

University of Delaware Figure
Skating Club
SafeSport Program

December 31st, 2013

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SafeSport Introduction

- **Initiated by** the U.S. Olympic Committee with a stated policy that each National Governing Body adopt an athletic safety program by 12/31/13
- **Adapted by** U.S. Figure Skating to include policies that will apply to all U.S. Figure Skating clubs, programs, events, and activities
- **Implemented by** University of Delaware Figure Skating Club in accordance with the guidance of USFS and for the purpose of providing a safe and positive environment for our members

USOC Minimum Standards Policy for Athletic Protection

- It shall be the policy of the United States Olympic Committee that each National Governing Body adopt an athlete safety program by December 31, 2013
- The athlete safety program shall include, at a minimum, the following components:
 - Prohibited Conduct - A policy which prohibits and defines the six types of misconduct
 - Criminal Background Checks
 - Education and Training
 - Reporting
 - Enforcement

USOC Minimum Standards Policy



USFS Program for Local Clubs

- USOC Policy was adapted to include the following:
 - Adopt and implement the SafeSport policies found within the SafeSport Handbook that are applicable to your club and facility. This includes specific policies around locker room, social media, and travel compliance
- Local Clubs must appoint a SafeSport Compliance Chair
- Local Clubs must select at least 3 persons to complete USOC SafeSport Training
- Communicate and Educate members regarding definitions of abuse and misconduct and help to monitor and govern areas where either could occur
- Communicate process for reporting suspected abuse or misconduct

UDFSC Application of SafeSport

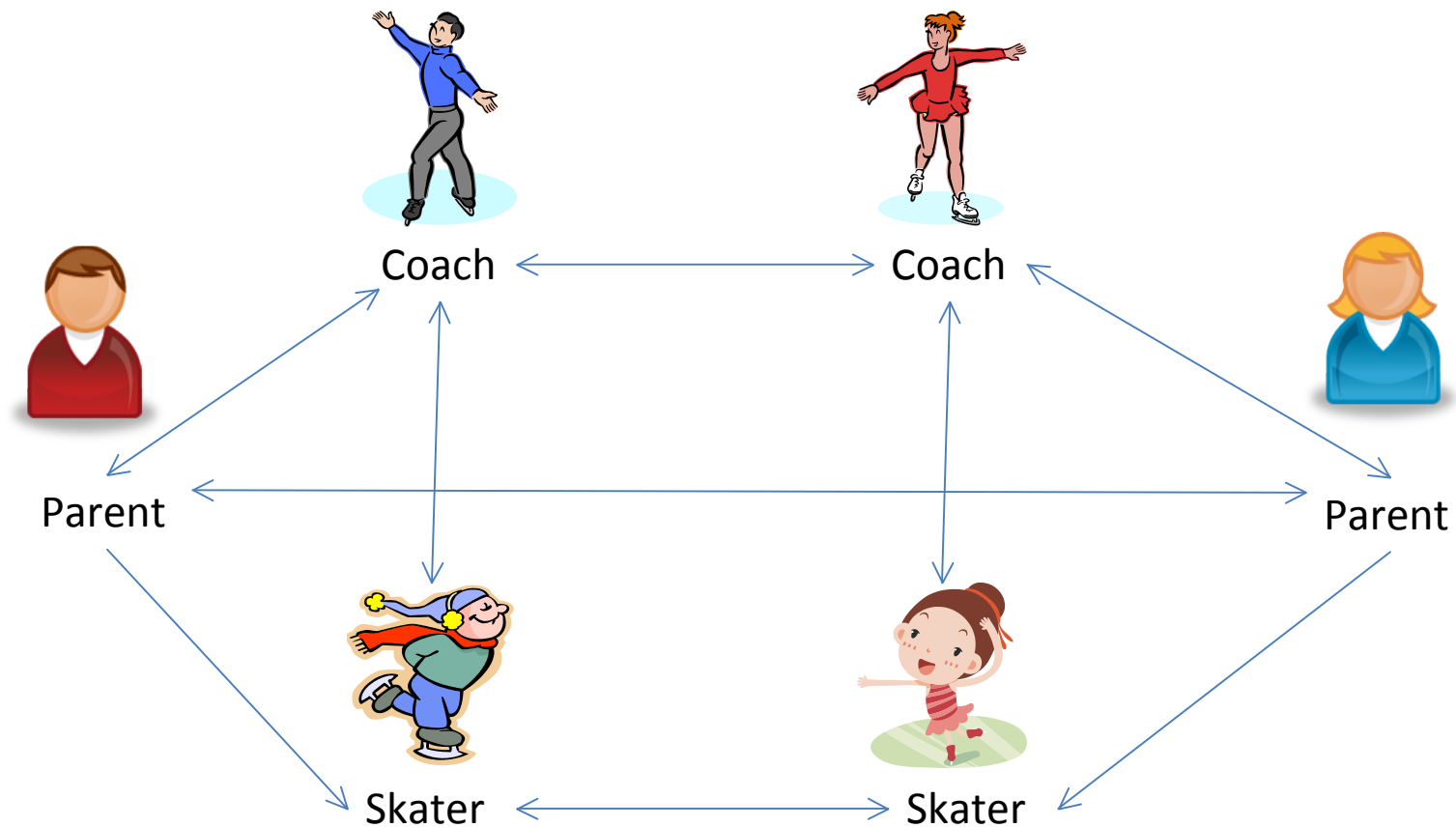
- UDFSC has a unique and beneficial relationship with the University of Delaware and expects all full, associate, and honorary members to first and foremost adhere to the rules and regulations defined by the University while participating in any activity at the University of Delaware Ice Arena
- UDFSC expects all parties participating in or preparing for any UDFSC sponsored event or ice time to adhere to SafeSport
 - This includes UDFSC members, parents, coaches, volunteers, and officials
- UDFSC expects all full, associate, and honorary members to adhere to the SafeSport Program while participating in or preparing for any figure skating activity or event under the auspices of USFS

Abuse and Misconduct

- There are **6** areas of Abuse and Misconduct which will **NOT** be tolerated by the UDFSC
 - **Sexual Abuse**
 - Definition in Appendix on Page 25
 - Guidelines for identifying Grooming in Appendix on Page 28
 - **Physical Abuse**
 - Definition in Appendix on Page 25; Examples in Appendix on Page 29
 - **Emotional Abuse**
 - Definition in Appendix on Page 25; Examples in Appendix on Page 30
 - **Bullying, Threats, and Harassment**
 - Definitions in Appendix on Page 26; Examples in Appendix on Page 31 and 32
 - **Hazing**
 - Definition in Appendix on Page 25; Examples in Appendix on Page 33
 - **Willfully tolerated Misconduct**
 - Definition in Appendix on Page 26; Examples in Appendix on Page 33

Participants in Abuse and/or Misconduct

- Abuse and Misconduct are not acceptable behavior between any coaches, parents, skaters, and/or non-members



Commitment to a Safe and Positive Environment

- Two-Deep Leadership
 - At least 2 adults are present with a minor when off the ice
 - Intended to minimize one-on-one interaction; for the protection of minors as well as the adults and instances of false accusations
- Appropriate one-on-one meetings may be required during an event or to address athlete concerns or training programs
 - Any individual meeting should occur when others are present and where interactions can be easily observed.
 - Where possible, it should take place in a publicly visible and open area, such as the corner of the arena.
 - If an individual meeting is to take place in an office or a locker room, the door should remain unlocked and open.
 - If a closed-door meeting is necessary, the coach, staff member or volunteer should inform another adult and maintain an unlocked door

Locker Room

- Locker Room Policies are defined and enforced by the University of Delaware
 - Designated Male and Female Locker Rooms are available for events
 - During UDFSC sponsored events there will be designated monitors
 - University of Delaware provides a public safety presence, at University cost, during certain events
 - During UDFSC sponsored events, there will be no use of photo or video equipment in the locker rooms
 - UDFSC skaters should never enter an unattended locker room and, if a minor, never without at least 2 other parties

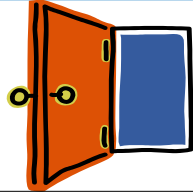
Social Media

- Social Media
 - Posting of pictures or videos in any social media forum that depict individuals in a manner that could be considered sexual or emotionally abusive will not be tolerated
 - Cyber bullying will not be tolerated
 - These instances should be reported if witnessed
 - Coaches, volunteers and skaters may use email and text messaging to communicate among each other about non-personal matters and be for the purpose of communicating information about club/skating-related activities.
 - Emails and text messages from an adult to any minor participant should copy or include a parent.
 - Teams may use group websites and/or pages to communicate in a group forum

Quick “Do’s” and “Don'ts”



DO meet in 3's



If you must be in a room DO keep door open /unlocked



DON'T take pictures or video in the locker rooms



If meeting 1-on-1 DO it in a public place



DO travel in 3's!
3's are the new Buddy System



DO think before posting items
What you post remains forever and reflects on you. Posts can impact college acceptances, jobs, and potential friends for skaters, parents, and coaches



DON'T meet 1-on-1 behind closed doors



DON'T bully, or be inappropriate when texting DO be positive
Coaches - DO include parents in communication with minors

UDFSC Travel Guidelines

- Travel guidelines direct how minors will be supervised during travel to and from practice and competitions and provide two-deep leadership and minimize one-to-one interactions.
 - 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 of that particular athlete).
 - When only one athlete and one coach travel to a competition, the athlete must have written permission from a parent or legal guardian in advance to travel alone with the coach.
 - If a minor (under 18) must travel without other athletes, UDFSC recommends traveling with an additional coach or chaperone or travel with a parent or guardian

UDFSC Travel Guidelines

- SafeSport has guidelines for Team Travel in addition to individual skater travel.
- Many UDFSC members are participants in Delaware Synchronized Skating, UD Collegiate Synchronized Skating and UD Collegiate Skating team and must adhere to the following:
 - Club or sponsoring team is responsible for coordinating or arranging travel reservations; hotel reservations to be made in advance
 - Rooms are limited to 2 minor skaters per room, unless siblings, and each room requires a parent chaperone
 - Skaters over 18 may be booked without an adult as long as room has at least 2 skaters per room
 - Athletes will share rooms based on gender and age group

UDFSC Chaperone Guidelines

- Be familiar with travel itineraries and schedules
- monitor for adherences to club policies during team travel
- encourage minor athletes to participate in regular, at least daily, scheduled communication with their parents/guardians
- monitor athletes for adherence to set curfew restrictions based on age/competition schedule per travel itinerary
- ensure athletes comply with hotel room restrictions based on gender or age requirements
- not use drugs or alcohol in the presence of minors or be under their influence while performing duties
- No athlete is alone in a hotel room with any adult apart from a family member (includes coaches, staff or chaperones)
- Report any sexual/physical abuse concerns, misconduct or policy violations to Club SafeSport Compliance Chair

Mandatory Background Screening

- University of Delaware has a Background Screening requirement as part of their employee and volunteer hiring practice
 - Employees or Volunteers ages 16 years or older participating in university sanctioned activities with minors must complete a background Screening
- Additionally, the University of Delaware requires a contract at the rink to coach.
 - This contract includes an ethics clause, and requires the coach to have PSA, USFS membership and proof of insurance
- Any UDFSC sponsored event will require the same

Reporting Abuse or Misconduct

- Any incident observed at the University of Delaware Ice Arena **must** be reported directly to Rink Management at Kaden@udel.edu
 - The incident is **automatically** forwarded to Public Safety. If applicable, they will inform child protective services and/or local law enforcement
- If the incident occurs during UDFSC sponsored activities, is associated with a UDFSC member, and/or involves a USFS member, the University will also inform UDFSC at SafeSportudfsc@udfsc.com who will in turn, inform the USFS at SafeSport@usfigureskating.org
- If an incident is reported directly to UDFSC, it will immediately be forwarded to the University and follow their process

Reporting Abuse or Misconduct

- Neither the University or UDFSC make **any** attempt to evaluate the credibility or validity of the allegations.
 - Their role is strictly to report to the appropriate governance.
- Information to Report
 - It is critical to include as many specific details about an incident as possible. These facts will help officials determine the best course of action to take.
- Anonymous
 - Most states permit anonymous reporting and in many states ensure the alleged perpetrator does not know the name of the reporter. In some cases, however, your identity may be released (by court order or if you agree to it).
 - The name of the victims and accused are likewise kept confidential with accused not identified until such time as legal charges and/or USFS Sanctions/Notice are defined.

Monitoring and Supervision

- UDFSC will monitor and enforce compliance of all U. S. Figure Skating rules and implemented policies and to do so in partnership with the University of Delaware
- UDFSC will conduct reviews and evaluation of our program to monitor and promote compliance with the U. S. Figure Skating SafeSport Program, University of Delaware procedures changes, and overall improvement of program
- UDFSC will designate a club board member to hold the title of Club SafeSport Compliance Chair
 - UDFSC has also identified a SafeSport Compliance Committee

SafeSport Compliance Chair

- Position Appointment and Requirements
 - Officer must be a current member of U. S. Figure Skating in good standing and a home club member of the respective club.
- Responsibilities and Duties
 - Primary contact for USFS; oversee the implementation of effective educational programs for all members, their parents, and coaches, as provided by USFS
 - Oversee drafting and implementing of club policies based upon the recommendations of the USFS SafeSport program.
 - Verify all coaches participating in all club and USFS events and activities are compliant per USFS rules.
 - Understand the complaint reporting structure and refer all reports of a violation of the SafeSport Policies directly to the appropriate USFS Committee.
 - Participate in workshops/webinars as provided by USFS; collect and share information about the SafeSport program; share best practices.
 - Perform other functions as necessary in fulfillment of USFS's continuing efforts to foster safe, healthy and positive environments for its members.

Education, Awareness and Thank-You

- Completed for 2013
 - Per USFS requirements, 3 Board Members have completed USOC SafeSport Training
 - SafeSport Compliance Committee was established
- Plans for 2014
 - Review sessions with Coaches on contract with the University
 - Question and Answer sessions with UDFSC members and parents
 - Introduction of SafeSport Compliance Code of Conduct for all members at time of membership renewal
- **Thank-you** for taking the time to review our program. If you have any questions please contact the UDFSC SafeSport Compliance Chair at SafeSportUDFSC@udfsc.com

Appendix

- Links and e-mail addresses
 - Page 24
- Definitions of Abuse and Misconduct*
- Pages 25 - 27
- Guidelines for identifying Abuse and Misconduct*
- Page 28
- Examples of Abuse or Misconduct*
- Pages 29 - 33

* Definitions may not be appropriate for young children

Appendix - Links

- University of Delaware Rink Management
 - Kaden@udel.edu
- University of Delaware Figure Skating Club SafeSport Chair
 - SafeSportUDFSC@udfsc.com
- United States Figure Skating SafeSport
 - SafeSport@usfigureskating.org
- Link to USFS SafeSport Program: Handbook and training
 - [SafeSport Program](#)

Appendix – Definitions

- **Sexual Abuse:** Involves any touching or non-touching sexual interaction that is nonconsensual or forced, coerced or manipulated, or perpetrated in an aggressive, harassing, exploitative or threatening manner. *
 - **Physical Abuse:** Physical contact with a participant that intentionally causes or has the potential to cause the participant to sustain bodily harm or personal injury. *
 - **Emotional Abuse:** A pattern of deliberate, non-contact behavior that has the potential to cause emotional or psychological harm to a participant. These behaviors may include verbal acts, physical acts or acts that deny attention or support. *
 - **Hazing:** Any conduct which is intimidating, humiliating, offensive, or physically harmful. The hazing conduct is typically an activity that serves as a condition for joining a group or being socially accepted by a group's members
- * An Imbalance of Power is always a consideration - Definition in Appendix on Page 27

Appendix – Definitions

- **Bullying:** The use of coercion to obtain control over another person or to be habitually cruel to another person.
- **Threats:** Defined as any written, verbal, physical or electronically transmitted expression of intent to physically injure or harm someone.
- **Harassment:** In sport includes any pattern of physical and/or non-physical behaviors that (a) are intended to cause fear, humiliation, or annoyance, (b) offend or degrade, (c) create a hostile environment, or (d) reflect discriminatory bias in an attempt to establish dominance, superiority, or power over an individual participant or group based on gender, race, ethnicity, culture, religion, sexual orientation, gender expression, or mental or physical disability.
- **Willfully Tolerating Misconduct:** It is a violation of this Athlete Protection policy if a coach, official, director, employee, parent or volunteer knows of misconduct, but takes no action to intervene on behalf of the athlete(s), participant(s), staff member and/or volunteer.

Appendix – Definitions

- **Imbalance of Power:** Always assumed between an athlete, regardless of age, and an adult in a position of authority (such as a coach, official, director, employee, parent or volunteer.)
 - Once the unique coach-athlete relationship is established, the authority and trust on the part of the coach over the athlete shall be assumed, regardless of age. However, in some circumstances in regard to adult skaters, this assumption is rebuttable.
 - Factors relevant to determining whether there is an imbalance of power include, but are not limited to: the nature and extent of the coach’s supervisory, evaluative or other authority over the athlete being coached; the relationship between the parties; the parties’ respective roles; the age of the coach; and the age of the athlete or participant
- **Imbalance of Power is a consideration in Sexual, Physical, and Emotional Abuse or Misconduct**

Appendix - Guidelines

- **Grooming:** Systematic process by which sexual offenders typically control their victims. The grooming process has six steps:
 1. Targeting – An offender will identify a child and determine his or her vulnerabilities.
 2. Gaining trust – Through watching and gathering information about the child, an offender will become acquainted with his or her needs.
 3. Filling a need – Offenders will often lavish gifts, extra attention, and affection to forge a bond with their victims.
 4. Isolating the child – By developing a special relationship with the child, an offender creates situations in which he or she is alone with the child.
 5. Sexualizing the relationship – An offender will desensitize a child by talking to, taking photos of and even creating situations in which both the offender and victim are touching or naked. The adult then uses a child's curiosity and feelings of stimulation to engage in sexual activity.
 6. Maintaining control – To ensure the child's continued participation and silence, offenders can use secrecy and blame as well as other tactics. Victims sometimes continue the relationship out of fear or shame at the thought of having to tell someone about the abuse.

Appendix - Examples

- **Physical Misconduct: Contact Offenses**
 - Punching, beating, biting, striking, choking or slapping an athlete
 - Intentionally hitting an athlete with objects or sporting equipment
 - Providing alcohol to an athlete under the legal drinking age (under U.S.law)
 - Providing illegal drugs or non-prescribed medications to any athlete
 - Encouraging or permitting an athlete to return to play prematurely or without the clearance of a medical professional, after a serious injury (e.g., a concussion)
 - Prescribed dieting or other weight-control methods (e.g., public weigh-ins, caliper tests for humiliation purposes)
- **Physical Misconduct: Non-Contact Offenses**
 - Isolating an athlete in a confined space (e.g., locking an athlete in a small space)
 - Forcing an athlete to assume a painful stance or position for no athletic purpose (e. g. requiring an athlete to kneel on a harmful surface)
 - Withholding, recommending against or denying adequate hydration, nutrition, medical attention or sleep.

Appendix - Examples

- **Emotional Misconduct: Verbal Acts**
 - A pattern of verbal behaviors that attack a participant personally (e.g., calling them worthless, fat or disgusting) or repeatedly and excessively yelling at a particular participant or participants in a manner that serves no productive training or motivational purpose.
- **Emotional Misconduct: Physical Acts**
 - A pattern of physically aggressive behaviors, such as throwing sport equipment, water bottles or chairs at, or in the presence of, participants; or punching walls, windows or other objects.
- **Emotional Misconduct: Acts that Deny Attention and Support**
 - A pattern of ignoring a participant for extended periods of time or routinely or arbitrarily excluding participant from practice.

Appendix - Examples

- Bullying:
 - Examples of bullying prohibited by this policy include, without limitation, physical behaviors, such as punching, kicking or choking an athlete; and verbal and emotional behaviors, such as, the use of electronic communications (i.e., “cyber bullying”), to harass, frighten, degrade, intimidate or humiliate.
 - While other members are often the perpetrators of bullying, it is a violation of this policy if a coach or other responsible adult knows or should know of the bullying behavior but takes no action to intervene on behalf of the targeted participant(s).

Appendix - Examples

- **Harassment: Behavior**
 - Harassment in sport includes any pattern of physical and/or non-physical behaviors that (a) are intended to cause fear, humiliation, or annoyance, (b) offend or degrade, (c) create a hostile environment, or (d) reflect discriminatory bias in an attempt to establish dominance, superiority, or power over an individual participant or group based on gender, race, ethnicity, culture, religion, sexual orientation, gender expression, or mental or physical disability.
- **Harassment: Environment**
 - Creation of an environment through behavior or course of conduct that is insulting, intimidating, humiliating, demeaning or offensive. Harassment usually occurs when one person engages in abusive behavior or asserts unwarranted power or authority over another, whether intended or not. It includes, for example, name-calling, taunts, threats, belittling, unwelcome advances and requests for sexual acts, as well as undue threats to perform or succeed. Harassment includes child abuse.
- **Harassment: Sexual**
 - A form of harassment prohibited by this policy. It shall be a violation for any member, coach, official, director, employee, parent or volunteer, to harass a participant(s) through conduct or communications of a sexual nature or to retaliate against anyone that reports sexual harassment or participates in a harassment investigation.

Appendix - Examples

- Hazing
 - Examples prohibited by this policy include, without limitation, requiring or forcing (including through peer pressure) the consumption of alcohol or illegal drugs; tying, taping, or physically restraining a participant; sexual simulations or sexual acts of any nature; sleep deprivation, or the withholding of water and/or food; social actions or public displays (e. g. public nudity) that are illegal or meant to draw ridicule; beating, paddling, or other forms of physical assault
 - Activities that fit the definition of hazing are considered to be hazing regardless of a person's willingness to cooperate or participate.
 - Hazing does not include group or team activities that are meant to establish normative team behaviors, or promote team cohesion, so long as such activities do not have reasonable potential to cause emotional or physical distress to any participant.
 - It is also a violation of this policy if a coach or other responsible adult knows or should know of the hazing but takes no action to intervene on behalf of the targeted participant(s).