



READY SET ROW SAFE SPORT POLICY (FEBRUARY 2024)

In conjunction and with the help of USRowing, Ready Set Row, LLC (hereinafter referred to as “RSR”) has adopted the following SafeSport policies. The policies contained in this handbook are internal and meant as a guide for activities sponsored by RSR, particularly any programs involving youth participants. This handbook will identify and address six primary types of misconduct, including bullying, harassment, hazing, emotional misconduct, physical misconduct, and sexual misconduct. All forms of misconduct are intolerable and in direct conflict with the USRowing ideals and those of RSR. RSR is committed to ensuring the safety of its members, coaches, and volunteers.

TRAINING AND EDUCATION

Our policies and procedures require staff members and/or volunteers to report abuse, misconduct and violations of RSR’s SafeSport Policy or Rules & Procedures. To do so, staff members (coaches, riggers, admin, support staff at boathouses) and/or volunteers (volunteer coaches, parent chaperones, referees, other volunteers) should have a basic understanding of sexual abusers, as well as “grooming,” the most common strategy offenders use to seduce their victims. Using a combination of attention, affection and gifts, offenders select a child, win the child’s trust (and the trust of the child’s parent or guardian), manipulate the child into sexual activity, and keep the child from disclosing abuse.

Accordingly, staff members and/or volunteers must read and fully comply with the RSR Safe Sport Policy and annually take USRowing SafeSport training. RSR encourages staff to complete an awareness training concerning misconduct in sport before performing services for RSR. Misconduct in sport includes:

- Bullying
- Harassment
- Hazing
- Emotional misconduct
- Physical misconduct
- Sexual misconduct, including child sexual abuse

Staff members and/or volunteers are strongly encouraged to complete the training and the quiz after the test. The test can be found here: <https://safesport.org/training>



Those staff members and/or volunteers are encouraged to take awareness training every two (2) years, or no more than 30 day(s) before they have contact with athletes.

This Policy applies to RSR:

- Staff members – Paid or Volunteers
- All Coaches
- Program volunteers
- Youth program chaperones
- Any individual who is in direct contact with or a position of authority over youth participants.

APPLICANT SCREENING

All RSR members, contractors and/or volunteers must consent to, and pass, a formal applicant screening process before performing services for RSR.

Elements of our screening process include, as applicable, successful completion of an application, interview, reference check and criminal background check for in-person camps.

EDUCATION ABOUT THE RSR PROTECTION POLICIES

To deter applicants who may be at risk of abusing athletes or participants from applying for positions, RSR educates its applicants about its protection policies and offers applicants an early opt-out by:

- Requiring awareness training before placement and/or before working with athletes and participants
- Informing applicants about our policies and procedures relevant to prevention
- Asking applicants to review and agree to our policies and procedures before proceeding with the process
- Requiring applicants to sign a document acknowledging review of our policies and procedures

WRITTEN APPLICATIONS



Each applicant for a Staff position – paid or volunteer, will complete an application form consisting of personal, identifying information and a general release with applicant’s signature. The written application will:

- Ask about previous work and volunteer experiences
- Ask questions intended to elicit information concerning high-risk behaviors
- Provide a written release for contacting personal references and performing a criminal background check, including an indemnification clause
- Ask open-ended questions that encourage broad answers
- Use disclosure statements to ask applicants about previous criminal arrests or convictions for sexual offenses, violence against youth and other violent criminal offenses or felonies

PERSONAL INTERVIEW

Appropriate staff will interview Staff applicants whose experience and credentials are considered a fit for available positions. During this interview, RSR interviewers will ask questions to encourage discussion, clarify responses and expand on the applicant’s answers to questions from the written application.

REFERENCES

References of applicants will be contacted (either by phone or in writing) and asked specific questions regarding the applicant’s professional experiences, demeanor and appropriateness for involvement with minor athletes and participants.

RELEASE

Each Staff applicant will also provide a signed release, consistent with federal, state and local laws regulating employment practices, that allows references to speak freely about the applicant’s qualifications without fear of reprisal and authorizing RSR to obtain information concerning an applicant’s past employment, volunteer experience and information provided by the applicant during the screening process (i.e., written application and personal interview).

CRIMINAL BACKGROUND CHECK POLICY



All Coaching Staff applicants will be asked to undergo a criminal background check that complies with the Fair Credit Reporting Act before providing services for RSR. Through this criminal background check, RSR will utilize reasonable efforts to ascertain the past criminal history of an applicant. The information revealed by the criminal background check may disqualify an applicant from serving as a coach. Individuals automatically disqualified are excluded from participation in any RSR sanctioned events and/or activities. Coaches at camps will also be cleared with a DMV check.

ATHLETE SUPERVISION POLICY

SUPERVISION OF ATHLETES AND PARTICIPANTS

During in-person training and competition, RSR strives to create two-deep leadership and minimize one-to-one interactions to create a safe training environment and to protect athletes and participants.

For virtual training, parents/guardians will be asked to be present and available during every training session, virtual lesson and coach call/presentation to observe the program and be available in the event of a medical emergency.

APPROPRIATE ONE-ON-ONE INTERACTIONS

- **Individual Meetings** - An individual meeting may be necessary to address an athlete's concerns, training program, or competition schedule. Under these circumstances, coaches, staff members and/or volunteers are to observe the following guidelines:
 - Any in-person individual meeting should occur when others are present and where interactions can be easily observed
 - Where possible, an individual meeting should take place in a publicly visible and open area, such as the corner of a gym or Boathouse.
 - If an individual meeting is to take place in an office, the door should remain unlocked and open
 - If a closed-door/private meeting is necessary with a Youth participant, the coach, staff member and/or volunteer must have another coach/adult /Volunteer present at the meeting. Parents should be informed of the meeting.
 - For virtual interactions – all communication will be documented either through a training app utilized by RSR or the session will be recorded



and stored in the athlete's drive (which is accessible to the parents/guardian) including video sessions and written correspondence.

- **Individual Training Sessions** - An individual training session(s) with an athlete or participant may also be desired or necessary. Under these circumstances, written permission of a minor athlete's parents or guardians is required in advance of the individual training session(s). A parent, additional athlete or additional Coach is required at these sessions.

PROHIBITED ONE-ON-ONE INTERACTIONS

Except as set forth above, minor athletes and participants will not be left unattended or unsupervised during RSR activities and RSR coaches, staff members and/or volunteers are prohibited from being alone with an individual athlete or participant in any room, building, car or bus.

PHYSICAL CONTACT WITH ATHLETES

Appropriate physical contact between athletes and coaches, staff members, contractors or volunteers is a productive and inevitable part of sport. In almost all sports, coaching an athlete requires some amount and type of physical contact. Athletes are more likely to acquire advanced physical skills and enjoy their sport participation through appropriate physical contact. Such contact may be with parts of the body that, in a non-sport context, may be inappropriate (e.g., positioning an athlete's leg or torso, or spotting an athlete to ensure they will not be injured by a fall). Physical contact is also natural and appropriate when celebrating victories and achievement or consoling athletes after a loss or injury. All athletes, coaches, staff members, contractors, parents, or volunteers will honor an expressed personal desire for decreased or no physical contact, where such decreased contact is feasible in the relevant training and competition environment.

APPROPRIATE PHYSICAL CONTACT

RSR adheres to the following principles and guidelines in regards to physical contact with our athletes:

Common Criteria for Appropriate Physical Contact

Physical contact with athletes – for safety, consolation and celebration – has multiple criteria in common which make them both safe and appropriate. These include:

- The physical contact takes place in public
- There is no potential for, or actual, physical or sexual intimacies during the physical contact



- The physical contact is for the benefit of the athlete, not to meet an emotional or other need of an adult or volunteer.

Safety

The safety of our athletes is paramount and in many instances we make the athletic space safer through appropriate physical contact. Examples include:

- Spotting an athlete so that they will not be injured by a fall or piece of equipment
- Positioning an athlete's body so that they more quickly acquire an athletic skill, get a better sense of where their body is in space, or improve their balance and coordination
- Making athletes aware that they might be in harm's way because of other athletes practicing around them or because of equipment in use
- Releasing muscle cramps

Celebration

Sports are physical by definition and we recognize participants often express their joy of participation, competition, achievement and victory through physical acts. We encourage these public expressions of celebration, which include:

- Greeting gestures such as high-fives, fist bumps, and brief hugs
- Congratulatory gestures such as celebratory hugs, "jump-arounds" and pats on the back for any form of athletic or personal accomplishment

Consolation

It may be appropriate to console an emotionally distressed athlete (e.g., an athlete who has been injured or has just lost a competition). Appropriate consolation includes publicly:

- Embracing a crying athlete
- Putting an arm around an athlete while verbally engaging them in an effort to calm them down ("side hugs")
- Lifting a fallen athlete off the playing surface and "dusting them off" to encourage them to continue competition

PROHIBITED PHYSICAL CONTACT



Prohibited forms of physical contact, which shall be reported immediately under our Reporting Policy include, without limitation:

- Asking or having an athlete sit in the lap of a coach, administrator, staff member or volunteer
- Lingering 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.

VIOLATIONS

Violations of this policy must be reported to a RSR supervisor, administrator, or member of the RSR Safety Committee and violations will be addressed under our Disciplinary Rules and Procedure. Some forms of physical contact may constitute child physical or sexual abuse that must be reported to appropriate law enforcement authorities.

ATHLETE PROTECTION POLICY

In the event that any staff member or volunteer observes inappropriate behaviors (i.e., policy violations), suspected physical or sexual abuse, or misconduct, it is the personal responsibility of each staff member and volunteer to immediately report his or her observations to an immediate supervisor, the RSR Head Coach.

RSR is committed to creating a safe and positive environment for athletes’ physical, emotional and social development and to ensuring that it promotes an environment free of misconduct.



Staff members and volunteers should not attempt to evaluate the credibility or validity of child physical or sexual abuse allegations as a condition for reporting to appropriate law enforcement authorities. Instead, it is the responsibility of each staff member and volunteers to immediately report suspicions or allegations of child physical or sexual abuse to an immediate RSR supervisor or RSR Head Coach. Complaints and allegations will be addressed under RSR's Disciplinary Rules and Procedure.

RSR recognizes that the process for training and motivating athletes will vary with each coach and athlete, but it is nevertheless important for everyone involved in sport to support the use of motivational and training methods that avoid misconduct. Staff members, volunteers, athletes and participants shall refrain from all forms of prohibited conduct, which include:

Bullying

- An intentional, persistent and repeated pattern of committing or willfully tolerating physical and non-physical behaviors that are intended, or have the reasonable potential, to cause fear, humiliation or physical harm in an attempt to socially exclude, diminish or isolate the targeted athlete(s), as a condition of membership
- Any act or conduct described as bullying under federal or state law

Exceptions:

- Bullying does not include group or team behaviors that (a) are meant to establish normative team behaviors, or (b) promote team cohesion.
- For example, bullying does not include verbal admonitions to encourage team members to train harder and to push through a difficult training regimen.

Examples of bullying prohibited by this Policy include, without limitation:

- Physical behaviors.
 - hitting, pushing, punching, beating, biting, striking, kicking, choking, or slapping an athlete;
 - throwing at, or hitting an athlete with, objects such as sporting equipment.
- Verbal and emotional behaviors.
 - teasing, ridiculing, intimidating;
 - spreading rumors or making false statements; or



- o using electronic communications, social media, or other technology to harass, frighten, intimidate or humiliate (“cyber bullying”).

Harassment

- A repeated pattern of physical and/or non-physical behaviors that
 - o are intended to cause fear, humiliation or annoyance,
 - o offend or degrade,
 - o create a hostile environment or
 - o reflect discriminatory bias in an attempt to establish dominance, superiority or power over an individual athlete or group based on gender, race, ethnicity, culture, religion, sexual orientation, gender expression or mental or physical disability; or
- Any act or conduct described as harassment under federal or state law

Exceptions: None

Examples of harassment prohibited by this Policy include, without limitation:

- Physical offenses. Behaviors that include
 - o hitting, pushing, punching, beating, biting, striking, kicking, choking or slapping an athlete or participant;
 - o throwing at or hitting an athlete with objects including sporting equipment.
- Non-physical offenses. Behaviors that include
 - o making negative or disparaging comments about an athlete’s sexual orientation, gender expression, disability, religion, skin color, or ethnic traits;
 - o displaying offensive materials, gestures, or symbols;
 - o withholding or reducing playing time to an athlete based on his or her sexual orientation.

Hazing

- Coercing, requiring, forcing or willfully tolerating any humiliating, unwelcome or dangerous activity that serves as a condition for
 - o joining a group or
 - o being socially accepted by a group’s members; or
- Any act or conduct described as hazing under federal or state law



Exception:

Hazing does not include group or team activities that (a) are meant to establish normative team behaviors or (b) promote team cohesion.

Examples of hazing prohibited by this Policy include, without limitation:

- Requiring or forcing the consumption of alcohol or illegal drugs
- Tying, taping or otherwise physically restraining an athlete
- Sexual simulations or sexual acts of any nature
- Sleep deprivation, otherwise unnecessary schedule disruption or the withholding of water and/or food
- Social actions (e.g. grossly inappropriate or provocative clothing) or public displays (e.g. public nudity) that are illegal or meant to draw ridicule
- Beating, paddling or other forms of physical assault
- Excessive training requirements focused on individuals on a team

NOTE: Activities that fit the definition of hazing are considered to be hazing regardless of an athlete's willingness to cooperate or participate.

Emotional Misconduct

A pattern of deliberate, non-contact behavior that has the potential to cause emotional or psychological harm to an athlete. Non-contact behaviors include:

- Verbal acts
- Physical acts
- Acts that deny attention or support

Any act or conduct described as emotional abuse or misconduct under federal or state law (e.g. child abuse, child neglect).

Exception:

Emotional misconduct does not include professionally accepted coaching methods of skill enhancement, physical conditioning, team building, discipline or improving athletic performance.

Examples of emotional misconduct prohibited by this policy include, without limitation:

- **Verbal Acts.** A pattern of verbal behaviors that (a) attack an athlete personally (e.g., calling them worthless, fat or disgusting) or (b) repeatedly and excessively yelling at a particular participant or participants in a manner that serves no productive training or motivational purpose.



- **Physical Acts.** A pattern of physically aggressive behaviors, such as (a) throwing sport equipment, water bottles or chairs at, or in the presence of, participants; or (b) punching walls, windows or other objects.
- **Acts that Deny Attention and Support.** A pattern of (a) ignoring an athlete for extended periods of time or (b) routinely or arbitrarily excluding participants from practice.

Note: Bullying, harassment, and hazing often involve some form of emotional misconduct.

Physical Misconduct

- Contact or non-contact conduct that results in, or reasonably threaten to, cause physical harm to an athlete or other sport participants;
- Any act or conduct described as physical abuse or misconduct under federal or state law (e.g. child abuse, child neglect, assault).

Exceptions:

Physical misconduct does not include professionally accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline or improving athlete performance. For example, hitting, punching, and kicking are well regulated forms of contact in combat sports, but have no place in swimming.

Examples of physical misconduct prohibited by this Policy include, without limitation:

- Contact offenses. Behaviors that include:
 - Punching, beating, biting, striking, choking or slapping an athlete;
 - Intentionally hitting an athlete with objects or sporting equipment;
 - Providing alcohol to an athlete under the legal drinking age (under U.S. law);
 - Providing illegal drugs or non-prescribed medications to any athlete;
 - Encouraging or permitting an athlete to return to play pre-maturely following a serious injury (e.g., a concussion) and without the clearance of a medical professional;
 - Prescribing dieting or other weight-control methods (e.g., weigh-ins, caliper tests) without regard for the nutritional well being/ health of athlete.
- Non-contact offenses. Behaviors that include:
 - Isolating an athlete in a confined space (e.g., locking an athlete in a small space);



- o Forcing an athlete to assume a painful stance or position for no athletic purpose (e.g. requiring an athlete to kneel on a harmful surface);
- o Withholding, recommending against or denying adequate hydration, nutrition, medical attention or sleep.

Note: Bullying, harassment and hazing often involve some form of physical misconduct.

Sexual Misconduct

Any touching or non-touching sexual interaction that is (a) nonconsensual or forced, (b) coerced or manipulated, or (c) perpetrated in an aggressive, harassing, exploitative or threatening manner;

Any sexual interaction between an athlete and an individual with evaluative, direct or indirect authority. Such relationships involve an imbalance of power and are likely to impair judgment or be exploitative; or

Any act or conduct described as sexual abuse or misconduct under federal or state law (e.g. sexual abuse, sexual exploitation, rape)

Exception. This section does not apply to a pre-existing relationship between two spouses or life partners.

Types of sexual misconduct include:

- Sexual assault,
- Sexual harassment,
- Sexual abuse, or
- 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.

Examples of sexual misconduct prohibited under this Policy include, without limitation:

- Touching offenses are behaviors that include:
 - o Fondling an athlete's breasts or buttocks
 - o Exchange of reward in sport (e.g., team placement, scores, feedback) for sexual favors
 - o Genital contact
 - o Sexual relations or intimacies between persons in a position of trust, authority and/or evaluative and supervisory control over athletes or other sport participants.



- Non-Touching offenses are behaviors that include:
 - A coach discussing his or her # life with an athlete
 - A coach asking an athlete about his or her # life
 - Coach requesting or sending a nude or partial-dress photo to athlete
 - Exposing athletes to pornographic material
 - Sending athletes sexually explicit or suggestive electronic or written messages or photos (e.g. “sexting”)
 - Deliberately exposing an athlete to sexual acts
 - Deliberately exposing an athlete to nudity (except in situations where locker rooms and changing areas are shared)
 - Sexual harassment; specifically, the sexual solicitation, physical advances, or verbal or nonverbal conduct that is sexual in nature, and
 - Is unwelcome, offensive or creates a hostile environment, and the offending individual knows or is told this
 - Is sufficiently severe or intense to be harassing to a reasonable person in the context.

Child Sexual Abuse

- Any sexual activity with a child where consent is not or cannot be given. This includes sexual contact with a child that is 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, regardless of whether there is deception or the child understands the sexual nature of the activity.
 - Note concerning peer-to-peer child sexual abuse: Sexual contact between minors also can be abusive. Whether or not a sexual interaction between children constitutes child sexual abuse turns on the existence of an aggressor, the age difference between the children, and/or whether there is an imbalance of power and/or intellectual capabilities.
- Any act or conduct described as child sexual abuse under federal or state law.

Exception: None

Examples: Sexually abusive acts may include physical sexual contact; sexual touching or non-contact sexual acts such as verbal acts, sexually suggestive electronic or written communications, exposure or voyeurism.

An imbalance of power is always assumed between a coach and an athlete.



- Authority and Trust. Once the unique coach-athlete relationship is established, the authority and trust on the part of the coach over the athlete shall be 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 following coaching if an imbalance in power could jeopardize effective decision-making.
- Imbalance of Power. Factors relevant to determining whether there is an imbalance of power include, but are not limited to:
 - the nature and extent of the coach’s supervisory, evaluative or other authority over the athlete being coached;
 - the actual relationship between the parties;
 - the parties’ respective roles;
 - the nature and duration of the sexual relations or intimacies;
 - the age of the coach;
 - the age of the athlete or participant;
 - and whether the coach has engaged in a pattern of sexual interaction with other athletes or participants.

REPORTING

It is a violation of this Athlete Protection Policy if a staff member and/or volunteer knows of misconduct, but takes no action to intervene on behalf of the athlete(s), participant(s), staff member, and/or volunteer.

Although these policies are designed to reduce child sexual abuse and other misconduct, it can still occur. Staff members, volunteers and participants of RSR shall follow the reporting procedures set forth in this Policy.

RSR does not investigate suspicions or allegations of child physical or sexual abuse, or attempt to evaluate the credibility or validity of such allegations, as a condition of reporting suspicions or allegations to the appropriate law enforcement authorities.

VIOLATIONS

Violations of the Athlete Protection Policy shall be reported pursuant to our Reporting Policy and will be addressed under our Disciplinary Rules and Procedure.

REPORTING PROCEDURE

Our policies and procedures require staff members and/or volunteers to report abuse, misconduct and violations immediately to the Head Coach of Ready Set Row.



How to Report

RSR will take a report in the way that is most comfortable for the person initiating a report including an anonymous, in-person, verbal or written report. Regardless of how you choose to report, it is helpful to RSR for individuals to provide, at a minimum, (1) the name of the complainant(s); (2) the type of misconduct alleged and the name(s) of the individual(s) alleged to have committed the misconduct.

“Whistleblower” Protection

Regardless of outcome, RSR will support the complainant(s) and his or her right to express concerns in good faith. RSR will not encourage, allow or tolerate attempts from any individual to retaliate, punish, allow or in any way harm any individual(s) who reports a concern in good faith. Such actions against a complainant will be considered a violation of our Rules and Procedures and grounds for disciplinary action.

Bad-Faith Allegations

A report of abuse, misconduct or policy violations that is malicious, frivolous or made in bad faith is prohibited. Such reports will be considered a violation of our Participant Safety Handbook and grounds for disciplinary action. Depending on the nature of the allegation, a person making a malicious, frivolous or bad-faith report may also be subject to civil or criminal proceedings.

HOW REPORTS ARE HANDLED

Suspicious or Allegations of Child Physical or Sexual Abuse

Reporting to Law Enforcement and/or Child Protective Services

An independent investigation can harm youth and/or interfere with the legal investigative process. RSR will not attempt to evaluate the credibility or validity of child physical or sexual abuse as a condition for reporting to appropriate law enforcement authorities. As necessary, however, RSR may ask a few clarifying questions of the minor or person making the report to adequately report the suspicion or allegation to law enforcement authorities.

At the University of Alabama, a report will be filed with the University of Alabama Police Department (UAPD) at 205-348-5454 and the RSR Head Coach will fill out a



[Child Abuse or Neglect Report Form](#) in the case of a child abuse or neglect report and deliver it to the UAPD. It is the responsibility of the UAPD to notify the Office of Legal Counsel of the suspected child abuse and to coordinate the investigation with local law enforcement and state officials. Further, it shall be the responsibility of the UAPD to either report the incident to the State of Alabama Department of Human Resources or to ensure that the local law enforcement agency has made the report. The UAPD shall advise the reporter that such a report has been made. Finally, the UAPD shall be responsible for maintaining all records and reports related to the incident and to brief university officials regarding progress or resolutions as needed.¹

For mandatory reporting laws, visit www.childwelfare.gov.

In the event that an incident is filed with the local department of social services the local Board of Health will both be notified in writing; the Alabama Youth Camp Incident Report Form can be utilized.

Immediate Suspension or Termination

When an allegation of child physical or sexual abuse is made against a Paid Coach, youth, RSR member and/or volunteer, RSR may immediately remove that individual from contact with any children in the program until the allegation has been investigated by an official agency. As necessary, RSR may suspend the paid coach or suspend a RSR member.

Misconduct and Policy Violations

RSR addresses internally alleged policy violations and misconduct – bullying, harassment, hazing, emotional, physical and sexual – that are not reportable under relevant state or federal law. RSR members must report policy violations and misconduct to RSR Coaches.

READY SET ROW DISCIPLINARY RULES & PROCEDURE

(JUNE 2023)

¹ University of Alabama Child Abuse Reporting Policy and Procedures: <https://secure2.compliancebridge.com/uat/public/getdocUA.php?file=18#:~:text=Reporting%20Procedures&text=Any%20uncertainty%20in%20deciding%20to,at%20205%2D348%2D5454>.



While RSR endeavors to provide support and guidance to participants on a day-to-day basis, it is also important for RSR to have a formal procedure for disciplinary action to address alleged violations of its policies and other inappropriate behaviors.

Application

This Policy is used to address the following allegations against staff members, athletes, participants and/or volunteers:

- Violations of RSR's Rules & Procedures; and/or
- Child abuse (emotional, physical, or sexual) that does not involve an ongoing legal investigation or criminal prosecution

RSR will not investigate an allegation of child physical or sexual abuse if it undermines or interferes with a pending legal investigation or criminal prosecution.

Disciplinary Rules

RSR recognizes that there are varying levels of misconduct. For example, physical and sexual misconduct are serious violations that may result in immediate dismissal. In contrast, a youth participant who tells a single sexually risqué joke constitutes less serious misconduct and depending on the circumstances, might be dealt with more appropriately through dialogue and a verbal warning. In all cases, RSR's disciplinary procedures and actions will be proportionate, reasonable and applied fairly and equally.

Disciplinary Procedure

On receipt of an allegation, RSR will determine in its discretion the appropriate steps to address the conduct based on several factors, including (i) the age of the complainant or victim, (ii) the age of the accused and (iii) the nature, scope, and extent of the allegations.

RSR's disciplinary response will depend on the nature and seriousness of the incident and in extreme cases, misconduct will result in immediate summary dismissal of paid coach. If the accused individual is a minor, RSR will contact his/her parents or guardians.

Disciplinary Action

Sanctions for violations of the RSR Rules & Procedures will be proportionate and reasonable under the circumstances. In addition to day-to-day guidance, RSR may take the following disciplinary actions without limitation:

- Inform the athlete's parent or guardian – depending on offense, at any time day or night
- Provide the individual with guidance, redirection and instruction
- Temporary suspension from participation
- File a formal incident report
- Issue a verbal warning
- Issue a written and/or final written warning



- Provide informed supervision, where at least one staff member is informed of the allegation and is instructed to vigilantly supervise the accused participant
- Engage in restorative practices, ie., creation of a respectful and safe dialogue when a misunderstanding or harm has occurred
- Suspend or terminate employment or membership where the athlete must be picked up by a guardian within 24 hrs. at their own cost with no refund.

Ongoing Employment and/or Participation

On receipt of a credible and specific allegation of child abuse or other serious misconduct (e.g., physical and sexual abuse as defined in our Athlete Protection Policy), RSR may immediately suspend or terminate the accused individual to ensure participant safety.

Complainant Protection

Regardless of outcome, RSR will support the complainant(s) and his or her right to express concerns in good faith. RSR will not encourage or tolerate attempts to retaliate, punish or in any way harm any individual(s) who report(s) a concern in good faith. Such actions will be grounds for disciplinary action.

Bad-Faith Allegations

Any individual who alleges misconduct that, upon review, is determined to be a malicious, frivolous or made in bad faith will be a violation of RSR Rules & Procedures. Bad-faith allegations may also be subject to criminal proceedings.