Welcome, this web conference will begin soon

FROM THE SAFE SPORT LAW TO YOUR ORGANIZATIONAL POLICIES
Preventing sexual abuse in adaptive sports

Wednesday, April 10, 2019
12:00PM PT | 3:00PM ET
Meet the PreventConnect Team

Ashleigh Klein-Jimenez
Project Manager
she/her/hers

Tori VandeLinde
Training and Technical Assistance Specialist
she/her/hers
How to use Adobe Connect

- Text chat and private chat
  - Please send a private chat message for help.
- PowerPoint Slides
- Polling Questions
- Phone
- Closed Captioning
- Web Conference Guidelines

Contact Adobe Connect support at:
https://helpx.adobe.com/adobe-connect/connect-support.html
PreventConnect

- Domestic violence/intimate partner violence
- Sexual violence
- Violence across the lifespan, including child sexual abuse
- Prevent before violence starts
- Connect to other forms of violence and oppression
- Connect to other prevention practitioners
Past conferences/resources

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Meet Our Facilitator

Brian Pinero
Project Coordinator, RALIANCE
he/him/his
RALIANCE

‣ Advancing research, influencing policy and supporting innovative programs
‣ Helping leaders establish safe workplaces and strong communities
‣ Partnering with a wide range of organizations
How Sport Can End Sexual and Domestic Violence in One Generation

Sexual and domestic violence (SV/DV) is a pervasive problem throughout the United States. As a central component of American society, sport is an influential system that can contribute to the pervasiveness of SV/DV AND can be a powerful part of the solution to ending SV/DV.

Be Part of the Solution

Explore the Resources
Check out the Roadmap
Read the Research
Join the Learning Exchange
What resources already exist?

Use our Prevention Database to explore over 100 SV/DV prevention strategies being implemented in and through the sport pipeline (from youth to high school to college to pro). Build a comprehensive SV/DV prevention strategy and find SV/DV experts and sport organizations working in or through sport to prevent SV/DV!
Text Chat Question

What does athlete safety mean to you?

Use the Text Chat feature to answer the question.

ASHLEIGH KLEIN: Use this text chat box to respond to our questions, ask your own, and connect with others!
ASHLEIGH KLEIN: You can also send private text chat messages to the host, presenters, and other participants.
Meet Our Guests

Meg Stone  
Director, IMPACT & IMPACT:Ability Triangle  
she/her/hers

Katie Hanna  
Director of Education, U.S. Center for SafeSport  
she/her/hers

Joe Walsh  
President & Director, Adaptive Sports New England  
he/him/his
About Our Guest

Meg Stone
Director, IMPACT & IMPACT:Ability Triangle
she/her/hers
“Just Don’t touch the kids.”
You Can’t Turn On the News Without Seeing...

Dozens of schools keep ties to coach accused of sexual abuse

*University of Michigan Fires Gymnastics Coach With Ties to Nassar Scandal*

[He is basically a predator]: Volleyball coach charged with sexual assault

South Korea’s Sports Prestige Gets Eclipsed By Sexual Abuse Against Female Athletes

[Sex offences against minors: Investigation reveals more than 200 Canadian coaches convicted in last 20 years]

to Aurora coach accused of sexual abuse
A Challenging Beginning
Why We Didn’t Report

- Fear that challenging a popular staff person would cause the program to lose support.
- Fear that no one would see the behavior as a problem or as a sign of potential abuse.
- No clear policies prohibiting the behavior.
- No clear policies that protected reporters.
What We Learned

‣ Training is important, but not enough to make people feel safe speaking up
‣ Speaking up is daunting, even for committed, knowledgeable people
‣ Organizations need ways to address smaller line-crossing
‣ Visible support from executive leaders is key
Elements of an Organizational Prevention Strategy

- Organizational Culture
- Policies
- Staff Training
- Athlete Training
Organizational Culture

- **Strengths:** Can influence behavior at all levels, at all times.

- **Limitations:** Difficult to measure or define. Less concrete and specific than other strategies.
Policies

- **Strengths:** Clarity and recourse, official communication about expectations.

- **Limitations:** Can’t be effective if they are not widely known or followed; may be generic or boiler plate.
Staff Training

- **Strength:** Can help staff develop specific skills and competencies, can unify staff around an approach or philosophical orientation.

- **Limitation:** Training will not change behavior if it is brief, and not connected to organizational culture. Training is ineffective if trainers’ message is different than that of organizational leaders.
Prevention Skills for Athletes

- **Strength:** Most abuse is perpetrated when an athlete is alone with a person they trust. Athletes having the skills to recognize and resist attempted abuse in the moment can increase their safety.

- **Limitation:** Training athletes to self-advocate, resist and report can be harmful or confusing if adults around them don’t support them.
Organizational Culture
Organizational Culture

“The values and behaviors that contribute to the unique social and psychological environment of an organization. Organizational culture includes an organization's expectations, experiences, philosophy, and values that hold it together, and is expressed in its self-image, inner workings, interactions with the outside world, and future expectations. It is based on shared attitudes, beliefs, customs, and written and unwritten rules that have been developed over time and are considered valid.”

---Business Dictionary
In An Abusive Situation

One person has lots of power & others have little or none.

Power is shared and leaders are accountable.
Person with power erodes trust gradually by violating people’s bodies and boundaries.

Official policies and organizational expectations enable staff to question and challenge more subtle violations.
Touch is chosen by the person in power with little or no regard for others’ wishes or needs.

People with disabilities get choice about how their bodies are touched. Staff are also respected if they choose not to give hugs or receive other types of touch.
Person with power goes unchallenged because the person being abused and others are afraid.

Athletes learn to protect & advocate for themselves and are supported when they do.

Staff members learn skills and get support for challenging unsafe or line-crossing situations.
Underlying Goal

Creating teams that are trusting and cohesive enough to grapple with the complexities of sexual abuse.

…but not so loyal that they fail to act when coworkers abuse power or violate students’ boundaries.
Organizational Culture Characteristics

- Communication about difficult issues is supported
- Constructive challenge is welcomed
- Support systems help people hold the emotional weight of abuse
- Boundary violations are addressed & challenged
- Spaces are created for people to think critically about consent, and about when and why athletes are touched
- Self-advocacy & refusing unwanted touch or interaction is supported
Text Chat

Question

How can you or have you created strong policies to protect athlete safety?
Policies
Some Elements of an Effective Policy

‣ Widely relevant – not just a response to one incident
‣ Clear & specific – a person can read it once and know what it means
‣ Enforced & enforceable - the organization has the resources and political will to follow it
‣ Consistent with skills & training - People charged with enforcing it have the knowledge, skills and institutional power to do so
A Policy Can…

- Communicate values & expectations
- Give recourse to address risky or problematic actions before they escalate
- Provide clarity & consistency under stress
A Policy Can’t…

- Solve an organizational culture problem
- Be meaningful if the person or people in charge of enforcing it don’t have the skills or power to do so
Abuse Reporting Protocol

Important Elements:

- Clarity about how to make a report
- Clarity about which staff need to be informed and how to document a disclosure
- Enable every staff member to respond effectively, regardless of their role or how well they know the individual
- Protocol is easily accessible
Whistleblower Protections

Important Elements

- Gives employees who report suspected abuse the same protections as those reporting financial impropriety
- Explicitly protects staff from retaliation if they report coworkers
- Sends a message that the organization expects and values reporting
- Discourages a culture of secrecy by giving clear protections to reporters
Expectations About Touch

Important Elements

‣ Gives employees clarity about what types of touch are acceptable
‣ Balances respect for individual needs with universal standards about acceptable touch
‣ Can give the organization recourse to address concerning behaviors before they escalate to abuse
‣ Can create unified expectations about touch while honoring the need for individualized supports
Code of Ethics or Code of Conduct

Important Elements

‣ Communicates positive expectations
‣ Defines boundaries of relationships between staff and athletes
‣ Gives an organization recourse to address line-crossing actions before they escalate to overt abuse
Generic Abuse Prevention Policy

[NAME OF ORGANIZATION] prohibits and does not tolerate sexual abuse or misconduct in the workplace or during any organization-related activity. [NAME OF ORGANIZATION] provides procedures for employees, volunteers, board members or any other victims of sexual abuse or misconduct to report such acts. Those reasonably suspected or believed to have committed sexual abuse or misconduct will be appropriately disciplined, up to and including termination of employment or membership, as well as criminally prosecuted.
SEEM Collaborative Touch Policy

Any time a staff member is touching a student the touch must be intended to serve the student. The staff member must be able to articulate the reason for the touch. Staff are also expected to be mindful about potential negative effects of touch, given the large number of SEEM students who are survivors of abuse and trauma who may be upset or confused by touch from staff.

The following are recognized reasons why it is acceptable for staff to touch students:

- Education
- Therapeutic
- Safety
- Hygiene and Medical
- Instructional
Staff Training
- Missed Opportunities
- Boundaries
- Touch
- Challenging Conversations
- Understanding Trauma
- Reporting Abuse
In Bounds/
Out of Bounds/
Review the Tape
Example Scenarios

- Tara is an athletic trainer at a high school. While an athlete is sitting on the training table, she squeezes his bicep and tells him “you’re getting so strong, the ladies better watch out!”

- A basketball player who has autism struggles with the noise on the court. Keisha, assistant coach, gives the athlete physical squeezes to help him remain calm during the game.
What’s Good for Safety is Good For Excellence

- Constructive Challenge
- Critical Thinking and Self-Reflection
- Strong, clear communication
- Accountability
- Teamwork
- Transparency
About Our Guest

Joe Walsh
President & Director, Adaptive Sports New England
he/him/his
Sample Athlete Safety Policy
Objectives

‣ Express organizational values and commitment

‣ Simply and clearly describe who, what, when, and why

‣ Focus on desired outcomes; support with appendicies
Policy

1. Background Checks
2. Education & Training
3. Prohibited Conduct (Appendix A)
4. Reporting
5. Report Review (Appendix B)
Appendices A and B

- Appendix A – Sample List of Prohibited Conduct

- Appendix B – Report Review Process
  - Making A Report
  - The Ethics Officer
  - Informal Resolution
  - Formal Resolution
  - The President and Board of Directors
Development of Policy

› Read and Understand Principles of U.S. Center for Safe Sport

› Review policies & requirements of national organizations

› Look at samples of peer organizations' policies

› Determine your principles and priorities

› Engage board members, legal counsel, and outside perspectives
Joe Walsh
Joe.walsh@adaptivesportsne.org
617-690-9103 (m)
Text Chat Question

Who would you involve or have you involved in developing policies in your organizations?
About Our Guest

Katie Hanna
Director of Education & Outreach, U.S. Center for SafeSport
she/her/hers
S.534, or The Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017

Designates the U.S. Center for SafeSport to serve as the independent national safe sport organization, with the responsibility for developing policies and procedures to prevent the emotional, physical and sexual abuse of amateur athletes.

Effective Date:
February 14, 2018
Safe Sport Authorization Act Application for “ASO”

“Applicable amateur sports” organization

Participates in an interstate or international amateur athletic competition

Whose membership includes any adult who is in regular contact with an amateur athlete who is a minor

Report Child Abuse
Limit One-on-Ones
Prohibit retaliation
Consistent Training
Report Child Abuse
Reporting Process

Law Enforcement

U.S. Center for SafeSport
Online Reporting Form

Sexual Misconduct Incident Reporting Form

Background Information

YOU MAY REPORT ANONYMOUSLY. If you choose to report anonymously, please write ANONYMOUS where it says "Your full name." If you would prefer to report by phone, please call 720-531-0340. Callers may remain anonymous.

Your full name: 

Your position/title: 

Your phone number: 

Your email address: 

Date of incident (required) YYYY-MM-DD

Sport/Organization (REQUIRED): 

https://safesport.org/report-a-concern
Limit One-on-One Interactions
Establish Reasonable Procedures to limit one-on-one interactions between an amateur athlete who is a minor and an adult.

**OBSERVABLE**  **INTERRUPTIBLE**
Policies and Monitoring

Published Minor Athlete Abuse Prevention (MAAP) Policies

Conducting regular and random audits of National Governing Bodies (NGBs)
Prohibit Retaliation
Differences Between Laws and Policies

Types of misconduct may be:

1. Criminal
2. A violation of SafeSport Code (policy)
3. Another organizational policy
4. All of these.

The U.S. Center for SafeSport and organizational policies may also prohibit behavior that is not criminal.
SafeSport Helpline (Web + App)

Access live, confidential help over the phone

866-200-0796

https://www.safesporthelpline.org/
Consistent Training: Adults & Minor Athletes
Additional Training Resources: 
**SafeSport Trained Core Online Course**

- **Training Covers:**
  - Sexual Misconduct Awareness
  - Emotional and Physical Misconduct
  - Mandatory Reporting

- **If affiliated with an NGB:**
  - Access through safesport.org
    - Have member ID ready

- **For all others:**
  - Access through athletesafety.org
Additional Training Resources: Youth & Parent

Parents

• Online Training Course

Youth

• Age-appropriate Training
  • Pre-school
  • Elementary School (Grades K-2 & 3-5)
  • Middle School
  • High School
Parent Resources

Training:
▸ Parent’s Guide to Misconduct in Sport
   Athletesafety.org

Toolkit Covers:
▸ What you need to know about abuse
▸ Age-appropriate discussion starters about various forms of abuse
▸ Prevention Questions
▸ How to Respond
▸ Signs and Symptoms of Abuse
Additional Resources
Strategies for Creating Safe Environments

- Training & Education
- Screening
- Establishing Boundaries
- Managing Training & Competition
- Responding & Reporting
- Monitoring
Centralized Disciplinary Database

Welcome to the national Centralized Disciplinary Database for the U.S. Olympic and Paralympic Movement, which includes all records from the U.S. Center for SafeSport from March of 2017 onward, as well as known historical disciplinary records received from and certified by the National Governing Bodies (NGBs) concerning individuals who have been sanctioned and rendered ineligible for sexual misconduct offenses.

The database will continue to be updated as the Center issues decisions and as additional historical records are received from the NGBs.

IMPORTANT: By using the U.S. Center for SafeSport’s (the “Center”) searchable database, you agree to these Terms and Conditions. If you do not agree, do not access this database.

Search

Please enter a name, location or sport to begin your search.

Name
Location
Sport
Changing Climate

- Climate Surveys to assess the climate in various sports
- Developing custom-built prevention education platform to increase engagement with NGBs
- Sports Situational Prevention Approach
Together we can:

Champion Respect. End Abuse.
Katie Hanna
Director of Education & Outreach
Katie.Hanna@safesport.org
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Joe Walsh  
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Sport is Part of the Solution to Ending Sexual Violence
Contact Us

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