



SAFE SPORT POLICY

HTRC's SafeSport policy is based on the template provided by US Rowing developed in response to the Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017 that requires national governing bodies to implement prevention training and prevention policies. HTRC's SafeSport Policy applies to the organization's coaches, employees, Board of Directors, volunteers in frequent contact with minor athletes, and participating athletes.

TRAINING & EDUCATION

REQUIRED TRAINING

The education and training requirements are intended to provide responsible individuals with the tools they need to create a safe and healthy environment. To this end, HTRC requires the following groups to complete SafeSports online Core Training prior to regular contact with a rower:

- Coaches
- Members of the Board of Trustees
- HTRC adult members/volunteers who have regular contact with a minor athlete(s) and/or who has authority over a minor athlete.
- HTRC athletes 18 years or older (considered adult athletes)

Additionally, these individuals must complete SafeSport's online refresher course annually and the SafeSport Training Core every 4 years.

RECOMMENDED TRAINING FOR MINORS AND PARENTS

On an annual basis, HTR will offer and encourage training on the prevention and reporting of child abuse to:

- All HTRC minor athletes, subject to parental consent
- The parents/guardians of minor athletes (HTRC to provide access to SafeSport's parent course)
- Adult volunteers who do not have regular contact with or authority over minor athletes. (HTRC to provide access to SafeSport's brief Volunteer Course or SafeSport Trained Core before they engage or interact with minor athlete.)

HTRC will establish and maintain a record keeping and notification system regarding required and recommended trainings.

ONE-ON-ONE INTERACTIONS

Most child sexual abuse occurs in isolated, one-on-one situations. While reducing such interactions helps reduce the risk of child sexual abuse there are instances when one-on-one time with trusted adults is healthy and valuable for a child. The following provisions aim to protect minors while allowing for these beneficial relationships.

INDIVIDUAL MEETINGS

When an individual meeting between an adult and rower is advisable (ie, to address an athlete's concern or training issue), the following guidelines apply:

- Meetings should occur when others are present
- Interaction should be easily observed and easily interrupted.
- If meeting takes place in an office, the door should remain unlocked and open.
- If a closed-door meeting is necessary (for athlete safety), the adult conducting the meeting must inform another coach, employee, volunteer, and/or board member and ensure the door remains unlocked.

INDIVIDUAL TRAINING SESSIONS

Individual training session(s) can be valuable. However, written permission from the rower's parent/guardian must be provided before a training session can be conducted. Additionally, parent/guardians will be allowed and encouraged to attend the session.

ELECTRONIC COMMUNICATION

Coaches, employees and Board Members will not communicate directly with an individual athlete without having prior written consent of the athlete's parent/guardian. The parent/guardian can indicate under which conditions they want to be copied on such communication.

SUPERVISION

HTRC works to ensure minor athletes are not left unattended or unsupervised during club sponsored activities. However, HTRC cannot guarantee athletes will be continually monitored and will never be left without coaching or volunteer supervision. Athletes do participate at their own risk.

PHYSICAL CONTACT

Appropriate physical contact between athletes and coaches is a productive and inevitable part of sport. Athletes are more likely to acquire advanced physical skills and enjoy their sport participation through appropriate physical contact.

The process for training and motivating athletes will vary with each coach and athlete; it is nevertheless important for everyone involved in sport to support the use of motivational and training methods that avoid misconduct.

APPROPRIATE PHYSICAL CONTACT

Common criteria for appropriate and safe physical contact with rowers include:

- Contact takes place in public.
- There is no potential for, or actual physical or sexual intimacies
- Contact is for the benefit of the athlete, not to meet an emotional or other need of an adult.

Example of appropriate physical contact include:

- Spotting an athlete to avoid injury by a fall or piece of equipment.
- Positioning an athlete's body to more quickly acquire a skill and/or improve their balance and coordination.
- Making athletes aware they might be in harm's way because of other activity around them.
- Releasing muscle cramps
- To celebrate accomplishments or in greeting (high fives, pat on back, brief hug, fist bump)
- To console an emotionally distressed athlete (e.g., an athlete who has been injured or has just lost a competition)

- Lifting a fallen athlete encourage them to continue competition

PROHIBITED PHYSICAL CONTACT

Prohibited forms of physical contact, which shall be reported immediately, include:

- Asking or having an athlete sit in the lap of a coach, administrator, employee, volunteer, or board member.
- Lingered or repeated embraces of athletes that go beyond the criteria set forth for acceptable physical contact.
- Slapping, hitting, punching, kicking, or any other physical contact meant to discipline, punish, or achieve compliance from an athlete.
- “Cuddling” or maintaining prolonged physical contact during any aspect of training, travel, or overnight stay.
- Playful, yet inappropriate contact that is not a part of regular training, (e.g., tickling or “horseplay” wrestling).
- Continued physical contact that makes an athlete obviously uncomfortable, whether expressed or not.
- Any contact that is contrary to a previously expressed personal desire for decreased or no physical contact, where such decreased contact is feasible in a competitive training environment.

PROHIBITED BEHAVIOR

HTRC does not tolerate harassment, sexual harassment, bullying, hazing, intimidation and/or unlawful discrimination or retaliation. It is a violation of this policy for any HTRC coach, board member, volunteer and athlete to engage in emotional and physical misconduct when that conduct is related to the sport. Misconduct is determined by the behaviors, not whether harm is intended or results from the behavior.

The following is expressly prohibited:

VERBAL ABUSE

Verbally attacking an athlete 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.

PHYSICAL ABUSE

Physically aggressive behaviors, such as throwing sport equipment or other objects at, or in the presence of, participants; or punching walls, windows or other objects.

DENYING ATTENTION/SUPPORT

Denying attention and/or support by ignoring an athlete for extended periods of time or routinely or arbitrarily excluding participants from practice.

STALKING

Stalking by purposefully engaging in actions directed at a specific person knowing or should know, they would cause a reasonable person to fear for their safety or experience substantial emotional distress.

ISOLATION

Isolating a person in a confined space, such as locking an athlete in a small space.

BULLYING

Bullying and aggressive behaviors intended or likely to hurt, control, or diminish a person emotionally, physically or sexually. This includes both physical and verbal acts (hitting, pushing, punching, beating, biting, striking, ridiculing, taunting, name-calling or intimidation and threats) as well as use of social media/electronic communications to spread false statements to harass, frighten, intimidate or humiliate someone and/or socially exclude them.

Bullying does not include group or team behaviors that are meant to establish normative team behaviors, promote team cohesion, or encourage team members to train harder.

HAZING

Hazing subjects another person, to anything that may endanger, abuse, humiliate, degrade or intimidate the person as a condition of joining or being socially accepted by a group, team, or organization. Purported consent or perceived willingness by the person subjected to hazing is not a defense.

THREATS

A threat to harm others includes any written, verbal, physical or electronically transmitted expression of intent to physically injure or harm someone else. A threat may be communicated directly to the intended victim or communicated to a third party.

Conduct may not rise to the level of prohibited behavior if it is merely rude (inadvertently saying or doing something hurtful), mean (purposefully saying or doing something hurtful, but not as part of a pattern of behavior), or arises from conflict between persons who perceive they have incompatible views and/or positions.

SEXUAL MISCONDUCT

Child Sexual Abuse includes any sexual activity with a minor where consent is not or cannot be given. This includes sexual contact accomplished by deception, manipulation, force or threat of force, regardless of the age of the participants, and all sexual interactions between an adult and a child.

Sexual contact between minors also can be abusive and turns on the existence of an aggressor, the age difference between the minors, and/or whether there is an imbalance of power and/or intellectual capabilities.

Types of sexual misconduct include:

- Sexual assault
- Sexual harassment
- Sexual abuse
- Any other sexual intimacies that exploit an athlete. Minors cannot consent to sexual activity with an adult, and all sexual interaction between an adult and a minor is strictly prohibited.
- Non-touching offenses, such as discussions about sex life, requesting or providing sexually explicit and/or pornographic images, deliberate exposure to nudity (except in shared locker rooms/changing areas).
- Unwelcome and/or physical advances, or verbal or nonverbal conduct that is sexual in nature, or creates a hostile environment.

Once the unique coach-athlete relationship is established, the authority and trust on the part of the coach over the athlete is assumed, regardless of age. Accordingly, sexual interaction or intimacies between a coach and an athlete or other participant are prohibited, regardless of age, both during coaching and during that period immediately following coaching.

CHANGING ROOM FACILITIES

Haddon Township Rowing Club practices at the Camden County Boathouse located at 7050 N. Park Drive, Pennsauken. The facility has no locker room for changing clothes. Athletes are expected to arrive dressed appropriately for practice and weather conditions. When Cooper River is closed during the school year, HTRC athletes use the High School locker rooms.

AIDING AND ABETTING

It is a violation of this policy to knowingly assist, facilitate, promote, or encourage the prohibited conduct, for example:

- Allowing a suspended or ineligible person to be associated with or employed by HTRC
- Providing any coaching-related advice or service to an athlete who has been suspended.
- Allowing a person to violate the terms of their suspension or any other sanctions

REPORTING

Any HTRC Board member, employee or volunteer who witnesses or becomes aware of a violation or perceived violation of the SafeSport policy is expected to report such abuse to HTRC's Safety Officer or a Board Member and directly to the police when appropriate, as soon as possible preferably within 24 hours.

HTRC Safety Officer contact information is posted on HTRC website.

When reports are received during the school year, HTRC will follow reporting procedures mandated by the Haddon Township School District. As appropriate, HTRC will notify 3rd party entities such as US Rowing and SafeSport regarding allegations and resolutions. The Club's summer programs are open to any youth from the region and, as such, includes participants who are not enrolled in the Haddon Township School District. Accordingly, in the summer, the Club will comply with reporting procedure outlined in SafeSport Code, which includes notification of local law enforcement officials.

It is a violation of this policy for a volunteer, board member or employee who knows of misconduct, but takes no action to intervene on behalf of the athlete(s).

CONFIDENTIALITY AND ANONYMOUS REPORTING

To the extent permitted by law, and as appropriate, HTRC will handle any report it receives confidentially and discretely and will not make public the names of the reporter, potential victim(s), or accused person(s). HTRC may, however, disclose such names on a limited basis when reporting to authorized HT School District personnel and/or to law enforcement.

HTRC recognizes that it can be difficult to report an allegation of misconduct and strives to remove barriers to reporting by allowing anonymous reporting.

INTENTIONALLY FILING FALSE ALLEGATION

Any person making a knowingly false allegation shall be subject to disciplinary action. A false allegation is different from an unsubstantiated allegation; an unsubstantiated allegation means there is insufficient supporting evidence to determine if an allegation is true or false. An unsubstantiated allegation alone is not grounds for a violation.

APPLICANT SCREENING

Applicants for employment must pass a formal screening process as a condition of hiring by HTRC that is to include a personal interview, references and criminal background check.

To deter applicants who may be at risk of abusing athletes, HTRC will inform all applicants about the Club's SafeSport Policy, including the requirement to complete the SafeSport online training prior to direct engagement with rowers.

HTRC's Club Sport agreement with the HT School District requires all coaches employed through the District to undergo a criminal background check administered by the District. Coaches employed directly by HTRC must satisfy screening processes used by HTRC to identify appropriate candidates. At its discretion, HTRC may request references who can respond to specific questions regarding the applicant's professional experiences, demeanor and appropriateness for involvement with minor athletes and participants.

BOARD MEMBERS SCREENING

The application form for individuals interested in serving on the HTRC Board of Trustees will include a request for information regarding felony arrests, pleas of no contest and criminal convictions – especially if the criminal behavior involved sex or violence. A criminal history is potentially disqualifying.

Each board member has the affirmative duty to disclose their criminal history. Failing to disclose or intentionally misrepresenting an arrest plea or conviction history is grounds for membership revocation or restriction, regardless of when the offense is discovered.

In the event a person is serving as a board member or employee is arrested, pleads, or convicted after the screening process, they have an affirmative duty to disclose such information immediately to the HTRC Board.

Any employee applicant or potential board member who has been banned by another sport organization, as temporarily or permanently ineligible, must self-disclose this information. A failure to disclose is a basis for disqualification.

IMAGERY

From time to time, digital photos, videos of practice or competition, and other publicly obtainable images of the athlete – individually or in groups – may be taken. These photos and/or videos may be submitted to local, state or national publications, used in the HTRC videos, posted on the team blog and used in recruitment/marketing materials. HTRC allows such practices as long as the athlete(s) are in public view and such imagery is both appropriate and in the best interest of the athlete and HTRC.

Parents/guardians of an athlete who do not want their child photographed or videotaped (for purposes other than training) must make this request in writing prior to their child's participation in order for the Club to take necessary steps to satisfy this request.

TRAVEL

Travel is a standard aspect of HTRC's competitive season. While HTRC does not coordinate, provide or arrange for athlete travel to practice, competitions or any HTRC sponsored events, it has established certain safety guidelines.

Athletes and/or parents/guardians are responsible for making all travel arrangements and for ensuring the person transporting the athlete maintains all safety and legal requirements (e.g. a valid driver's license, proper insurance and well-maintained vehicle).

Parental release is required in advance when an employee, volunteer, and/or board member is involved in an athlete's travel.

No employee, volunteer, or board member will engage in athlete travel without the proper safety requirements in place, including valid drivers' licenses, proper insurance, well-maintained vehicles, and compliance with all provisions of the policy regarding one-on-one contact and applicable state laws.

Adopted by the Board of Trustees of the Haddon Township Rowing Club in September 2022.