



USA WATER POLO, INC.
MINOR ATHLETE ABUSE PREVENTION POLICIES
(Effective _____, 2021)

I. **INTRODUCTION**

On February 14, 2018, the Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017 (the “**Act**”) became federal law. Among other things, the Act designated the United States Center for SafeSport (the “**Center**”) as the national safe sport organization and authorized the Center to: (a) develop training and policies to prevent abuse, including physical, emotional and sexual abuse and (b) exercise jurisdiction over all national governing bodies to safeguard amateur athletes against emotional, physical, and sexual abuse within the U.S. Olympic and Paralympic Movement. Pursuant to that authority, the Center has required USA Water Polo, Inc., the national governing body for the sport of water polo in the United States, (“**USAWP**”) to adopt policies and procedures applicable to USAWP and its local affiliated organizations (as defined by the Center, but which includes all USAWP member clubs) designed to prevent the abuse of USAWP athlete members who are minors.¹ Those policies and procedures are set forth below and apply to all Adult Participants (as defined below, including all USAWP members) and to all USAWP local affiliated organizations, including USAWP member clubs and the members and employees of such clubs.

II. **POLICIES AND PROCEDURES**

A. Definitions

1. “**Adult**” means a person who is eighteen (18) years of age or older.
2. “**Adult Participant**” means any Adult who is: (a) A member or license holder of USAWP or a LAO, (b) An employee or board member of USAWP or a LAO, (c) within the governance or jurisdiction of USAWP or a LAO, or (d) authorized, approved or appointed by USAWP or a LAO to have regular contact with, or authority over, Minor Athletes, other than the parent or legal guardian of the Minor Athlete to which the policy in question applies.²
3. “**Amateur Athlete**” means a USA Water Polo athlete member.
4. “**Authority**” means that one person’s position over another person is such that, based on the totality of the circumstances, that person has the power to direct, control, give orders to, or make decisions for, the other person. Examples of Authority include the relationship between USAWP club administrators and coaches, on the one hand, and USAWP athlete members affiliated with that club, on the other hand. Also see the [Power Imbalance definition in the SafeSport Code](#)
5. “**Center**” means the U. S. Center for Safe Sport.
6. “**Close in Age Exception**” means a circumstance in which an Adult Participant has no Authority over a Minor Athlete and the Adult Participant is not more than

¹ See Appendix 1 for the details of the Center’s requirements.

² Volunteers, medical staff, trainers, chaperones, monitors, contract personnel, bus/van drivers, officials, adult athletes, and LAO staff, among others, may be Adult Participants.

four years older than the Minor Athlete. Note: this exception *only* applies within these Minor Abuse Prevention Policies where indicated and *not* regarding conduct defined in the SafeSport Code.

7. “**Consent**” requires that a parent or guardian of a Minor Athlete complete and return to USAWP at report@usawaterpolo.org and the Minor Athlete’s LAO a Consent Form in the form attached as Appendix 2. Consent will only apply to those matters identified and as to which the Minor Athlete’s parent or guardian has signed and cannot be granted for a period in excess of one year. Consent may be withdrawn at any time in a writing delivered to report@usawaterpolo.org and the Minor Athlete’s LAO.
8. “**Dual Relationship**” means a circumstance in which an Adult Participant has a relationship with a Minor Athlete apart from a sport relationship, such as when the Adult Participant is a relative other than a parent or guardian of the Minor Athlete, a neighbor or friend of the Minor Athlete’s family, or an Adult Participant designated to chaperone the Minor Athlete while the Minor Athlete travels to an Event.
9. “**Dual Relationship Exception**” means an exception to certain of these policies, as permitted in these policies, provided that a parent or guardian of a Minor Athlete signs a Dual Relationship Consent in the form attached hereto as Appendix 3 authorizing the exception.
10. “**Electronic Communication**” means any form of electronic communication including, but not limited to: (a) telephone conversations, (b) e-mails, (c) text messages, (d) postings on internet sites, (e) direct messaging, (f) group messaging platforms, (g) postings on social media sites, such as Facebook and Twitter, and (h) videoconferencing.
11. “**Events**” means: (a) practices, (b) competitions, (c) travel and lodging in connection with practices and competitions, (d) health and medical treatment provided by or at the behest of USAWP or a LAO and (e) travel in connection with health and medical treatment provided by or at the behest of USAWP or a LAO.
12. “**In Program Contact**” means any contact (including communications, interactions, or activities) between an Adult Participant and any Minor Athlete(s) related to participation in sport including, without limitation, 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 and competition site visits.
13. “**LAO**” means a local affiliated organization as defined by the Center, i.e., a regional, state, or local club or organization that is affiliated, directly or indirectly,

with USAWP such as by being a member of USAWP, including, but not limited to, USAWP member clubs and Zones.

14. “**Minor Athlete**” means 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 USAWP or a LAO.
15. “**Partial or Full Jurisdiction**” means any Event sanctioned by USAWP or organized by a LAO (including all travel and lodging in connection with the Event), or any facility that USAWP or a LAO owns, leases, or rents for practice, training or competition.
16. “**National Governing Body**” (abbreviated as “**NGB**”) means A U.S. Olympic National Governing Body, Pan American Sport Organization, or Paralympic Sport Organization certified by the USOPC pursuant to the Ted Stevens Olympic and Amateur Sports Act, 36 U.S.C. §§ 220501, et seq. This definition shall also apply to the USOPC, or other sports entity approved by the USOPC, when they have assumed responsibility for the management or governance of a sport included on the program of the Olympic, Paralympic, or Pan-American Games. USAWP is a NGB.
17. “**Personal Care Assistant**” means an Adult who has been authorized in a writing signed by the Minor Athlete’s parent or guardian delivered to USAWP and the Minor Athlete’s LAO to provide assistance to a Minor Athlete, such as assistance with dressing, showering, medication administration or toileting.
18. “**Refresher Training**” means the Center’s online refresher training course or the Center’s approved in-person designated refresher training course, as the same may be in effect from time to time.
19. “**Regular Contact**” means ongoing interactions during a twelve month period in which an Adult Participant is in a role of direct and active engagement with Minor Athletes. Adults having Regular Contact with Minor Athletes include, but are not limited to, coaches, LAO administrative staff, USAWP medical professionals, officials and Adult athletes who regularly participate in Events with Minor Athletes. Adult Participants whose only regular contact with Minor Athletes is with one or more Minor Athletes of whom the Adult Participant is the parent or guardian are not deemed to have Regular Contact with Minor Athletes for the purposes of these Minor Abuse Prevention Policies.
20. “**Training**” means the online training courses offered by the Center, including the Center’s Core Training and Refresher Training, as the same may be in force from time to time.
21. “**USAWP**” means United States Water Polo, Inc.
22. “**USOPC**” means the United States Olympic and Paralympic Committee.

B. Consents and Notices

1. **USAWP.** Where these policies require that a notice or consent be provided to USAWP, the notice or consent should be sent via e-mail to:
maapp@usawaterpolo.org.
2. **LAO.** Where these policies require that a notice or consent be provided to a LAO, the notice or consent should be provided to the LAO's administrator.

C. Training and Background Checks

1. Required Training

- a. The following Adult Participants must complete core Training either through the Center's online training or the Center's approved in-person training:
 - (1) Adult Participants who have Regular Contact with any amateur athlete(s) who is a minor, other than the parent or guardian of a Minor Athlete; provided that the only Minor Athlete with whom the parent or guardian has Regular Contact is the child/minor to which the guardianship applies;
 - (2) Adult Participants who have Authority over any amateur athlete(s) who is a minor, other than the parent or guardian of a Minor Athlete; provided that the only Minor Athlete with whom the parent or guardian has Regular Contact is the child/minor to which the guardianship applies; and
 - (3) Adult Participants who are an employee or board member of USAWP or a LAO including, without limitation, USAWP member clubs and Zone officials.
- b. Adult Participants who are medical providers, such as trainers, dieticians, or physicians, and who are required to take Training under Section C.1.a, may take the Center's Health Professional's Course in lieu of the Center's Training.

2. Timing of Training

Adult Participants must complete the Training required by Section C.1. before the earlier of the following:

- a. The time at which the Adult Participant begins Regular Contact with Minor Athletes; and
- b. Forty five (45) days following the day upon which the Adult Participant assumes a role that requires the Adult Participant to complete Training.

3. **Refresher Training**

- a. Adult Participants who are required to complete Training are required to take an annual refresher course within 12 months after they first complete the SafeSport Trained Core .
- b. Adult Participants who are required to complete Training are required to take the SafeSport Trained Core every four years after they completed their most recent Training.
- c. Medical providers who took the Center's Health Professional's Course in lieu of the SafeSport Trained Core are required to take the refresher course on an annual basis if they continue to meet the criteria for Required Training more than one year after the medical provider has completed the Center's Health Professional's Course.

4. **Optional Training**

- a. USAWP will offer, subject to parental consent, Minor Training annually to its Minor Athletes by making the Center's Minor Athlete Training materials available to all Minor Athlete members of USAWP through a link on USAWP's website and, on an annual basis coincident with each Minor Athlete's renewal of that Minor Athlete's membership, advise the Minor Athlete and the Minor Athlete's parents or legal guardians of the availability of the Center's Minor Training at www.safesporttrained.org.
- b. USAWP will offer training to the parents and legal guardians of its Minor Athlete members annually by making the Center's parental training materials available to the parents of its Minor Athlete members through a link on USAWP's website and, on an annual basis coincident with each Minor Athlete's renewal of that Minor Athlete's membership, advise the Minor Athlete's parents or legal guardians of the availability of the Center's parental training at www.safesporttrained.org.
- c. Adult Participants serving in a volunteer capacity who are not otherwise required to take Training will be encouraged to take the Center's brief Volunteer Course or to take Training before engaging or interacting with any Minor Athlete.
- d. Minor Athletes, parents and legal guardians of Minor Athletes and Adult Participants serving in a volunteer capacity who are not otherwise required to take Training will be encouraged to take the training offered by the Center as appropriate to the individual.

5. **Exemptions**

- a. Exemptions from the training requirements set forth in this policy may be made on a case by case basis for victims/survivors by the Center. For the

avoidance of doubt, persons who receive an exemption from the foregoing training requirements from the Center will be permitted to register as USAWP members without having to complete the foregoing training requirements.

- b. Persons with disabilities or limited English proficiency may request accommodations with respect to Training. Subject to the Center's approval, USAWP will provide reasonable accommodations for disabled individuals and those with limited English proficiency.
- c. Requests for exemption and/or accommodations may be made directly to the Center at exemptions@safesport.org or to USAWP via e-mail at csicard@usawaterpolo.org. Requests for exemptions and/or accommodations made to USAWP will be forwarded to the Center for its consideration.

6. **Record Keeping**

USAWP will maintain a record of the Training completed by Adult Participants and of any exemptions and/or accommodations granted by the Center.

D. USAWP Requirements

1. **Education and Training**

- a. Adult Participants who have not completed required training will not be permitted to register as USAWP members and, if registered as USAWP members, their membership may be suspended.
- b. USAWP will maintain a record of its communications to its Minor Athlete members and their parents of the training offered to its Minor Athlete members.

2. **LAO Compliance.** All USAWP LAOs must implement these policies as to their members

3. **Policy Implementation.**

- a. All USAWP members and employees are required to report any violations of these policies to report@usawaterpolo.org. The failure of any member to report a violation of these policies constitutes a violation of USA Water Polo's Rules Governing Conduct that subjects the member to sanctions, including suspension of the member's USAWP membership and/or a prohibition on the member participating in any Event conducted by USAWP or a LAO. The failure of a USAWP employee to report a violation of these policies may subject the employee to discipline, including the termination of the employee's employment.

- b. USAWP will communicate these policies to its members by providing its members with a copy of these policies upon a member first applying for membership and at each annual renewal of a member's membership. USAWP will require each member to acknowledge that the member has reviewed and agreed to abide by these policies in order to become a USAWP member.
- c. Any violation of these policies may be reported to USAWP at report@usawaterpolo.org and will be enforced in accordance with USAWP's grievance procedures in effect at the time to the alleged violation, which include USAWP reporting any violation to the Center so that the Center may determine whether it wishes to exercise jurisdiction over the alleged violation.

E. One-on-One Interactions

- 1. Except as provided below, one-on-one interactions between Minor Athletes and Adult Participants during In Program Contact are prohibited unless they are easily observable and at a distance from an Adult, other than the Adult Participant engaging in the one-on-one interaction, such that the interaction is easily interruptible by that other Adult.
- 2. In-Program One-on-one interactions between Minor Athletes and Adult Participants, other than those permitted by Section II.E.1, are permitted as follows:
 - a. in emergency circumstances;
 - b. when the interaction is between an Adult Participant and Minor Athlete and the Close in Age Exception applies;
 - c. when the interaction is between a Personal Care Assistant and a Minor Athlete provided that:
 - (1) The Minor Athlete requires a Personal Care Assistant with respect to the services provided in the one-on-one interaction;
 - (2) The Minor Athlete's parent or guardian has provided Consent;
 - (3) The Personal Care Assistant is compliant with USAWP's Education and Training Policy; and
 - (4) The Personal Care Assistant is compliant with USAWP's background screening policy as set forth in USAWP's Rules Governing Conduct; and
 - d. in other circumstances specifically addressed in this policy that allow for certain one-on-one interactions if USAWP and a LAO receives Consent or

the Dual Relationship Exception applies.

F. Meetings and Training Sessions

1. Except as provided below, meetings and training sessions attended by Minor Athletes and Adult Participants must comply with the policies stated in Section II.E.
2. Individual Training Sessions
 - a. One-on-one, In-Program, individual training sessions must be observable and interruptible except if:
 - (1) The Dual Relationship Exception applies; or
 - (2) The Close in-Age Exception applies; or
 - (3) The Minor Athlete needs a Personal Care Assistant and:
 - (i) The Minor Athlete requires a Personal Care Assistant with respect to the services provided in the one-on-one interaction;
 - (ii) The Minor Athlete’s parent or guardian has provided Consent;
 - (iii) The Personal Care Assistant is compliant with USAWP’s Education and Training Policy; and
 - (iv) The Personal Care Assistant is compliant with USAWP’s background screening policy as set forth in USAWP’s Rules Governing Conduct.
 - (4) The Adult Participant providing the individual training session must receive advance, written consent from the Minor Athlete’s parent/guardian at least annually, which can be withdrawn at any time; and”
 - b. The Minor Athlete’s parent or guardian must be allowed to observe all one-on-one meeting training sessions.
3. A licensed mental health care professional or licensed health care provider (other than an athletic trainer)³ may meet with a Minor Athlete at a sanctioned event or facility partially or entirely under the jurisdiction of USAWP or a LAO other than as provided above, provided that the meeting must be observable and interruptible

³ Athletic trainers who are covered under these policies must follow the “Athletic Training Modalities, Massages and Rubdowns policy at Section II.G, below.

unless:

- a. the door to any room in which the meeting occurs remains unlocked,
 - b. another Adult is present at the facility and is notified that the meeting is occurring, although the identity of the Minor Athlete attending the meeting need not be disclosed,
 - c. USAWP or the Minor Athlete's LAO is notified that the meeting will be occurring, although the identity of the Minor Athlete attending the meeting need not be disclosed, and
 - d. the provider has obtained consent consistent with applicable laws and ethical standards, which consent may be withdrawn at any time.
4. Although not required, USAWP recommends that:
- a. any meeting or training session involving a Minor Athlete and an Adult Participant be monitored by an Adult Participant, other than the Adult Participant engaged in the meeting or training session. For this purpose, monitoring includes: (i) reviewing the consent form authorizing the meeting or training session, (ii) being advised of the starting time and anticipated duration of the meeting or training session and (iii) dropping in at various times during the meeting or training session; and
 - b. Minor Athletes' parents and guardians complete the Center's education and training on child abuse prevention before providing Consent.

G. Athletic Training Modalities, Massages and Rubdowns

1. All In-Program Contact involving athletic training modalities, massages or rubdowns involving a Minor Athlete must:
 - a. Be observable and interruptible;
 - b. Have another Adult Participant physically present;
 - c. Be performed within one year following Consent, which shall not have been withdrawn;
 - d. Be performed with the Minor Athlete fully or partially clothed, ensuring that the buttocks, groin and genitals of all Minor Athletes, and the breasts of female Minor Athletes, are always covered; and
 - e. Allow the parents or guardians of the Minor Athlete to observe the athletic training modality, massage or rubdown, except in competition venues where access is limited to those having competition credentials.

2. Although not required, USAWP recommends that:
 - a. parents and legal guardians of Minor Athletes complete the Center's education and training on child abuse prevention before providing Consent to their Minor Athlete obtaining an athletic training modality, massage or rubdown;
 - b. the provider of the athletic training modality narrate the steps in the athletic training modality to the party providing Consent prior to the Consent being obtained and to the Minor Athlete while the athletic training modality, massage or rubdown is being administered, seeking the assent of the Minor Athlete throughout the process;
 - c. when possible, techniques should be used to minimize instances in which the provider of the athletic training modality, massage or rubdown touches the Minor Athlete, as by the use of assistive devices, such as rollers, rather than skin on skin contact;
 - d. all athletic training modalities, massages and rubdowns be provided by licensed providers; and
 - e. coaches be prohibited from providing massages. without regard to whether the coach in question is a licensed massage therapist. .

H. Locker Rooms and Changing Areas

1. Adult Participants must ensure that all one on one In Program Contact between a Minor Athlete and an Adult Participant, in a locker room, changing area, bathroom or similar space where Minor Athletes are present is observable and interruptible by another Adult other than if:
 - a. The Dual Relationship Exception applies; or;
 - b. The Close-in-Age Exception applies; or
 - c. The Minor Athlete needs a Personal Care Assistant and:
 - (1) The Minor Athlete's parent or guardian has provided Consent;
 - (2) The Personal Care Assistant is compliant with USAWP's Education and Training Policy; and
 - (3) The Personal Care Assistant is compliant with USAWP's background screening policy as set forth in USAWP's Rules Governing Conduct.
2. Notwithstanding the provisions of Section II.H.1, the parent or guardian of a Minor Athlete may request in writing that the Minor Athlete not shower or change

in the presence of an Adult Participant during In Program Contact. Following such request, and prior to such request being withdrawn by written notice, the Adult Participant may not be present while the Minor Athlete is showering or changing. Requests pursuant to this provision, as well as requests to withdraw such requests, must be sent to USAWP at report@usawaterpolo.org and to the administrator of the Minor Athlete's LAO.

3. The following conduct is prohibited in all locker rooms, changing areas and bathrooms while Minor Athletes are present:
 - a. The use of photographic or recording devices;
 - b. Adult Participants, other than those who are Close in Age and of the same sex as the Minor Athlete, changing clothes or otherwise intentionally exposing their buttocks, groins, genitals or, as to females, their breasts, in the presence of a Minor Athlete; and
 - c. Adult Participants showering with Minor Athletes unless:
 - (1) The Close-in-Age Exception applies; or
 - (2) The shower is part of a pre- or post-activity rinse while wearing swimwear.
4. Notwithstanding the provisions of Section II.F.3.a, USAWP or a LAO may permit recording or photography in locker rooms for the purpose of highlighting a sport or athletic accomplishment if:
 - a. The advance written consent to the recording or photographing of all Minor Athletes recorded or photographed has been obtained from the parent or legal guardian of those Minor Athletes;
 - b. USAWP or the applicable LAO has approved the specific instance of recording or photography;
 - c. Two or more Adult Participants are present while the recording or photography are taking place; and
 - d. All persons present during the recording or photography are fully clothed (for purposes of this provision, persons shall be deemed to be fully clothed if they are wearing competition water polo swimsuits).
5. Personal Care Assistants are permitted to be with and assist Minor Athlete(s) in locker rooms, changing areas and similar spaces where other Minor Athletes are present, if they meet the requirements of subsection 1(c) above.
6. The organization conducting the Event (USAWP or a LAO, as applicable) shall:

- a. 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 USAWP's or the LAO's jurisdiction.
- b. Monitor the use of locker rooms, changing areas, bathrooms and similar spaces to ensure compliance with these policies at sanctioned events or facilities partially or fully under USAWP's or the LAO's jurisdiction.

I. Electronic Communications

- 1. This policy applies to all Electronic Communications between an Adult Participant and one or more Minor Athletes, including communications through social media.
- 2. All one on one electronic communications between an Adult Participant and a Minor Athlete, including communications from an Adult Participant that respond to a communication from a Minor Athlete, must be copied to one or more of: (i) the Minor Athlete's parent or legal guardian, (ii) another Adult family member of the Minor Athlete or (iii) another Adult Participant unless:
 - a. The Dual Relationship Exception applies; or
 - b. The Close-in-Age Exception applies; or
 - c. The Minor Athlete needs a Personal Care Assistant and:
 - (1) The Minor Athlete's parent or guardian has provided Consent;
 - (2) The Personal Care Assistant is compliant with USAWP's Education and Training Policy; and
 - (3) The Personal Care Assistant is compliant with USAWP's background screening policy as set forth in USAWP's Rules Governing Conduct.
- 3. Only platforms that allow the Adult Participant to comply with the requirement of Section II.I.2 may be used by an Adult Participant to communicate electronically with a Minor Athlete.
- 4. All Electronic Communications to more than one Minor Athlete must be copied to another Adult Participant, or to the parents or legal guardians of the Minor Athletes receiving the Electronic Communication.
- 5. Unless withdrawn, Electronic Communications by an Adult Participant to a Minor Athlete are prohibited following a written request by the Minor Athlete's parents or legal guardians that the Adult Participant cease communicating with the Minor Athlete; provided that, in emergency circumstances, notwithstanding such a request, an Adult Participant who has been requested to cease communicating

with a Minor Athlete may communicate with that Minor Athlete if the Minor Athlete's parent or guardian is copied on the communication. Requests pursuant to this provision, as well as requests to withdraw such requests, must be sent to USAWP at report@usawaterpolo.org and to the administrator of the Minor Athlete's LAO.

6. All electronic communication originating from an Adult Participant to a Minor Athlete (other than the Minor Athlete's parent or legal guardian) must be professional in nature unless an exception in (I)(2) applies.

J. Transportation

1. An Adult Participant may not transport a Minor Athlete one-on-one during In-Program travel unless:
 - a. The Dual Relationship Exception applies; or
 - b. The Close in Age Exception applies; or
 - c. The Minor Athlete needs a Personal Care Assistant and:
 - (1) The Minor Athlete's parent or guardian has provided Consent;
 - (2) The Personal Care Assistant is compliant with USAWP's Education and Training Policy; and
 - (3) The Personal Care Assistant is compliant with USAWP's background screening policy as set forth in USAWP's Rules Governing Conduct; or
 - d. The Adult Participant has received written Consent to transport the Minor Athlete from the Minor Athlete's parent or legal guardian within one year prior to providing the transportation and the consent has not been withdrawn; or
 - e. The In-Program transportation occurs in the presence of another Adult Participant, the parent or legal guardian of the Minor Athlete, or at least two minors.
2. Where transportation of a Minor Athlete is being arranged through, or provided by, USAWP or a LAO, the organization providing the transportation must have obtained Consent from the Minor Athlete's parent or legal guardian within one year.
3. Although not required, USAWP recommends that:
 - a. Where transportation is provided via a shared ride or carpool, the person providing the transportation should pick up his/her Minor Athlete first and

drop off their Minor Athlete last.

- b. Parents and legal guardians complete the Center's education and training on child abuse prevention before consenting to their Minor Athlete being transported by a third party.

K. Lodging

1. All In-Program contact at a hotel or other lodging site between an Adult Participant and a Minor Athlete must be observable and interruptible, and an Adult Participant, other than the Minor Athlete's parent or guardian, may not share a hotel room or sleep in the same room as a Minor Athlete, unless:
 - a. The Dual Relationship Exception applies and Consent has been provided for the specific lodging arrangement within one year and not withdrawn;
 - b. The Close-in-Age-Exception applies and Consent has been provided for the specific lodging arrangement within one year and not withdrawn;
 - c. The Minor Athlete needs a Personal Care Assistant and:
 - (1) Consent has been provided for the specific lodging arrangement within one year and not withdrawn;
 - (2) The Personal Care Assistant is compliant with USAWP's Education and Training Policy; and
 - (3) The Personal Care Assistant is compliant with USAWP's background screening policy as set forth in USAWP's Rules Governing Conduct.
2. If the organization responsible for the In-Program lodging (USAWP or the LAO, as applicable) performs room checks, the one-on-one interaction policy (Section II.E above) must be followed and at least two Adults must be present for the room checks.
3. Adult Participants traveling with the organization responsible for the In-Program lodging must agree to, and sign, USAWP's lodging policy at least annually.
4. Consent to the Minor Athlete's participation in all In-Program lodging must be obtained at least annually.
5. Adult Participants designated by the organization responsible for the In-Program lodging (USAWP or the LAO, as applicable) to travel overnight with Minor Athletes are conclusively presumed to have Authority over Minor Athletes and, thus, must comply with the Center's Education and Training policy.
6. Although not required, USAWP recommends that Parents and legal guardians

complete the Center's education and training on child abuse prevention before consenting to their Minor Athlete lodging with an Adult Participant.

L. Other Recommended Policies

1. Adult Participants, other than family members, neighbors and family friends should not have out of program contact with Minor Athletes, except in the presence of the parents or legal guardians of the Minor Athlete.
2. Adult Participants, other than family members and family friends, should not give personal gifts to Minor Athletes, unless those gifts are equally distributed to all team members of the Minor Athlete and serve a motivational or educational purpose.
3. Photographs or videos of Minor Athletes should be taken in public view and observe generally accepted decency standards.
4. Adult Participants, other than family members, should not publicly share or post videos or photos of Minor Athletes, other than photos or videos taken during competition or team photos that are posted on the website or social media platform of the Minor Athlete or the team with which the Minor Athlete competed.

M. Reporting Violations and Sanctions

1. All USAWP members are required to report in writing to USAWP any suspected violation of USAWP's Minor Abuse Prevention Policies within twenty-four (24) hours of such violation coming to the attention of the USAWP member. Reports should be made via e-mail to report@usawaterpolo.org.
2. All violations of the SafeSport Code for the U.S. Olympic and Paralympic Movements (the "Code"), as the Code may be amended from time to time, involving suspected sexual misconduct (as defined in the Code) must be reported to the Center through the Center's website (www.USCenterforSafeSport.org) or by calling the Center at 833.587.7233. Although the Center has exclusive jurisdiction over reports of alleged sexual misconduct, such reports may also be made to USAWP via e-mail at report@usawaterpolo.org. Reports involving suspected sexual misconduct that are received by USAWP will be forward to the Center.
3. Retaliation against a person who reports a violation of these policies, or who is a victim of a violation of these policies, is prohibited and constitutes a serious violation of these policies.
4. All USAWP members are required to cooperate with any investigation concerning any alleged violation of these policies, including providing testimony at any hearing concerning any alleged violation of these policies.

5. Violation of these policies by a USAWP member or a LAO, including the failure of a USAWP member or LAO to report suspected violations of these policies, may subject the violator to sanctions, including: (a) the completion of required education or training courses, (b) probation, (c) suspension or permanent termination of an individual's or club's membership in USAWP, or (d) a prohibition on the violator participating in any Event organized by, or conducted under the auspices of, USAWP or a LAO.

APPENDIX 1

US CENTER FOR SAFESPORT NGB REQUIREMENTS

The following are the Center's requirements regarding the adoption of Minor Abuse Prevention Policies by USA Water Polo:

A. Organizational Requirements for Education & Training

1. USA Water Polo must track whether Adult Participants under the organization's jurisdiction complete the required training listed in Part II.C of USA Water Polo's Minor Abuse Prevention Policies.
2. USA Water Polo 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, USA Water Polo must track a description of the training and how the training was offered and provided to Minor Athletes.
 - b. USA Water Polo is not required to track individual course completions of Minor Athletes.
3. USA Water Polo 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 Water Polo must develop minor athlete abuse prevention policies that contain the mandatory components of Part III of the Center's model policies. 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 of the Center's model policies and the recommended policies in Part IV of the

Center's model policies. Given the uniqueness of each sport, however, some recommended components or policies may not be feasible or appropriate. USA Water Polo may choose to implement stricter standards than the model policies.

3. USA Water Polo must also require that its LAOs implement these policies within each LAO.
4. USA Water Polo must implement these policies for all In-Program Contact.
 - a. At sanctioned events and facilities partially or fully under USA Water Polo's jurisdiction, USA Water Polo must take steps to ensure the policies are implemented and followed.
 - b. For In-Program Contact that occurs outside USA Water Polo's sanctioned event or facilities, implementing these policies means:
 - i. Communicating the policies to individuals under USA Water Polo's jurisdiction;
 - ii. Establishing a reporting mechanism for violations of the policies; and
 - iii. Investigating and enforcing violations of the policies.
5. USA Water Polo must have a reporting mechanism to accept reports that an Adult Participant is violating its minor athlete abuse prevention policies. USA Water Polo 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 Water Polo may adopt the MAAPP as-is or adapt it to fit its needs. Regardless, USA Water Polo must submit its policies to the Center at 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 of the Center's model policies become the default policy until the Center approves the policy.
2. USA Water Polo must require its LAOs to incorporate the mandatory components of Part III. USA Water Polo may require that its LAOs implement its policies, which may be more stringent than the policies in Part III of the Center's model policies.
3. USA Water Polo may, in its discretion, require its National Member Organizations (NMO) to implement these policies.

4. If USA Water Polo chooses to require its NMOs to implement the Education & Training Policy, it must obtain advanced, written approval from the Center to expand the training access to additional persons. Requests must be submitted to ngbservices@safesport.org.
5. The mandatory components of Part III of the Center's model policies will serve as the default policy in the event that USA Water Polo fails to develop its own policy.