

## SECTION III: USA BASKETBALL MINOR ATHLETE ABUSE PREVENTION POLICIES

The following policies are required by federal law<sup>1</sup> and the U.S. Center for SafeSport. USA Basketball has established these Minor Athlete Abuse Prevention Policies (MAAPP) to protect Minor Athletes participating in our programs and to limit one-on-one interactions between those athletes and Adult Participants. USA Basketball recognizes the benefits that participation in the sport provides to both Minor Athletes and those who are charged with developing them both on and off the court. As such, these policies have been designed to protect Minor Athletes and provide safe atmosphere for those relationships to grow.

The following policies shall, at a minimum, be applicable to Adult Participant's in USA Basketball's National Team Programs comprised of Minor Athletes and are strongly suggested for use and inclusion at Youth and Sport Development Events (e.g., Open Court) and adoption by USA Basketball's organizational members and coach licensees. These policies are designed to be used in conjunction with USA Basketball's [Misconduct Prevention Policies](#) regarding Locker Rooms, Social Media, Mobile and Electronic Communications, and Travel; however, these Minor Athlete Abuse Prevention Policies (MAAPP) shall govern in the event of a material conflict.

Information regarding Education and Training requirements for Minor Athletes can be found in **Section V: Education and Awareness Training**.

### **TERMINOLOGY**

*Terminology specifically applicable to the policies found in this section include:*

1. **Adult Participant**: Any adult (18 years of age or older) authorized, approved, or appointed, by USA Basketball to have regular contact with and/or authority over Minor Athlete(s). Adult Participants shall also include without limitation, USA Basketball Staff and Board Members, those within the governance or disciplinary jurisdiction of USA Basketball, and USA Basketball Coach Licensees, without consideration to the level of license received (i.e., Associate or Gold).
2. **Adult Participant Personal Care Assistant**: An Adult Participant who assists an athlete requiring help with activities of daily living (ADL) and preparation for

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<sup>1</sup> The Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017 authorizes the Center to develop training and policies to prevent abuse—including physical, emotional, and sexual abuse—within the U.S. Olympic & Paralympic Movement. 36 U.S.C. § 220542(a)(1). Federal law requires that, at a minimum, national governing bodies and paralympic sports organizations must offer and give consistent training related to the prevention of child abuse: (1) to all adult members who are in regular contact with amateur athletes who are minors and (2) subject to parental consent, to members who are minors. 36 U.S.C. § 220542(a)(2)(E). Federal law requires that these policies contain reasonable procedures to limit unobservable and uninterrupted one-on-one interactions between an amateur athlete, who is a minor, and an adult, who is not the minor's legal guardian, at facilities under the jurisdiction of organizations within the U.S. Olympic & Paralympic Movement. 36 U.S.C. § 220542(a)(2)(C).

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.

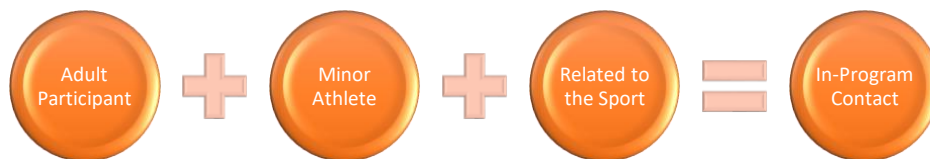
3. Authority: The power or right to direct, control give orders to, or make decisions for another granted by virtue of one person's position over another. A determination as to whether Authority over another exists is based on the totality of the circumstances and may also include supervisory or evaluative power over another. Also see the Power Imbalance definition in the SafeSport Code
4. Close-in-Age Exception: An exception applicable to certain policies under this section when an Adult Participant does not have authority over a Minor Athlete *and* is not more than four years older than the Minor Athlete. This exception shall only apply within these preventions and shall not be construed as an exception to violative conduct as defined in *The Code* or this Handbook.
5. Dual Relationship Exception: An exception applicable to certain policies under this section when an Adult Participant has a dual role or relationship with a Minor Athlete (e.g., Adult Participant is the Minor Athlete's Coach and Chemistry Teacher) **AND** the Minor Athlete's parent or guardian has provided written consent authorizing the exception, with that authorization being granted at least annually considering the Minor Athlete's participation with USA Basketball.
6. Electronic Communication: A general term that embraces all kinds of computer-mediated communication in which individuals may exchange messages, files, photos or like items electronically, either individually or in groups.
  - a. Methods, Mediums and Examples of Electronic Communication
    - i. Facebook, Blogs and Similar Sites
    - ii. Twitter, Instagram, Instant Messaging, and Similar Media
    - iii. Email and Similar Electronic Communications
    - iv. Text Messages, WhatsApp, and Similar Methods of Electronic Communications
7. In-Program Contact: Any contact including communications, interactions, or activities, between an Adult Participant and any Minor Athlete(s), which is related to their participation in the sport of basketball or with USA Basketball.
  - a. Examples of in-program contact may include, but are not limited to competition, practice, camps or clinics, training/instructional sessions, pre/post game meals or outings, team travel, review of game film, team or sport-related relationship building activities, and sport education among other things.
8. Jurisdiction: For these purposes shall mean under USA Basketball's authority or control. When referencing a facility under USA Basketball's jurisdiction partial or full, it shall mean a facility owned, rented, or leased by USAB.
  - a. Partial or Full Jurisdiction: includes any event sanctioned by USA Basketball, including all travel and lodging in connection with the event, or any facility that USA Basketball owns, leases, or rents for practice, training, or competition.

9. Minor Athlete: An amateur athlete, as defined under federal law and/or USA Basketball governing documents, who is under the age of 18 (i.e., USA Basketball National Team minor athlete or prospective athlete). For the avoidance of doubt, the term Minor Athlete shall include those participants, as described above, who have participated in, or have participated within the previous 12 months in, an event, program, activity, or competition that is part of, or under the jurisdiction, whether partially or fully, of USA Basketball or the USOPC.
10. 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).
  - a. The definition and scope of regular contact for these policies shall also include,
    - i. Recurring, repeated, or periodic contact between an Adult Participant and Minor Athletes(s), **or**
    - ii. A person with supervisory or decision-making authority over an Adult Participant who has recurring, repeated or periodic contact with Minor Athlete(s).

### **APPLICATION & SCOPE**

USA Basketball’s MAAPP only applies to In-Program Contact Between Adult Participants and Minor Athletes, and has been crafted, in conjunction & collaboration, with the U.S. Center for SafeSport, to be both flexible and comprehensive.

In order for these policies to apply to the interactions between Minor Athletes & Adult Participants their interactions must meet the definition of In-Program Contact. If one component is absent, the interaction or activity will not be considered In-Program Contact, and thus not covered by these policies. However, please note, USA Basketball’s Electronic Communication Policy must **always** be followed by Adult Participants, unless an exception exists and is applicable.



It is important to note that while In-Program Contact may include sanctioned events and facilities, it applies more broadly to sport-related interactions. When jurisdiction is limited to a facility or sanctioned event, it means that the policy only applies at those facilities that are partially or fully under the jurisdiction of USA Basketball and USA Basketball sanctioned events.

## **USA Basketball Minor Athlete Abuse Prevention Policies**

USA Basketball's Minor Athlete Abuse Prevention Policies (MAAPP) are comprised of the policies listed below. Each policy may be accessed by either using the hyperlink associated with the policy's name or by scrolling through the document.

1. [One-On-One Interactions](#)
2. [Athletic Training Modalities, Massages and Rubdowns](#)
3. [Locker Rooms, Restrooms, and Changing Areas](#)
4. [Social Media and Electronic Communications](#)
5. [Travel & Lodging](#)

## **ONE-ON-ONE INTERACTIONS**

The majority of child sexual abuse is perpetrated in isolated, one-on-one situations. By reducing such interactions between children and adults, the risk of child abuse, particularly child sexual abuse, can be reduced. However, one-on-one time with a trusted adult is also healthy and valuable part of participation in athletics. USA Basketball understands and emphasizes that policies concerning one-on-one interactions assists our organization protect minor athletes while allowing beneficial relationships to thrive.

### **APPLICATION**

Exceptions to this policy may be applicable only under the limited circumstances listed below and may include one-on-one In-Program Contact not specifically addressed in other policies. Exceptions may apply when:

1. A Dual Relationship exists;
2. The Close-In-Age Exception applies;
3. If a Minor Athlete needs an Adult Participant Personal Care Assistant, **and**:
  - a. The Minor Athlete's parent/guardian has provided written consent to USA Basketball for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
  - b. The Adult Participant Personal Care Assistant has complied with USA Basketball's Education and Training Policy; and
  - c. The Adult Participant Personal Care Assistant has complied with USA Basketball's Background Screening Policy; **or**
4. In circumstances specifically addressed by this policy, provided USA Basketball receives the consent of the Minor Athlete's Parent or Guardian.

### **Observable and Interruptible**

1. One-on-One In-Program Contact between a Minor Athlete and an Adult Participant, who is not the Minor Athlete's parent or legal guardian, is only permitted if the interaction occurs at an observable and interruptible distance by another adult.
2. Isolated, one-on-one interactions between a Minor Athlete and an Adult Participant, who is not the Minor Athlete's parent or legal guardian, are expressly prohibited, except under emergency circumstances or as otherwise described in this policy.
3. Adult Participants must follow this one-on-one interaction policy in all meetings and training sessions where one or Minor Athletes are present.

### **Meetings**

Meetings between an Adult Participant and Minor Athletes should only occur if another adult is present, except under emergency circumstances or where an exception applies.

These meetings must only 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 to the office must remain unlocked and open. If available, meetings should occur in an office with windows, and the windows, blinds, and or/curtains must remain open for the duration of the meeting.

### Closed-Door Meetings

A closed-door meeting may be permitted to protect patient privacy if a mental health care professional or healthcare provider, which does not include an athletic trainer, meets with a Minor Athlete at a facility under the jurisdiction of USA Basketball, only under the following conditions:

1. The door must remain unlocked;
2. Another Adult Participant must be present at the facility.
3. The other Adult Participant must be advised that a closed-door meeting is occurring;
4. USA Basketball is notified that the provider will be meeting with the Minor Athlete; and
5. Consent which can be withdrawn at any time, consistent with applicable laws and ethical standards by the minor athlete's parent or legal guardian must be obtained by the mental health care professional or health care provider, and submitted to USA Basketball, prior to the provision of services. USA Basketball makes note that written consent is preferred under these circumstances.

It is strongly encouraged that the name and contact information of the other Adult Participant be provided to the Minor Athlete and their Parent or Legal Guardian, when a closed-door meeting with a mental health care professional or healthcare provider occurs.

### Individual Training Sessions

Individual training sessions between an Adult Participant and Minor Athletes that occur In-Program, are only permitted if the training session is observable and interruptible by another adult.

The Adult Participant performing the individual training session must obtain the written permission of the minor athlete's parent or legal guardian prior to the individual training session, at least annually. Permission for individual training sessions must be obtained prior to the provision of services.

The Adult Participant must provide a copy of any written permission obtained to USA Basketball upon request. Written permission should at a minimum contain the date the permission was granted, the name of the Minor Athlete, Names of the Minor Athlete's Parents or Legal Guardians, location where the individual training session is to occur, and clear assent to the training session by the Parent or Guardian.

Parents, guardians and other caretakers must also be allowed to observe the training session. Prevention of a parent's or guardian's ability to observe an individual training session is expressly prohibited and shall constitute a violation of this policy.

#### *Additional Information – Meetings*

When determining whether an adult is present or located at an observable and interruptible distance for purposes of this policy, an adult should generally be another Adult Participant or the Minor Athlete's Parent or Legal Guardian.

For ease of use, [USA Basketball's MAAPP – Parent/Guardian Consent Form](#) may be used to document the provision or withdrawal of consent.

#### **Monitoring**

USA Basketball will make every reasonable effort to monitor one-on-one interactions between Adult Participant and Minor Athletes that occur at facilities under its jurisdiction. Monitoring includes knowing that the one-on-one interaction is occurring, the approximate planned duration of the interaction, and observations of the one-on-one interaction performed at random.

## **ATHLETIC TRAINING MODALITIES, MESSAGES AND RUBDOWNS**

Any In-Program athletic training modality, massage or rubdown performed by an Adult Participant on a Minor Athlete must be conducted in an observable and interruptible location and with at least one other Adult Participant present. In-Program shall include, for the avoidance of doubt, any USA Basketball-organized and directed training events or competitions. Please note, the former is not intended to limit this section's applicability to In-Program Contact. Any athletic training modality, massage or rubdown of a Minor Athlete must never be performed with only the Minor Athlete and Adult Participant present.

It is a violation of this policy for any Massage or Rubdown to be performed if the Minor Athlete is not fully or partially clothed. The Adult Participants must ensure that the Minor Athlete's breasts, buttocks, groin, and genitals are always covered.

A Minor Athlete's parent or legal guardian must be permitted to be in the room as an observer, except when competition or training venues limit credentialing.

USA Basketball strongly encourages the provider to narrate the steps in the massage, rubdown, or athletic training modality before taking them, and seek assent of the Minor Athlete throughout the process. Additionally, where possible, techniques consistent with ethical, medical, and industry standards, should be used to reduce physical touch of Minor Athletes.

Additionally, USA Basketball, when possible and where circumstances allow, shall utilize only licensed providers to administer a massage, rubdown, or athletic training modality.

### **Consent**

Consent must be obtained at least annually by USA Basketball, the USOPC, or the provider. Where possible, written consent by a Minor Athlete's parent or legal guardian shall be provided before the provision of any athletic modality, massage, or rubdown to a Minor Athlete. Consent may be withdrawn at any time by the Minor Athlete or their parent or legal guardian.

For ease of use, [USA Basketball's MAAPP – Parent/Guardian Consent Form](#) may be used to document the provision or withdrawal of consent.

### **Documentation**

USA Basketball strongly encourages the documentation of any massage, rubdowns, and/or athletic training modalities involving Minor Athletes participating in our programs. Use of the [USA Basketball – MAAPP Massages, Rubdowns & Athletic Training Modality](#)



Log or other approved USA Basketball Database (e.g., Smartabase) is strongly encouraged to document the above.

## **LOCKER ROOMS, REST ROOMS, AND CHANGING AREAS**

Athletes (especially minors) are particularly vulnerable in locker rooms and changing areas due to various stages of dress or undress and because athletes are less supervised than at many other times. Athlete-to-athlete problems, such as child sexual abuse and bullying, harassment, and hazing, often occur when coaches or staff members are not monitoring athletes. This is especially true in locker rooms. Adherence to locker room and changing policies enhances privacy and reduces the likelihood of misconduct.

As a part of USA Basketball's commitment to safety, USAB has provided this policy to address locker room activities between Minor Athletes, Minor Athletes and adults, adults being alone with individual minors in locker rooms and changing areas, unapproved or non-related adults having unsupervised access to Minor Athletes and inappropriate behavior among adults and Minor Athletes alike in locker rooms, rest rooms and changing areas.

### **APPLICATION**

Adult Participants have an obligation to ensure that all one-on-one In-Program Contact with Minor Athlete(s) in a locker room, changing area, or similar space where Minor Athlete(s) are present is observable and interruptible, unless:

1. A Dual Relationship exists.
2. The Close-in-Age Exception applies; or
3. A Minor Athlete needs a Personal Care Assistant and:
  - a. The Minor Athlete's parent or guardian has provided written consent to USA Basketball for the Adult Participant Personal Care Assistant to work with the Minor Athlete.
  - b. The Adult Participant Personal Care Assistant has complied with USA Basketball's Education and Training; and
  - c. The Adult Participant Personal Care Assistant has successfully completed a background screen in accordance with USA Basketball's Screening Policy.

### **Use of Recording Devices**

Use of any devices, including a cell phones, recording capabilities, including voice recording, still cameras, and video cameras in locker rooms, rest rooms, changing areas, or any other space designated as a place for changing clothes or undressing, by Minor Athletes and any adult is expressly prohibited.

Exceptions may be made for media and championship celebrations, or for the purpose of highlighting a sport or athletic accomplishment provided that:

1. Consent from the Minor Athlete's parent or legal guardian has been obtained.
2. A specific exception for recording and/or photography has been approved by USA Basketball;

3. Two or more Adult Participants are present; and
4. Everyone is fully clothed.

### **Undress**

Under no circumstances shall any unrelated adult at a facility under USA Basketball's jurisdiction be undressed, disrobed or partially/fully nude, or where private body parts are exposed, in front of Minor Athletes. Moreover, Adult Participants must not change clothes or behave in a manner that intentionally or recklessly exposes their breasts, buttocks, groin, or genitals to a Minor Athlete.

Adult Participants are expressly prohibited from showering 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.

### **Meetings and Isolated One-on-One Interactions**

Meetings between a Minor Athlete and a coach or other Adult Participant in a locker room or changing facility are expressly prohibited unless the meeting occurs in the presence of another Adult Participant and/or the Minor Athlete's parent or legal guardian.

At no time are unrelated adults permitted to be alone with a Minor Athlete in a locker room, rest room, or changing area when at a facility under USA Basketball's jurisdiction, except under emergency circumstances.

If USA Basketball is using a facility that only provides access to a single set of locker rooms or changing facilities, then USA Basketball will designate specific times for use by Adults, if any.

### **Availability and Monitoring of Locker Rooms, Changing Areas, and Similar Spaces**

USA Basketball Staff shall designate a monitor or monitors, to both regularly and randomly monitor the use of locker rooms, rest rooms, and changing areas at events or facilities under USA Basketball's jurisdiction to ensure compliance with these policies. Additionally, USA Basketball will ensure that a private or semi-private place for Minor Athletes to change clothes or undress at events or facilities partially or fully under USA Basketball's jurisdiction.

Monitors will be used to minimize the risk of bullying and hazing, and to ensure that minors are not left unattended in locker rooms, rest rooms, and/or changing areas.

Adults should make every effort to recognize when an athlete goes to the locker room or changing area during practice and competition, and if they do not return in a timely fashion, should check on the athlete's whereabouts.

### **Non-Exclusive Facility**

If USA Basketball uses a facility not under its jurisdiction (e.g., for training, competition, or similar events) and the facility is used by multiple organizations or people unaffiliated with USAB, Adult Participants, are nonetheless required to adhere to the rules set forth in this policy.

Additionally, USA Basketball will make every effort to conduct a scan of the physical space it is using and determine if/which areas require additional adult supervision and provide additional supervision at times where it is deemed necessary to ensure the safety of USA Basketball's participants and Minor Athletes.

### **Parents and Legal Guardians**

A Minor Athlete's parent or legal guardian may request in writing that their Minor Athlete(s) not change or shower with Adult Participant(s) during In-Program Contact. USA Basketball and Adult Participants are obligated to abide by this request.

For ease of use, [USA Basketball's MAAPP – Parent/Guardian Consent Form](#) may be used to document requests regarding Locker Rooms and Changing Areas.

Parents and legal guardians are discouraged from entering locker rooms and changing areas unless it is truly necessary. In those instances, it should only be a same-sex parent or guardian. If this is necessary, parents or guardians should let a coach or other USA Basketball National Team Staff Member know before entering the locker room or changing area.

# **SOCIAL MEDIA & ELECTRONIC COMMUNICATIONS**

## **APPLICATION**

All one-on-one electronic communications between an Adult Participant and a Minor Athlete must be Open and Transparent except when:

1. A Dual Relationship exists.
2. The Close-in-Age Exception applies; or
3. The Minor Athlete needs a Personal Care Assistant; and
  - a. The minor Athlete's parent or legal guardian has provided written consent to USA Basketball for the Adult Participant Personal Care Assistant to work with the Minor Athlete.
  - b. The Adult Participant Personal Care Assistant has complied with USA Basketball's Education and Training Policy; and
  - c. The Adult Participant Personal Care Assistant has successfully completed a background screen in accordance with USA Basketball's Screening Policy.

## **Content**

All electronic communication originating from Adult Participants to Minor Athletes must be professional in nature unless a Dual Relationship exists or the Close-in-Age Exception applies. Professional communication between Adult Participants and Minor Athletes is subjective and depends on the facts and circumstances, however, professional communication is generally limited to information submitted for the purpose communicating information about team activities or team-oriented motivational purposes.

Any electronic communication between Adult Participants and minor athletes must be observant of healthy and appropriate boundaries. The dissemination of sexually explicit, offensive or otherwise inappropriate communications is expressly prohibited and could be deemed a violation of USA Basketball's Policies governing misconduct.

As with any communication, the content of any electronic communication should be readily available to share with the athlete's family, USA Basketball or an affiliate organization (i.e. USOPC).

## **Open and Transparent**

Open and transparent shall mean that an Adult Participant copies or includes the Minor Athlete's parent or guardian, another adult family member of the Minor Athlete, another Adult Participant, and/or USA Basketball in electronic communications. Only platforms that allow for open and transparent communication may be used to communicate with Minor Athletes.

If an Adult Participant needs to communicate directly with a Minor Athlete via any form of electronic communication, another Adult Participant and/or the minor's parent or legal guardian must be copied. Use of an official USA Basketball email address or profile, to which more than one Adult Participant is able to access is also sufficient.

If a Minor Athlete communicates to the Adult Participant privately first, the Adult Participant should respond to the Minor Athlete and copy (e.g., cc) another Adult Participant and/or the Minor Athlete's parent(s) or legal guardian(s).

Communication submitted electronically to a team comprised of Minor Athletes by USA Basketball or an Adult Participant, shall also include one or more additional Adult Participants.

Minor Athletes may "friend" USA Basketball's Official Pages on any electronic medium, however they are prohibited from adding the personal pages of Adult Participants.

Accordingly, Adult Participant s should refrain from accepting "friend requests" or "follow requests" from Minor Athletes.

### **Prohibited Electronic Communications**

Private electronic communications between Adult Participants and Minor Athletes are expressly prohibited, except under emergency circumstances or if an exception applies.

Private electronic communications may include but are not limited to direct messages, email, or text messages between an Adult Participant and Minor Athlete via any electronic medium. For the avoidance of doubt, private communications shall mean any electronic communication that contains one or more Minor Athletes and only one (1) Adult Participant.

Adult Participants are prohibited from sending private electronic messages, including photos via Snapchat, Instagram, or similar social media platform to a Minor Athlete.

Adult Participant s are strongly encouraged to set their social media pages to private settings.

Where possible, electronic communication in accordance with this policy should be conducted during business hours, with additional consideration given to the recipient's time zone.

### **Requests to Copy or Discontinue**

Parents or legal guardians may request in writing (email sufficient) prior to the start of any USA Basketball event, training camp, or competition that the Minor Athlete is designated to participate, that the minor athlete may be contacted via electronic communication so long as the minor athlete's parent or legal guardian is copied.

At any time, the parent(s) or legal guardian(s) of a Minor Athlete, may request in writing (email sufficient) that their Minor Athlete not be contacted through any form of electronic communication by USA Basketball and/or by USA Basketball's Adult Participants.

USA Basketball and the Adult Participant shall abide by any such request by a Minor Athlete's parent or legal guardian regarding contact via electronic communication, absent emergency circumstances.

For ease of use, [USA Basketball's MAAPP – Parent/Guardian Consent Form](#) may be used to document the provision or withdrawal of consent.

### *Emergency Circumstances & Electronic Communication*

However, USA Basketball shall inform the Minor Athlete's parent(s) or legal guardian(s), at a reasonable time thereafter, if emergency circumstances arise which required communication with the Minor Athlete. Information provided to the Minor Athlete's parent(s) or legal guardian(s) shall include the emergency circumstances which prompted the communication and the contents of the communication, so long as it is not privileged and does not pose a significant security risk.

### **Misconduct**

Social media and electronic communications can also be used to commit misconduct which is prohibited by [USA Basketball's Misconduct Prevention Policies](#) (e.g., emotional, sexual, bullying, harassment, and hazing). Such communications by, Adult Participants, parents, legal guardians, or Minor Athletes will not be tolerated and may be considered violations of this Handbook.

## TRAVEL & LODGING

This policy covers transportation and lodging which can often consist of travel to training, practice and competition that occurs locally and does not include coordinated overnight stay(s). Team Travel often consists of an overnight stay or transportation coordinated by USA Basketball; however, a coordinated overnight stay is not necessary for this policy to be applicable.

### APPLICATION

#### Transportation

An Adult Participant may only transport a Minor Athlete one-on-one during In-Program travel if:

1. A Dual Relationship exists;
2. The Close-In-Age Exception applies; or
3. A Minor Athlete needs a Personal Care Assistant and:
  - a. The Minor Athlete's parent or guardian has provided written consent to USA Basketball for the Adult Participant Personal Care Assistant to work with the Minor Athlete;
  - b. The Adult Participant Personal Care Assistant has complied with USA Basketball's Education & Training Policy; **and**
  - c. The Adult Participant Personal Care Assistant has complied with USA Basketball's Background Screening Policy; **or**
4. Adult Participant has advance, written consent to transport the Minor Athlete one-on-one, with that consent obtained at least annually from the Minor Athlete's parent or guardian. *Minor Athlete(s) or their parent/guardian can withdraw consent at any time.*

#### Lodging

Written consent from the Minor Athlete's parent or guardian must be obtained for all In-Program lodging at least annually. All In-Program Contact at a hotel or lodging site between an Adult Participant and Minor Athlete must be observable **and** interruptible.

An Adult Participant may only share a hotel room with or otherwise sleep in the same room with a Minor Athlete during In-Program Travel if:

1. A Dual Relationship exists, **OR** The Close-In-Age Exception applies; **AND**
2. The Minor Athlete's parent or guardian has provided USA Basketball with advance, written consent for the specific lodging arrangement; **OR**
3. A Minor Athlete needs a Personal Care Assistant and:
  - a. The Minor Athlete's parent or guardian has provided written consent to USA Basketball for the Adult Participant Personal Care Assistant to work with the Minor Athlete and for the lodging arrangement;
  - b. The Adult Participant Personal Care Assistant has complied with USA Basketball's Education & Training Policy; **AND**



- c. The Adult Participant Personal Care Assistant has complied with USA Basketball's Background Screening Policy.

For the avoidance of doubt, any Adult Participant traveling overnight with Minor Athlete(s) is assumed to have authority over Minor Athlete(s) and must comply with USA Basketball and the U.S. Center for SafeSport's Education & Training Policy.

Adult Participants traveling with USA Basketball must agree to and sign USA Basketball's lodging policy, at least annually. Traveling with USA Basketball shall include transportation, in whatever form (e.g., travel by land, sea or air), and lodging authorized or funded by USA Basketball. Adult participants may sign this policy in lieu of a separate lodging policy.

### **Transportation**

Absent emergency circumstances, Adult Participants who are not also acting as a parent or legal guardian, may not drive alone with an unrelated Minor Athlete and should only drive with at least two (2) other Minor Athletes or another adult, preferably an Adult Participant, unless otherwise agreed to in writing by the Minor Athlete's parent or legal guardian, in advance of travel. Adult Participants who travel with USA Basketball teams must successfully complete a background screen in accordance with USA Basketball's Screening Policy and comply with all other applicable USA Basketball rules, policies, and procedures.

Parents and legal guardians are strongly encouraged to receive child abuse prevention education before providing consent for their minor athlete to travel alone with an Adult Participant.

In any shared or carpool arrangement, parents and legal guardians are encouraged to pick up their Minor Athlete first and drop off their Minor Athlete last.

### **Safety Requirements**

Adult Participants who are authorized by USA Basketball to transport Minor Athletes must not engage in team travel without a valid drivers' license, proper insurance, compliance with all state laws, and use of well-maintained vehicles. Adult Participants who travel with USA Basketball teams must successfully pass a background screen in accordance with USA Basketball's Screening Policy and comply with all other applicable USA Basketball rules, policies, and procedures.

Individuals with one or more alcohol-related charges or convictions within the previous three (3) years shall not be authorized to transport Minor Athletes.

Generally, An Adult Participant meets the In-Program transportation requirements if the Adult Participant is accompanied by another Adult Participant or at least two Minor Athletes. However, USA Basketball will evaluate all Minor Athlete team travel to determine appropriate adult-to-athlete ratios to ensure adequate supervision is provided.

### **Consent to Travel Alone with An Adult Participant**

When only one Adult Participant and one Minor Athlete travel to a competition, the Minor Athlete must have his or her parent or legal guardian's written permission in advance, and for each competition, to travel alone with the Adult Participant.

The Adult Participant must be named in writing and any change in the Adult Participant traveling with the minor athlete, absent an emergency, will require the completion of new written permission by the Minor Athlete's parent or legal guardian.

Parents or legal guardians are strongly encouraged to receive child abuse prevention education before providing consent for the Minor Athlete to travel alone with an Adult Participant.

For ease of use, [USA Basketball's MAAPP – Parent/Guardian Consent Form](#) may be used to document the provision or withdrawal of consent.

### **Coach and Staff Responsibilities**

During team travel, coaches and staff members (USA Basketball Staff and National Team Support Staff) will help Minor Athletes, fellow coaches, and staff members adhere to policy guidelines, including without limitation, the Travel Policy, Locker Rooms and Changing Areas Policy and policies governing reporting misconduct.

When not practicing, training, competing, or preparing for competition, coaches and staff should be mindful and aware of the activities of Minor Athletes, fellow coaches, staff, and any Adult Participant during team travel.

Coaches and Staff should:

1. Prepare Minor Athletes for team travel and make minor athletes aware of all expectations;
2. Familiarize themselves with all travel itineraries and schedules before the initiation of team travel;
3. Conform to, and monitor for others' adherence to, all relevant policies during team travel;
4. Encourage Minor Athletes to participate in regular communications with their parent(s) or legal guardian(s);
5. Make certain that Minor Athletes are not alone in a hotel room or sleeping quarters with any adult apart from a family member; this includes coaches, staff, chaperones, and any other Adult Participant, unless an exception applies;

6. Immediately report any concerns about physical or sexual abuse, misconduct, or policy violations to the appropriate authorities; and
7. Where circumstances allow, notify a Minor Athlete's parent(s) or legal guardian(s) before taking any disciplinary action against a Minor Athlete if the athlete is traveling without his or her parent(s) or legal guardian(s).

### **Meetings**

Meeting shall be conducted in accordance with [USA Basketball's policy regarding One-One interactions](#). However, for the avoidance of doubt, any meeting arranged during Team Competition or Travel must be observable and interruptible.

Meetings conducted in hotel rooms or sleeping quarters (e.g., dorm room at Olympic Training Center or like facility) of Adult Participants or Minor Athletes are expressly prohibited.

### **Monitoring**

When performing room checks, attending team meetings and/or other USA Basketball organized activities, during team travel, two-deep leadership and observable and interruptible environments, where practicable, will be maintained.

If room checks are performed during In-Program lodging, the One-One Interaction policy must be followed and at least two Adult Participants must be present for the room checks. Adult Participants should not enter the room of the Minor Athlete or Minor Athlete(s), unless reasonably necessary.

## **APPENDIX A: ORGANIZATIONAL REQUIREMENTS FOR EDUCATION & TRAINING AND PREVENTION POLICIES**

All NGBs, including USA Basketball, PSOs, LAOs, and the USOPC are required to implement proactive policies designed to prevent abuse. The organizational requirements USA Basketball, and other entities within the movement, must follow are described below.

- I. Organizational Requirements for Education & Training
  - a. USA Basketball must track whether Adult Participants under its jurisdiction complete the required training dictated by the U.S. Center for SafeSport and its Education and Training Policy.
  - b. USA Basketball must, on an annual basis, offer and provide training to Minor Athletes and their parents on the prevention and reporting of child abuse. The provision of training to Minor Athletes shall be subject to parental consent.
  - c. USA Basketball must maintain a description of and a record of how the training was offered to Minor Athletes.
  - d. USA Basketball is however, not required to track completion data for Minor Athletes or their parents.
- II. Required Prevention Policies and Implementation
  - a. All NGBs, PSOs, and the USOPC must develop minor athlete abuse prevention policies that contain the mandatory components of the U.S. Center for SafeSport's model policies regarding the same. The model policies cover the following:
    - i. One-On-One Interactions
    - ii. Meetings and Training Sessions
    - iii. Athletic Training Modalities, Massages, and Rubdowns
    - iv. Locker Rooms and Changing Areas
    - v. Electronic Communications
    - vi. Transportation
    - vii. Lodging
  - b. USA Basketball's policies must be approved by the Center and may include recommended components as described in the Center's model policies and associated documentation. The Center acknowledges that the uniqueness of each sport may mean that some recommended components or policies may not be feasible or appropriate. USA Basketball may choose to implement stricter standards than those provided in the model policies.
  - c. Although USA Basketball does not have LAOs, each NGB, PSO, and the USOPC must also require that their LAOs implement the abovementioned policies within each LAO.
  - d. USA Basketball must also implement minor athlete abuse prevention policies for all In-Program Contact.

- i. At sanctioned events and facilities partially or fully under USA Basketball's jurisdiction, USAB must also take steps to ensure that these policies are implemented and followed.
      - ii. Implementing these policies for In-Program Contact that occurs outside USA Basketball's sanctioned events or facilities means:
        - 1. Communicating the policies to individuals under USA Basketball's jurisdiction;
        - 2. Establishing a reporting mechanism for violations of the policies; and
        - 3. Investigating and enforcing violations of the policies.
    - e. USA Basketball must have a reporting mechanism to accept allegations or reports that an Adult Participant has violated USA Basketball's one or more of USA Basketball's minor abuse prevention policies (Section III of this Handbook. USA Basketball is required to 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 Code*.
- III. Policy Approval and Submission Process
- a. Each NGB, PSO, and the USOPC may adopt the MAAPP as-is or adapt it to fit their needs. USA Basketball was required to submit its 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 or policies, the mandatory components of Part III become the default policy until the Center approves the policy.
  - b. Although USA Basketball does not have LAOs, NGBs must require their LAOs to incorporate the mandatory components of the policies described in Section II(a) of this Appendix. NGBs may require their LAOs implement the NGB's policies, which may be more stringent than the model policies provided by the Center.
  - c. An NGB may, in its discretion, require its National Member Organizations (NMOs) to implement these policies.
    - i. An NGB that chooses to require its NMOs to implement the requirements of its Education and Training Policy must obtain advanced, written approval for the Center to expand the training access to additional persons. Requests must be submitted to [nqbservices@safesport.org](mailto:nqbservices@safesport.org).
  - d. The mandatory components of the Center's model minor abuse prevention policies will serve as the default policy for any organization that fails to develop its own policy as described in this Appendix and as described in Part II of the Center's Minor Athlete Abuse Prevention Policies.