(s) and must comply with the Education and Training Policy.
  - d) Team travel policies must be signed and agreed to by all Minor Athletes, parents and Adult Participants traveling with the USA Baseball or local affiliate organization at least annually.

### ***Additional Policies for Keeping Young Athletes Safe***

1. Out-of-Program Contact
  - a. Adult Participants who do not meet the Close-in-Age Exception nor have a Dual Relationship with a Minor Athlete should not have out-of-program contact with Minor Athlete(s) without legal/parent guardian consent, even if the out-of-program contact is not one-on-one.
2. Gifting
  - a. Adult Participants who do not meet the Close-in-Age Exception should not give personal gifts to Minor Athlete(s).
  - b. Gifts that are equally distributed to all athletes and serve as a motivational or educational purpose are permitted.
3. Photography/Video
  - a. Photographs or videos of Minor Athlete(s) may only be taken in public view and must observe generally accepted standards of decency.
  - b. Adult Participants should not publicly share or post photos or videos of Minor Athlete(s) if the Adult Participant has not obtained the Parent/Guardian and Minor Athlete's consent.

## Chart of Adult Participants

The following depicts the categories for individuals who have Regular or In-Program Contact or Authority with Minor Athletes within USA Baseball.

ADULT PARTICIPANTS	REGULAR/IN-PROGRAM CONTACT	AUTHORITY
USA Baseball Board of Directors		X
USA Baseball Board of Directors Committees and Sub-Committees		X
USA Baseball Full Time Staff and Interns		X
USA Baseball National Team Program Contracted Staff	X	X
USA Baseball National Team Identification Series Contracted Regional Directors and Coaches	X	X
USA Baseball Prospect Development Program League Contracted Staff	X	X
USA Baseball Appalachian League Contracted Staff	X	X
USA Baseball Championships Event Coaches	X	
USA Baseball Futures Event Coaches	X	
USA Baseball Clinic Hosts and Regional Clinic Speakers	X	
USA Baseball Events Contracted Athletic Trainers	X	
USA Baseball Events Contracted Umpires and Assignors	X	

## ***Organizational Requirements for Education & Training and Prevention Policies***

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

### **A. Organizational Requirements for Education & Training**

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

### **B. Required Prevention Policies and Implementation**

1. USA Baseball must develop Minor Athlete Abuse Prevention Policies (MAAPPS) that contain the mandatory components of the Center’s model policies in Part III. These model policies cover:
  - a. One-on-one interactions
  - b. Meetings and training sessions
  - c. Athletic training modalities, massages, and rubdowns
  - d. Locker rooms and changing areas
  - e. Electronic communications
  - f. Transportation
  - g. Lodging
2. The policies must be approved by the Center as described in subsection (C) below. The policies may include the recommended components in Part III and the recommended policies in Part IV. Given the uniqueness of each sport, however, some recommended components or policies may not be feasible or appropriate. An Organization may choose to implement stricter standards than the model policies.
3. USA Baseball must also require that its LAOs implement these policies within each LAO.
4. USA Baseball must implement these policies for all In-Program Contact.
  - a. At sanctioned events and facilities partially or fully under its jurisdiction, the organization must take steps to ensure the policies are implemented and followed.
  - b. For In-Program Contact that occurs outside USA Baseball’s sanctioned event or facilities, implementing these policies means:
    - i. Communicating the policies to individuals under its jurisdiction;
    - ii. Establishing a reporting mechanism for violations of the policies;
    - iii. Investigating and enforcing violations of the policies.
5. USA Baseball must have a reporting mechanism to accept reports that an Adult Participant is violating USA Baseball’s BASE MAAPPS. USA Baseball must appropriately investigate and resolve any reports received, unless the violation is reported to the Center and it exercises jurisdiction

over the report. This requirement is in addition to requirements to report abuse under the SafeSport Code.

### C. Policy Approval and Submission Process

1. USA Baseball may adopt the MAAPPs as-is or adapt it to fit their needs. Regardless, each Organization must submit their policies to the Center at [compliance@safesport.org](mailto:compliance@safesport.org) for review and approval by January 31, 2021. The Center will approve, approve with modifications, or deny the policies. If the Center denies the proposed policy, the mandatory components of Part III become the default policy until the Center approves the policy.
2. USA Baseball must require their LAOs to incorporate the mandatory components of Part III. NGBs may require that their LAOs implement the NGB's policies, which may be more stringent than the policies in Part III.
3. USA Baseball may, in its discretion, require its National Member Organizations (NMO) to implement these policies.
  - An NGB that chooses to require its NMOs to implement the Education & Training Policy must obtain advanced, written approval from the Center to expand the training access to additional persons. Requests must be submitted to [ngbservices@safesport.org](mailto:ngbservices@safesport.org).
4. The mandatory components of Part III will serve as the default policy for any organization that fails to develop its own policy as required by this section.

## **Terminology**

**“Abuse Awareness for Adults”** – Online course created by USA Baseball in order to serve the greater amateur baseball landscape in education on Minor Athlete abuse and is for any adult involved in the sport. Separate from the U.S. Center for SafeSport’s three core courses, this course fulfills the requirements of Senate Bill 534 (2017) for all unaffiliated amateur baseball organizations.

**“Abuse Awareness for Minors”** – Online course created by USA Baseball in order to serve the greater amateur baseball landscape. Under the U.S. Center for SafeSport’s requirements, all sport organizations are required to provide training for Minor Athlete regarding abuse awareness. This course fulfills the needs of all baseball entities.

### **Adult Participant – (USA Baseball’s list is defined above in the Appropriate One-on-One Interactions Policy)**

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

1. A member or license holder of an NGB, PSO, LAO, or USOPC;
2. An employee or board member of an NGB, PSO, LAO, or USOPC;
3. Within the governance or disciplinary jurisdiction of an NGB, PSO, LAO, or USOPC;
4. Authorized, approved or appointed by a NGB, PSO, LAO, or USOPC; to have regular or in-program contact with or authority over Minor Athletes.

**Adult Participant Personal Care Assistant:** An Adult Participant who assists an athlete requiring help with activities of daily living (ADL) and preparation for athletic participation. This support can be provided by a Guide for Blind or visually impaired athletes or can include assistance with transfer, dressing, showering, medication administration, and toileting. Personal Care Assistants are different for every athlete and should be individualized to fit their specific needs. When assisting a Minor Athlete, Adult Participant PCAs must be authorized by the athlete’s parent/guardian.

**Amateur Athlete** – An athlete who meets the eligibility standards established by the National Governing Body or paralympic sports organization for the sport in which the athlete competes.

**Authority** – When one person’s position over another person is such that, based on the totality of the circumstances, they have the power or right to direct, control, give orders to, or make decisions for that person.

**Close-in-Age Exception** – An exception applicable to certain policies when an Adult Participant does not have authority over a Minor Athlete and is not more than four years older than the Minor Athlete (e.g., a 19-year-old and a 16-year-old).

**Dual Relationship** – An exception applicable to certain policies when an Adult Participant has a dual role or relationship with a Minor Athlete and the Minor Athlete’s parent/guardian has provided written consent at least annually authorizing the exception.



**In-Program Contact** – Any contact (including communications, interactions or activities) between an Adult Participant and any Minor Athlete(s) related to participation in sport. Examples of In-Program Contact include but are not limited to: competition, practices, camps/clinics, training/instructional sessions, pre/post game meals or outings, team travel, review of game film, team- or sport-related relationship building activities, celebrations, award ceremonies, banquets, team- or sport-related fundraising or community service, sport education, or competition site visits.

**Local Affiliate Organization (LAO)** – A regional, state, or local club or organization that is directly affiliated with USA Baseball, or that is indirectly affiliated with USA Baseball due to the club or organization’s direct association with a USA Baseball regional or state affiliate.

**Minor Athlete** – An Amateur Athlete under 18 years of age who participates in, or participated within the previous 12 months in, an event, program, activity, or competition that is part of, or partially or fully under the jurisdiction of USA Baseball or local affiliate organization.

**National Governing Body (NGB)** – A national governing body is an amateur sports organization that is recognized by the International Olympic Committee.

**National Member Organization (NMO)** – A member organization of USA Baseball. Currently, USA Baseball is comprised of seventeen members organizations, which can be found at the following web address: <https://www.usabaseball.com/about/national-member-organizations>

**Partial or Full Jurisdiction** – Includes any sanctioned event (including all travel and lodging in connection with the event) USA Baseball or a local affiliate organization owns, leases or rents for practice, training or competition.

**Regular Contact** – Ongoing interactions during a 12-month period wherein an Adult Participant is in a role of direct and active engagement with any Minor Athlete(s).

**Senate Bill 534 - Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017** – This bill amends the Victims of Child Abuse Act of 1990 to extend the duty to report suspected child abuse, including sexual abuse, to certain adults who are authorized to interact with minor or amateur athletes at a facility under the jurisdiction of a national governing body.

An individual who is required, but fails, to report suspected child sex abuse is subject to criminal penalties.

Additionally, the bill amends the federal criminal code to revise civil remedy provisions for a victim of a human trafficking offense or federal sex offense. Among other things, it changes the civil statute of limitations to 10 years from the date the victim discovers the violation or injury (currently, 10 years from the date the cause of action arose). The bill also extends the statute of limitations for a minor victim of

a federal sex offense to file a civil action to 10 years (currently, 3 years) from the date such individual reaches age 18.

Finally, the bill amends the Amateur Sports Act of 1978: (1) to authorize national governing bodies to develop training, practices, policies, and procedures to prevent the abuse of minor or amateur athletes; and (2) to require national governing bodies to develop and enforce policies, mechanisms, and procedures to prevent, report, and respond to the abuse of minor or amateur athletes.

**Unaffiliated Amateur Baseball Organizations** – All other amateur organizations that are not a national member organization or a local affiliate organization.

**United States Olympic & Paralympic Committee (USOPC)** – The United States Olympic & Paralympic Committee was reorganized by the Ted Stevens Olympic and Amateur Sports Act, originally enacted in 1978. It is a federally chartered nonprofit corporation and does not receive federal financial support (other than for select Paralympic military programs). Pursuant to the Ted Stevens Olympic and Amateur Sports Act, the USOPC has the exclusive right to use and authorize the use of Olympic-related marks, images and terminology in the United States. The USOPC licenses that right to sponsors as a means of generating revenue in support of its mission. Unlike most other nations, the United States does not have a sports ministry. The USOPC has two primary responsibilities in its oversight of Olympic and Paralympic sport in the United States. The first is to generate resources in support of its mission, which is to help American athletes achieve sustained competitive excellence. The second is to ensure organizational resources are wisely and effectively used to that end.

**U.S. Center for SafeSport (the Center)** – The U.S. Center for SafeSport is an independent nonprofit organization committed to ending all forms of abuse in sport. This includes bullying, harassment, hazing, physical abuse, emotional abuse, and sexual misconduct and abuse. The U.S. Center for SafeSport is the first and only national organization of its kind. The center provides services to sport entities on abuse prevention techniques, policies and programs and provides a safe, professional and confidential place for individuals to report sexual abuse within the U.S. Olympic and Paralympic Movements.