

Welcome, this web conference will begin soon



 WEB CONFERENCE

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



prevent
connect

PreventConnect.org

info@PreventConnect.org

PreventConnect.org/email – **email group**

Learn.PreventConnect.org – **eLearning**

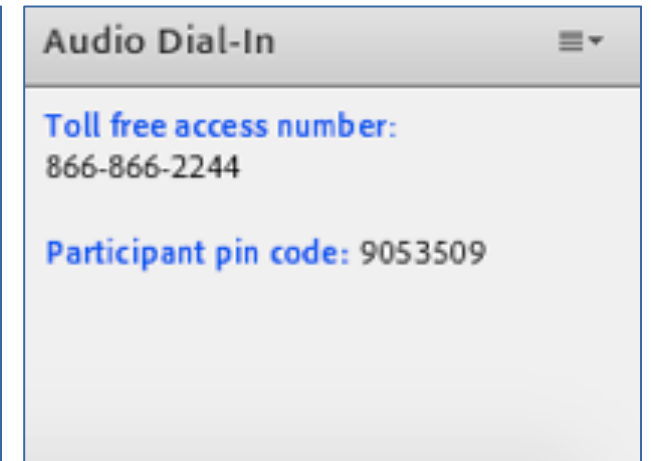
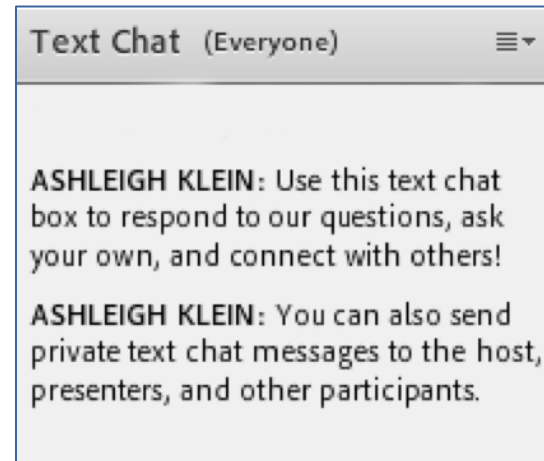
Follow Us

twitter.com/PreventConnect

facebook.com/PreventConnect

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

- ▶ Sport is Part of the Solution to End Sexual and Domestic Violence:
<http://www.preventconnect.org/2019/02/sport-is-part-of-the-solution-to-end-sexual-and-domestic-violence-2/>



WEB CONFERENCE

SPORT

is Part of the Solution
to End Sexual and
Domestic Violence

Wednesday, February 13, 2019
12:30PM PT | 3:30PM ET

PC
PreventConnect

RALIANCE
Ending Sexual Violence in One Generation

The image shows a group of young women and one young man in white and blue volleyball uniforms on a gymnasium floor. They are standing around a volleyball net, looking towards the camera. The background is a blue wall with a white net.



 WEB CONFERENCE

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

 prevent
connect

RALIANCE
Ending Sexual Violence in One Generation

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



UBER



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 ^{1, 2}. As a central component of American society, sport is an influential system that can contribute to the pervasiveness of SV/DV ³ AND can be a powerful part of the solution ⁴ to ending SV/DV.

Be Part of the Solution

Explore the Resources

Check out the Roadmap

Read the Research

Join the Learning Exchange

- 01. ●
- 02. ○
- 03. ○
- 04. ○
- 05. ○

I AM
part of the
solution



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!

[Explore the Prevention Database](#)



I AM
part of the
solution

Displaying 1 - 20 of 58

PCA Development Zone Resource Center 

Positive Coaching Alliance

Search thousands of resources to develop better athletes, better people. Search by "Topic in..." [read more](#)

[Visit Website](#)**IMPACT Administrators' Toolkit**

Men As Peacemakers

A 6-step guide to safety & gender equity in sports.

This toolkit includes resources... [read more](#)

[Visit Website](#)**A CALL TO COACHES Training Events**

A CALL TO MEN

A CALL TO COACHES is a series of educational training events where coaches are empowered to... [read more](#)

[Visit Website](#)**A CALL TO MEN Speakers**

A CALL TO MEN

A CALL TO MEN speaks at hundreds of events annually. From introductory workshops, multi-day... [read more](#)

[Visit Website](#)**Athlete Ally program**

Athlete Ally

Athlete Ally is a 501c-3 nonprofit organization that provides public awareness campaigns... [read more](#)

[Visit Website](#)**Athletes As Leaders**

Harborview Center for Sexual Assault & Traumatic Stress

Athletes As Leaders is a program for high school athletes on girls' sports teams. The program... [read more](#)

[Visit Website](#)**Beyond Sport United 2017**

Beyond Sport

Beyond Sport United 2017 brought to life social movements, advocacy and activism through two... [read more](#)

[Visit Website](#)**Character Initiative Grant (InSideOut Program)**

InSideOut Initiative, Arlington School District, and Dallas Cowboys (NFL)

InSideOut Initiative began in January 2016 with the the Dallas Cowboys in coordination with the... [read more](#)

[Visit Website](#)**Coach and Administrator Training Programs**

Up2Us

Sports and physical activity help kids build strong bodies and brains. Interactions with trained... [read more](#)

[Visit Website](#)**Coach Toolkit for Creating a Safe Space**

Up2Us

Up2Us Sports and StandUP have created this toolkit to assist coaches and program administrators... [read more](#)

[Visit Website](#)**Coaching Boys into Men Program**

Futures Without Violence

FUTURES' Coaching Boys into Men (CBIM) program facilitates these connections by providing high... [read more](#)

[Visit Website](#)**Coaching Boys Into Men Program Evaluation**

Futures Without Violence

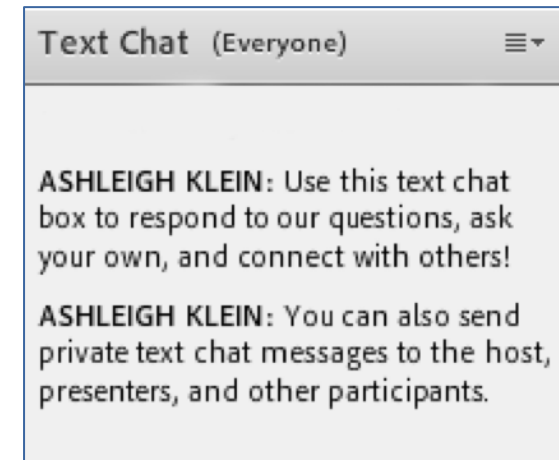
In 2012, Coaching Boys Into Men underwent a rigorous three year evaluation in Sacramento... [read more](#)

[Visit Website](#)

Text Chat Question

What does athlete safety mean to
you?

Use the Text Chat feature to
answer the question.



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

ther | Space + Science **Live TV** U.S. Edition +

enced to up to 175

years in prison for decades of sexual abuse

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

SPORTS

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

January 18, 2019 · 6:00 PM ET
Heard on All Things Considered

to Aurora
coach accused of sexual abuse

CBC INVESTIGATES

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

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

**In an Abuse
Prevention Organization**

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

Power is shared and leaders are accountable.

In An Abusive Situation

In an Abuse Prevention Organization

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.

In An Abusive Situation

**In an Abuse
Prevention Organization**

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.

In An Abusive Situation

**In an Abuse
Prevention Organization**

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.

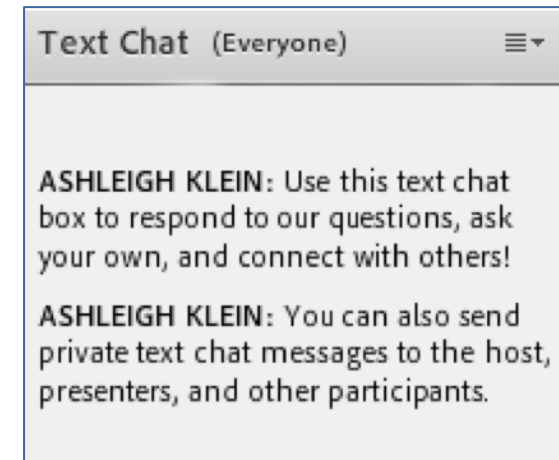
Organizational Culture Characteristics

- ▶ 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?

Use the Text Chat feature to answer the question.





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



Adaptive Sports
NEW ENGLAND

Objectives

- ▶ Express organizational values and commitment
- ▶ Simply and clearly describe who, what, when, and why
- ▶ Focus on desired outcomes; support with appendices

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



Adaptive Sports

NEW ENGLAND

Joe Walsh

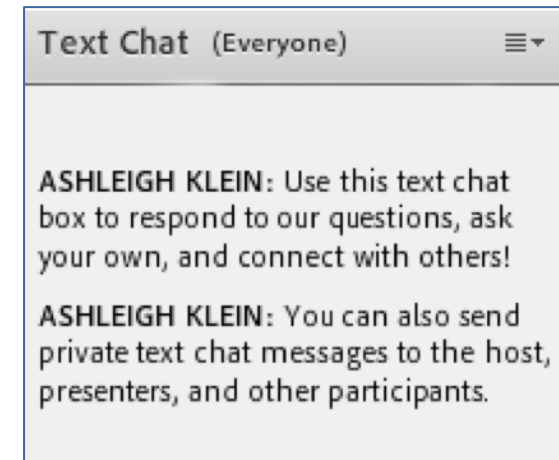
Joe.walsh@adaptivesportsne.org

617-690-9103 (m)

Text Chat Question

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

Use the Text Chat feature to answer the question.



About Our Guest



Katie Hanna

Director of Education & Outreach, U.S. Center
for SafeSport
she/her/hers

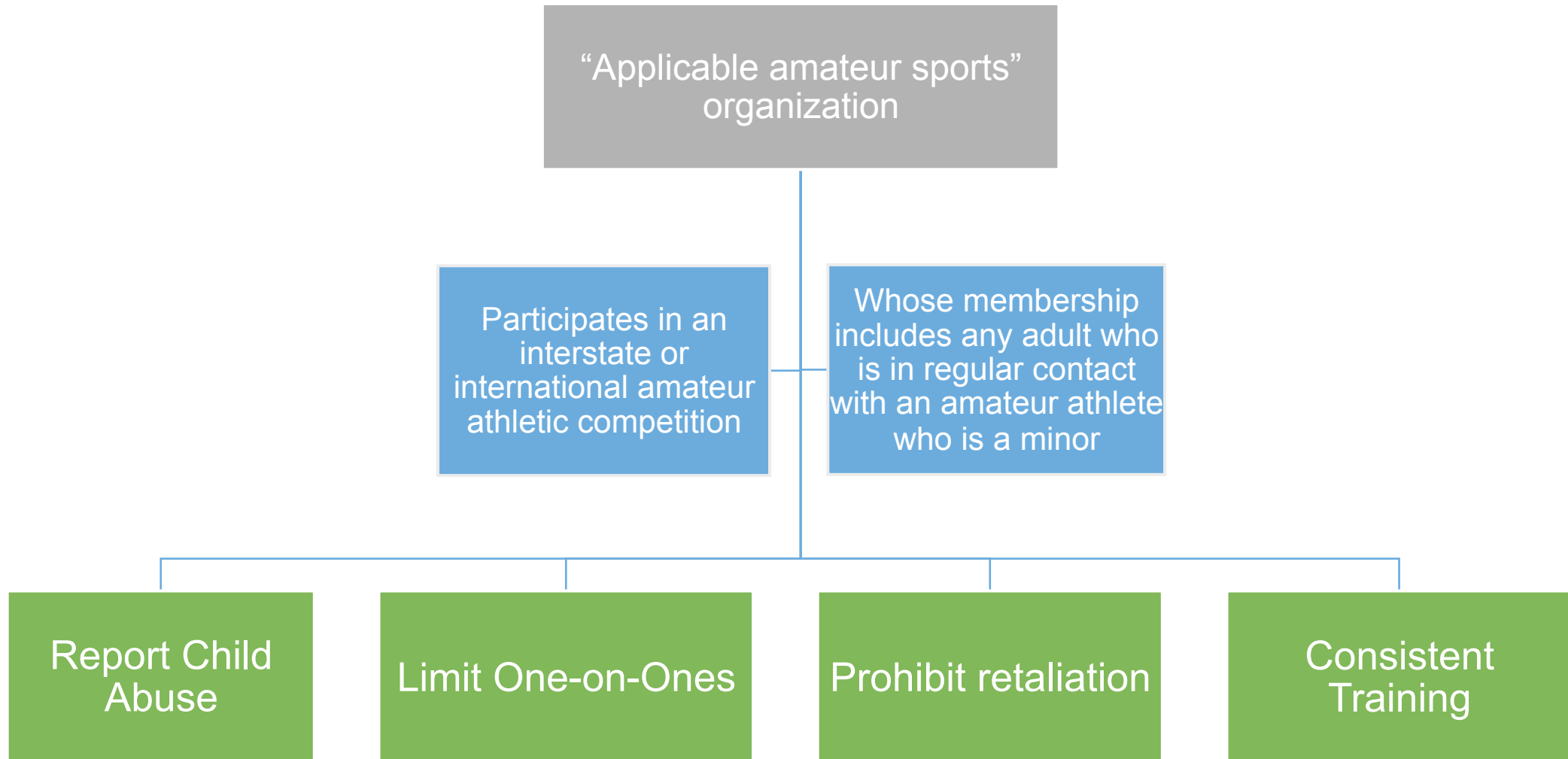
S.534, or The Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017

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.



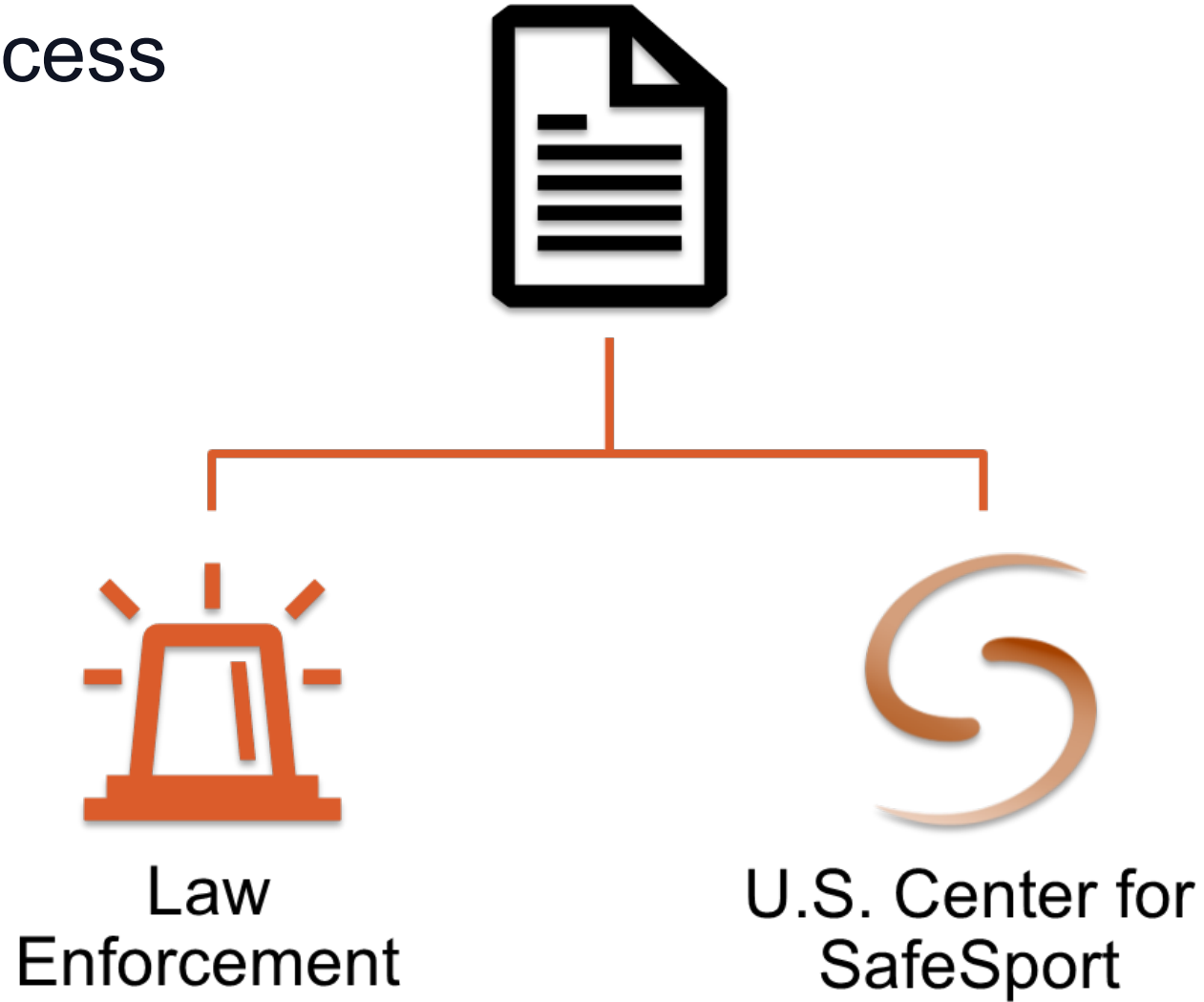
**Effective Date:
February 14, 2018**

Safe Sport Authorization Act Application for “ASO”



Report Child Abuse

Reporting Process



Online Reporting Form

<https://safesport.org/report-a-concern>



Sexual Misconduct Incident Reporting Form

 720-531-0340

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](tel:720-531-0340). Callers may remain anonymous.

Your full name:

Your position/title:

Your phone number:

Your email address:

Date of incident (Required): 

Sport/Organization (REQUIRED):

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.**



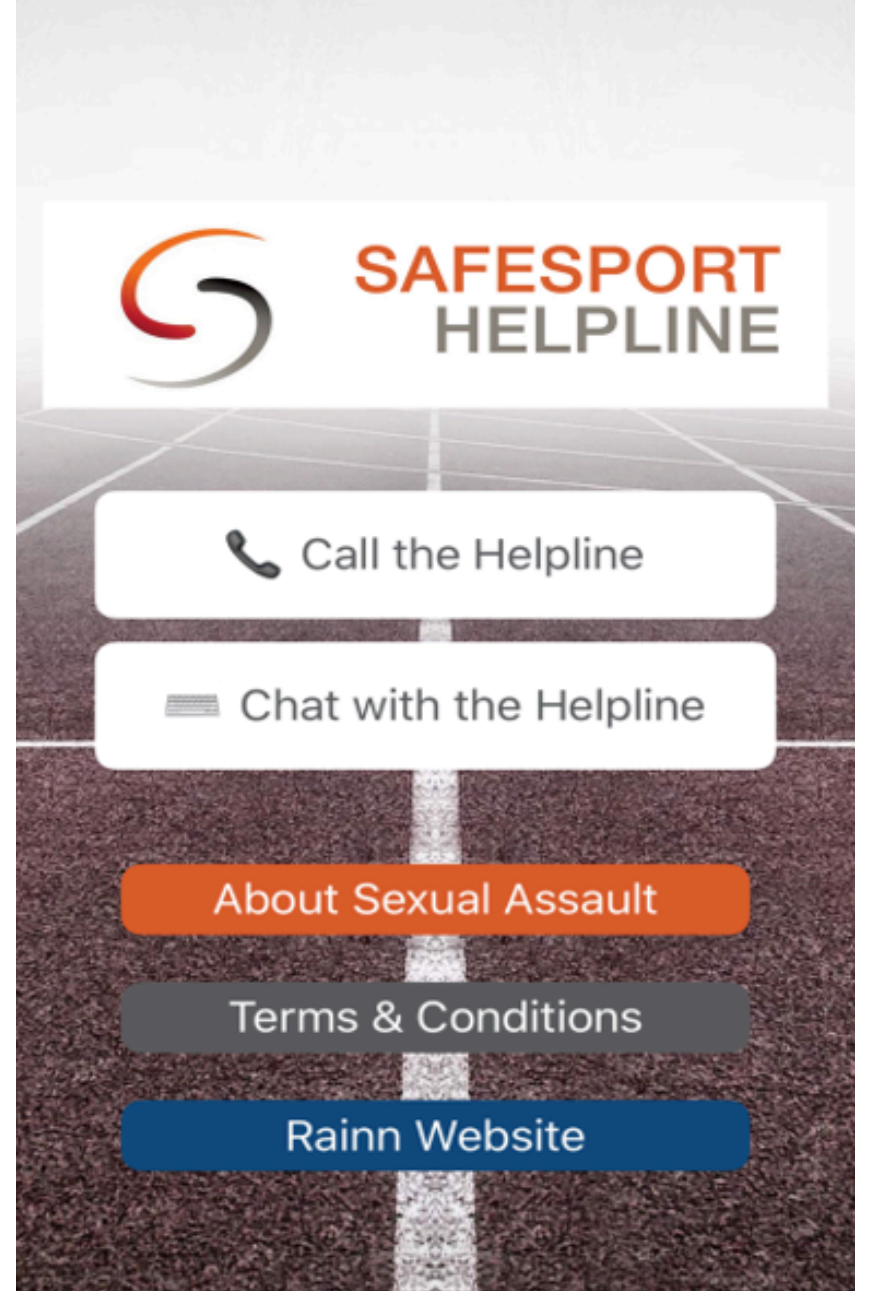
The U.S. Center for SafeSport and organizational policies may also prohibit behavior that is not criminal.

SafeSport Helpline (Web + App)

Access live,
confidential help
over the phone

866-200-0796

<https://www.safesporthepline.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

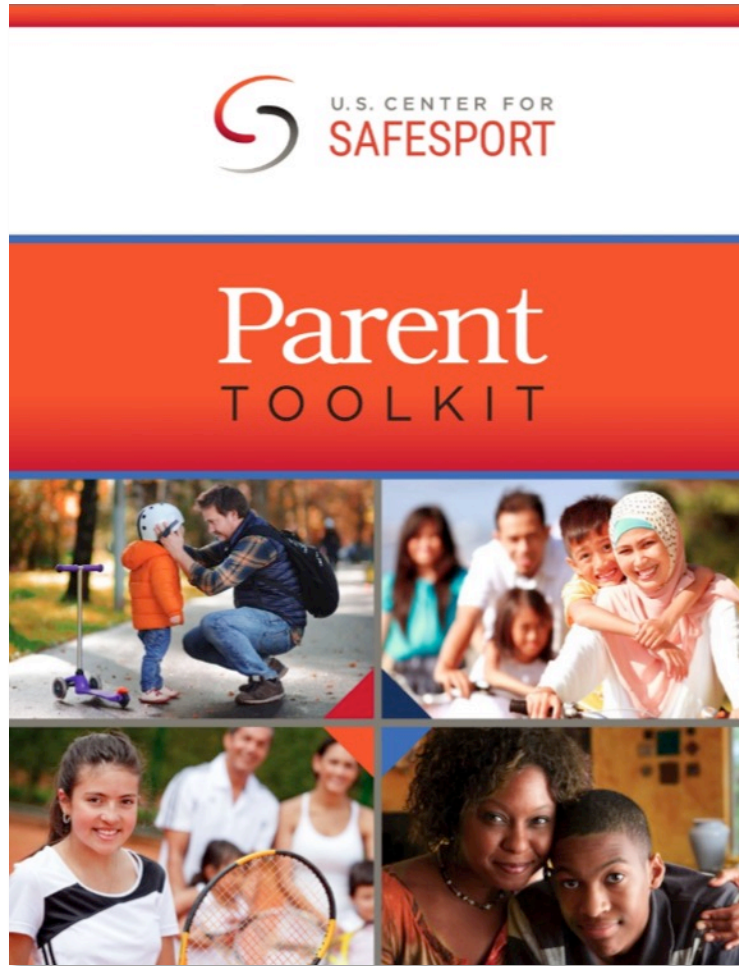
- Online Training Course

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](https://www.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. [Glossary of Terms](#)

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.



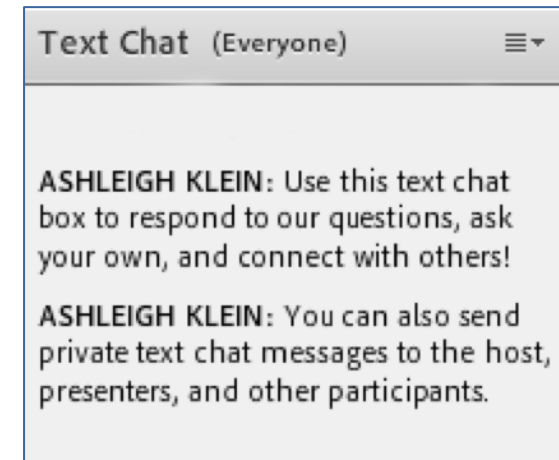
U.S. CENTER FOR
SAFESPORT
CHAMPION RESPECT. END ABUSE.

Katie Hanna
Director of Education & Outreach
Katie.Hanna@safesport.org

Text Chat Question

What will you do to promote athlete safety in your organizations?

Use the Text Chat feature to answer the question.



What questions do you have?



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

Sport is Part of the Solution to Ending Sexual Violence



Contact Us

Meg Stone

Director,
IMPACT & IMPACT: Ability Triangle
mstone@triangle-inc.org

Joe Walsh

President,
Adaptive Sports New England
joe.walsh@adaptivesportsne.org

Katie Hanna

Director of Education and Outreach,
U.S. Center for SafeSport
katie.hanna@safesport.org

Brian Pinero

Project Coordinator,
RALIANCE
bpinero@raliance.org



prevent
connect

PreventConnect.org

info@PreventConnect.org

PreventConnect.org/email – email group

Learn.PreventConnect.org – eLearning

Follow Us

twitter.com/PreventConnect

facebook.com/PreventConnect