



U S A J U D O

# SAFE SPORT HANDBOOK

## **What You Will Find In This Handbook?**

From USA Judo's National office, to club coaches, to parents, everyone has a role and responsibility in creating a safe environment for all our athletes. In this handbook, you will learn about:

- Covered Individuals
- Six primary types of misconduct
- USA Judo's screening process
- USA Judo's background check procedures
- Contact with athletes
- Prevention/Implementation
- Reporting
- Minor Athlete and Abuse Prevention Policies & Recommendations

On-line SafeSport training is available and will cover most of the above topics. This training is required by USA Judo and the U.S. Center for SafeSport on an annual basis for USA Judo Coaches, referees, staff, board members, adults who have "regular contact" with minors and certain volunteers who have direct interactions with athletes and are in a position of trust and/or authority.

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## Introduction

With more people interested in sport, we have more chances of misconduct and maltreatment. This can include physical and sexual abuse, among other inappropriate actions as well. USA Judo will not tolerate any form of misconduct or maltreatment of its members and is committed to partnering with the U.S. Center for SafeSport (“The Center”) to build a sport community where participants can work and learn together in an atmosphere free of emotional, physical and sexual misconduct.

Misconduct and maltreatment can be harmful to an athlete’s well-being and growth, not just in the sport of judo but throughout their life. It can often hurt their performances on the mat and they may be so physically or emotionally scarred that they end up leaving the sport completely.

Studies show that as many as 1 in 8 athletes will be sexually abused. This is a major factor of USA Judo using the SafeSport program. There is a high-risk for misconduct and abuse for athletes in any sport.

USA Judo is dedicated to bringing a safe environment for any individuals who may want to try the sport for the first time, or for those athletes who are already well engrained in judo. While excelling in the sport is important, we prioritize the safety of our members above everything else.

Under USOC bylaws, USA Judo is required to comply with the policies and procedures as set forth by the Center which can be found at [www.safesport.org](http://www.safesport.org).

## US Center for SafeSport Authority: Prevention Training and Policies

Federal law authorizes the Center to address the risk of emotional, physical, and sexual abuse of amateur athletes in the U.S. Olympic and Paralympic Movements. See [Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017](#).

### Prevention Training

Federal law authorizes the Center to develop training to prevent abuse, including emotional, physical, and sexual abuse, of any amateur athlete. At a minimum, national governing bodies and Paralympic sports organizations *must offer and give consistent training related to the prevention of child abuse to: (1) adult members who are in regular contact with amateur athletes who are minors and (2) subject to parental consent, to members who are minors.*

### Prevention Policies

Federal law also authorizes the Center to develop policies and procedures for implementation by national governing bodies or Paralympic sports organizations to prevent abuse, including emotional, physical, and sexual abuse, of any amateur athlete. As a part of these policies and procedures, national governing bodies and Paralympic sports organizations *must implement reasonable procedures to limit one-on-one interactions between an amateur athlete who is a minor and an adult (who is not the minor’s legal guardian) at a facility under the jurisdiction of a national governing body or Paralympic sports organization without being in an observable and interruptible distance from another adult, except under emergency circumstances.*

Application and implementation

The U.S. Olympic Committee and national governing bodies (collectively, “Covered Organizations”) are required to follow these Minor Athlete Abuse Prevention Policies. At a minimum, these policies are also strongly recommended for National Member Organizations and Local Affiliated Organizations, and, at a maximum, the NGBs may require said organizations to follow them. Covered Organizations are responsible for implementing and monitoring compliance with these policies.

*The policies and procedures set forth herein are promulgated by the Center to assist Covered Organizations in meeting their obligations under federal law. If, in implementing the required components identified here, these Covered Organizations are nonetheless not in compliance with federal requirements, the Organization shall implement policies and procedures sufficient to meet such requirements.*

## Terminology

- **Covered Organizations:** The U.S. Olympic Committee and a national governing body.
- **Jurisdiction:** Authority or control.
- **Local Affiliated Organization (LAO):** A regional, state, or local club or organization that is directly affiliated with a NGB or that is affiliated with a NGB by its direct affiliation with a regional or state affiliate of a NGB. A LAO does not include a regional, state, or local club or organization that is only a member of a National Member Organization of a NGB.
- **Minor, child or minor athlete:** An amateur athlete under 18 years of age.
- **National Governing Body (NGB):** An amateur sports organization affiliated with a sport included on the program of the Olympic, Paralympic, or Pan-American Games, which is also recognized by the United States Olympic Committee (USOC) pursuant to the Ted Stevens Olympic and Amateur Sports Act, 36 U.S.C. §§ 220501-220529. This definition shall also apply to the USOC, or other sports entity approved by the USOC, when they have assumed responsibility for the management and/or governance of a sport included on the program of the Olympic, Paralympic, or Pan-American Games.
- **National Member Organization:** A national organization that is directly affiliated with an NGB, over which the NGB has jurisdiction (without respect to whether the NGB has disciplinary authority over individual members of that national organization), and is: (a) an Amateur Sports Organization requesting sanction from a NGB; or (b) an Applicable Amateur Sports Organization under the [Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017](#).

## Covered Individuals

This policy will apply to any individual who: (a) currently is, or was at the time of a possible violation of the Code, within the governance or disciplinary jurisdiction of USA Judo or who is seeking to be within the governance or disciplinary jurisdiction of USA Judo (e.g., through application for membership), (b) is an athlete or non-athlete participant that USA Judo or the USOC formally authorizes, approves or appoints to a position of authority over athletes or to have frequent contact with athletes or (c) USA Judo identifies as being within the Office's jurisdiction:

- USA Judo staff
- Coaches
- Officials & referees
- Athletes
- Medical personnel
- Volunteers & contractors
- Members
- Board members

Any person who is a "Covered Individual" under these policies and/or the rules of the U.S. Center for SafeSport, is subject to the rules, policies, and procedures of the U.S. Center for SafeSport and will submit, without reservation or condition, to the jurisdiction of the U.S. Center for SafeSport for the resolution of any alleged violations of those rules, policies, or procedures, as they may be amended from time to time.

## Education & Training Policy

### Adults Required to Complete Mandatory Training

The following adults at USA Judo, National Member Organizations, and Local Affiliated Organizations shall complete training concerning child abuse prevention:

- Adult members with USA Judo, National Member Organizations, or a Local Affiliated Organization who have regular contact with amateur athletes who are minors
- An adult authorized by USA Judo, National Member Organization, or a Local Affiliated Organization to have regular contact with or authority over an amateur athlete who is a minor
- Adult staff and board members of USA Judo, National Member Organization, or a Local Affiliated Organization (with the exception of NMOs and LAOs whose adult staff and board members have no contact with or authority over minor athletes).

To satisfy the training obligations, USA Judo shall adhere to parts A.1, A.2, and B, below, of this Education & Training Policy.

To satisfy the training obligations, it is strongly recommended that National Member Organizations and Local Affiliated Organizations adhere to parts A.1, A. 2, and B, below, of this Education & Training Policy, and NGBs may require them to do so. The Center's "Core Center for SafeSport Training" provides the required child abuse prevention training mandated by federal law.

## 1. Core Center for SafeSport Training

The above listed adults are required to complete training concerning child abuse prevention. No later than March 23, 2019, the above listed adults at Covered Organizations who are not currently in good standing with their NGB due to failure to complete required training must complete the U.S. Center for SafeSport's Core Center for SafeSport Training before regular contact with an amateur athlete who is a minor begins or within the first 45 days of initial membership, or upon beginning a new role subjecting the adult to this policy.

*Training other than the Core Center for SafeSport Training does not satisfy this policy.* USA Judo may provide training *in addition* to the Core Center for SafeSport Training. However, if it does, it shall not refer to such training as "SafeSport" Training.

## Refresher Course(s)

A refresher course is required on an annual basis (e.g., membership year or another annual cycle, as determined by the NGB) effective the calendar year following the completion of the Core Center for SafeSport Training for each of the above listed adults at a Covered Organization (NGB access to the refresher course is detailed in Appendix A). Policies, procedures and/or communications to said adults concerning refresher course requirements must be updated by September 1, 2019.

### **A. Minor Athletes**

Covered Organizations shall, subject to parental consent, annually offer and give training to members who are minors regarding prevention and reporting of child abuse. Covered Organizations shall track:

- A description of the training(s);
- The date the training(s) was offered and given; and
- A description of how the training(s) was offered and given.

### **B. Exemptions**

Exemptions from this Education & Training Policy may be made on a case-by-case basis for victims/survivors. Requests may be made directly to the U.S. Center for SafeSport, [ngbservices@safesport.org](mailto:ngbservices@safesport.org), or to the relevant NGB.

The Center will work with Covered Organizations regarding appropriate accommodations for persons with disabilities to satisfy the training requirements herein.

## **Required Prevention Policies**

### **A. Required policies**

Covered Organizations are required to implement the following athlete prevention policies by June 23, 2019:

1. One-on-One Interactions, including meetings and individual training sessions (Covered Organizations are required to establish reasonable procedures to limit one-on-one interactions, as set forth in federal law).
2. Massages and rubdowns/athletic training modalities
3. Locker rooms and changing areas

4. Social media and electronic communications
5. Local travel
6. Team travel.

To satisfy these requirements, these policies (including the mandatory components identified in the model policies) are strongly recommended for implementation by National Member Organizations and Local Affiliated Organizations, and NGBs may require them to do so.

## **B. Model policies**

To satisfy these requirements, the Center provides model policies to assist Covered Organizations in developing and implementing the required policies. These model policies include **mandatory components** (which any policy must, at a minimum, include) and **recommended components**. Given the uniqueness of each sport, some recommended components may not be appropriate or feasible. Covered Organizations may choose to implement stricter standards consistent with the implementation guidance below. Stricter standards may include applying the policy to additional constituents and may also include additional restrictions.

If a Covered Organization does not develop its own policy, the mandatory components will become the default policy for the Covered Organization.

## **C. Implementation**

The mandatory components set forth in the model policies set a minimum standard. In implementing the required policies, **a Covered Organization may choose to implement a policy that is stricter than the Model Policy**, if it includes or is stricter than the mandatory component.

*If, in implementing the required policies identified here, Covered Organizations are not in compliance with federal requirements, the organization shall implement policies and procedures sufficient to meet such requirements.*

### **1. Approval process**

If a Covered Organization proposes a policy that varies from the policies provided herein, such policies must be submitted to [ngbservices@safesport.org](mailto:ngbservices@safesport.org) for review and approval. Covered Organizations must submit proposed policies to the Center by March 23, 2019. Policies will be approved, approved with modification or denied by the Center. If the proposed policy is denied by the Center, the mandatory components of the model policy will continue to serve as the default unless and until the Center approves any future proposed policy.

## **D. Minor athletes who become adult athletes**

With the exception of athletes who are members of the same team, Minor Athletes who reach the age of majority (i.e. 18 years of age) must adhere to the provisions found in the Minor Athlete Abuse Prevention Policies when interacting with minor athletes who are 14 years of age or younger.

Minor Athletes who reach the age of majority and then obtain a position of authority that presents a power imbalance, such as becoming a coach or official, must also comply with these prevention policies regardless of the age of the minor athletes with whom they will interact.



## Six Primary Types of Misconduct

### #1: Bullying

This can take place at anytime and anywhere. You turn your head for a moment and an athlete can get kicked or slapped. Bullying will often occur among athletes, so a way to prevent this is for the club coach to set up a zero-tolerance policy. It must be made known that it is positive to report any form of bullying to a coach or someone who is in charge.

**Since judo is a contact sport, there will be some physicality. It is essential to know what coincides with the sport and what is out of line, which we will cover in the Physical Contact with Athletes section ([pg. 13](#)).**

### Definition

Bullying is unwanted, aggressive behavior among school aged children that involves a real or perceived power imbalance. The behavior is repeated or has the potential to be repeated over time. Bullying includes actions such as making threats, spreading rumors, attacking someone physically or verbally, and excluding someone from a group on purpose. A participant also violates this by willfully tolerating any form of prohibited misconduct, when there is a power imbalance between that participant and the individual(s) who are being subjected to the prohibited conduct.

### Examples of Bullying

Physical bullying can sometimes be hard to locate in a contact sport, but here are a couple of key things to look out for.

- Choking
- Slapping
- Biting
- Throwing objects
- Punching
- Kicking

Bullying can be in the form of verbal abuse as well, that can emotionally cripple an athlete. Here are some emotional bullying examples to look out for.

- Teasing
- Spreading rumors
- Intimidate
- Ridiculing

## #2: Harassment

Harassment can include emotional or sexual/physical. This can come from athletes or coaches and directed towards other athletes or even parents of athletes. Harassment can also come about because of someone's race, gender, or sexual orientation. The responsibility falls on the club coaches to set up a zero-tolerance policy for harassment.

### **Definition**

The act of systematic and/or continued unwanted and annoying actions of one party or a group, including threats and demands. The purposes may vary, including racial prejudice, personal malice, and attempt to force someone to quit a job or grant sexual favors, apply illegal pressure to collect a bill, or merely gain sadistic pleasure from making someone fearful or anxious.

### **Examples of Harassment**

Physical harassment has a lot of similarities to bullying. Harassment includes anything that is unwanted from one person to the other.

- Pushing
- Flicking
- Striking
- Hitting (that is not part of the physicality of the sport)

Emotional harassment can vary from bullying to blackmailing to obtain something. A couple examples of emotional harassment are listed below.

- Negative remarks on athlete's sexual orientation, gender, disability, religion, skin color, or ethnicity
- Blackmailing
- Showing favoritism due to sexual orientation, gender, religion, skin color, or ethnicity

### #3: Hazing

Becoming part of a team or a club shouldn't have to come with getting hazed because you are the new kid. Most of us can remember getting "hazed" in high school as freshman, thinking that this was a rite of passage. Hazing often begins as harmless but can turn nasty in a hurry. Since hazing will most likely happen between athletes, coaches and staff can have a strong anti- hazing policy and make sure the environment at the club is positive and welcoming to new athletes. Many states have put out a legislation to discourage hazing, which can help support a clubs anti-hazing policy.

#### **Definition**

Hazing refers to any activity expected of someone joining a group (or to maintain full status in a group) that humiliates, degrades or risks emotional and/or physical harm, regardless of the person's willingness to participate.

#### **Examples of Hazing**

Hazing and bullying are quite similar. The one glaring difference between hazing and bullying is that bullying is designed to exclude the person, while hazing is designed to include the person, as long as they follow through with the "activities." Below are some examples of hazing.

- Verbal abuse
- Threats
- Stunts with degrading, crude, or humiliating attire
- Personal service to other members such as carrying books, errands, cooking, cleaning, etc.
- Deprived of maintaining a normal schedule
- Expected to harass other
- And many others, the list could go on and on...

#### #4: Emotional Misconduct

Emotions are a huge part in sports and can play as big of a factor in competition as the physical part. If your emotions aren't in the right place then you will not be prepared to take on any opponent. Athletes experience a wide range of emotions when they practice and compete from sad to fierce to ecstatic. It could be very detrimental to the athlete if any coaches or teammates were to repeatedly inflict psychological or emotional harm to that athlete during practice or competition. Understanding what emotional misconduct is and how to prevent it is vital to an athlete's success.

#### **Definition**

Emotional misconduct involves non-contact behavior that can/will be detrimental to an athlete's success in the sport. This can include but is not limited to verbal attacks or denying attention or support. This also includes psychological and emotional abuse, which involves trauma to the victim caused by acts, threats of acts, or coercive tactics.

#### **Examples of Emotional Misconduct**

Emotional misconduct can be similar to bullying in the form of verbal abuse. The difference is that emotional misconduct can also mean not paying attention to someone or not giving enough emotional support. Below are some examples of emotional misconduct.

- Humiliating the athlete
- Verbally attacking an athlete personally
- Deliberately doing something to make the athlete feel diminished
- Ignoring the athlete for extended periods of times
- Excluding participants from practice repeatedly

## #5: Physical Misconduct

Judo is a very physical sport and with all physical sports, physical misconduct may occur. Physical misconduct includes improper or incorrect training techniques, as well as harming someone physically outside of the necessary physicality of the sport. However, physical misconduct can also include other aspects such as inadequate recovery times and improper diets. Judo is physical and, therefore, to teach it best there will need to be some grabs that a coach must do with his/her students. More information on this will be provided in the Physical Contact with Athletes section ([pg. 20](#)).

The sport of Judo has necessary contact in order to teach it. Without having physical contact between athletes and coaches or athletes and athletes there won't be any substantial gain in the sport. This simple fact is understood by USA Judo and is reflected in our Physical Abuse Policy.

### **Physical Abuse Policy**

It is the policy of USA Judo that there should be no physical abuse of any participant involved in any of its sanctioned programs, its training camps, judo clinics, coach's clinics, referee's clinics, regional and national tournaments or other USA Judo sanctioned events by any employee, volunteer, or independent contractor.

Physical abuse means physical contact with a participant that intentionally causes the participant to sustain bodily harm or personal injury other than physical contact that would be normal when participating in the sport of Judo and in accordance with the rules with the sport of Judo. Physical abuse also includes physical contact with a participant that intentionally creates a threat of immediate bodily harm or personal injury that is inconsistent with the normal activities experienced in practicing the sport of Judo and/or that is inconsistent with the rules of the sport of Judo.

### **Appropriate Physical Contact**

Physical abuse does not include physical contact that is reasonably designed to coach, teach or demonstrate Judo skills. Permitted physical contact may include but is not necessarily limited to:

- Teaching Judo techniques
- Participating in randori (free practice)
- Participating in ne waza (groundwork)
- Warm-up exercises
- Communicating with or directing participants during the course of tournaments or practice by touching them in a non-threatening, non-sexual manner.

### **Definition**

Physical misconduct can involve contact and non-contact behavior that can cause physical harm to any athlete or participant in the sport. This also includes physical abuse, which is defined as, one or more episodes of aggressive behavior, usually resulting in physical injury with possible damage to internal organs, sense organs, the central nervous system, or the musculoskeletal system of another person.

## **Examples of Physical Misconduct**

Physical misconduct is another type of misconduct that can closely resemble bullying. The difference is that it pertains to the athlete's physical well-being, so it involves more than just getting attacked physically. Here are some examples of physical misconduct.

- Punching
- Beating
- Biting
- Providing alcohol to an athlete under the legal drinking age
- Providing illegal or non-prescribed medications to any athlete
- Having an athlete compete when they are not fully recovered
- Having an athlete dieting pills or other weight-control methods without regard of the athlete's physical well-being.

## **#6: Sexual Misconduct / Child Sexual Abuse**

Sexual misconduct can take place in any sport because of the trust that must take place between a coach and his/her athletes. Sexual misconduct can also take place between athletes. Usually it comes from one looking up to another, such as a mentorship and having a respect for someone who may be of higher level. Coaches and adults must commit to a having a non-sexual misconduct sports environment by making sure the athletes know it is imperative to report this kind of behavior.

### **Definition**

Sexual misconduct – encompasses a range of behavior used to obtain sexual gratification against another's will or at the expense of another. Sexual Misconduct includes sexual harassment, sexual assault, and any conduct of a sexual nature that is without consent or has the effect of threatening or intimidating the person against whom such conduct is directed.

Child Sexual Abuse – form of child abuse in which an adult or older adolescent uses a child for sexual stimulation. Forms of child sexual abuse include asking or pressuring a child to engage in sexual activities, indecent exposure to a child with intent to gratify their own sexual desires, or to intimidate or groom the child, physical sexual contact with a child, or using a child to produce child pornography.

### **USA Judo's Sex Abuse Policy**

It is the policy of USA Judo that there should be no sexual abuse of any minor participant involved in any of its sanctioned programs, its training camps, Judo clinics, coach's clinics, referee's clinics, regional and national tournaments or other USA Judo sanctioned events, by an employee, volunteer or independent contractor. A minor is an individual who has not reached the age of consent or has not been emancipated. Sexual abuse of a minor participant occurs when an employee, volunteer, or independent contractor touches a minor participant for the purposes of causing sexual arousal or gratification of either the minor participant or the employee, volunteer or independent contractor. Sexual abuse of a minor participant also occurs when a minor player touches an employee, volunteer or independent contractor for the sexual arousal or sexual

gratification of either the minor participant or the employee, volunteer or independent contractor if the touching occurs at the request or with the consent of the employee, volunteer or independent contractor. Neither consent of the athlete to the sexual contact, mistakes as to the participant's age, nor the fact that the sexual contact did not take place at a Judo function are defenses to a complaint of sexual abuse. Upon proof of violation of this policy, the violator will be permanently banned and/or suspended from USA Judo sanctioned programs and/or the programs of its group A, B or C members.

Membership and participation in USA Judo programs or activities may be terminated, refused, or denied to an individual who has been convicted of a criminal offense, of a sexual nature, child abuse, child molestation or other disqualifying convictions.

### **Examples of Sexual Misconduct**

Sexual misconduct includes sexual abuse, sexual harassment, and rape. The following are some examples of what sexual misconduct can look like.

- Unwanted contact, like touching of an athlete's breasts, buttocks, or genitals
- Sexual relations or intimacies between participants in a position of trust, authority, and/or supervisory control over athletes or other sport participants
- Sexual comments or jokes
- A coach discussing his or her sex life with an athlete or asking an athlete about his or her sex life
- A coach requesting or sending nude or partial dressed photo to an athlete intentionally exposing a Minor to content or imagery of a sexual nature, including but not limited to, pornography, sexual comment(s), sexual gestures, and/or sexual situation(s)

## Screening Process

Screening is an important part of USA Judo's effort to keep the athletes' safe while they train and compete to obtain their personal goals along with USA Judo's goals.

It is the policy of USA Judo that we will not authorize or sanction in our program that we directly control or sanction any coach who has routine access to athletes who refuses to consent to be background screened or SafeSport certified before he or she is allowed to have routine access to athletes in USA Judo sanctioned programs.

A person may be disqualified and prohibited from serving as an employee, volunteer, coach, teacher or a referee of USA Judo if the person has:

- Been convicted (including crimes the record of which has been expunged and pleas of no contest) of a crime of child abuse, sexual abuse of a minor, physical abuse, causing a child's death, neglect of the child, murder, manslaughter, felony assault, any assault against a minor, kidnapping, arson, criminal/sexual conduct, prostitution, crimes relating to controlled dangerous substance or crimes related to said offenses.
- Being adjudged, liable for civil penalties or damages involving sexual or physical abuse of children.
- Being subject to any current or permanent Court Order involving any sexual abuse or physical abuse of a minor.
- Had their parental rights terminated.
- A history with another organization (volunteer, employment, etc.) of complaints of sexual or physical abuse of a minor.
- Resigned, been terminated or been asked to resign from a position whether paid or unpaid due to complaints of sexual or physical abuse of minors or having had a history of other behavior that indicates that they may be a danger to children in USA Judo, USA Judo activities or related events.

## Criminal Background Check Procedures

A criminal background check is mandatory for all employees, board members, teachers, coaches, instructors, assistant coaches, assistant instructors, medical personnel, officials & referees, and volunteers or contractors who have frequent contact and/or authority over athletes; whether the coach, instructor, assistant coach or teacher is officially designated as a head coach or not. An assistant coach, an assistant instructor or teacher includes anyone who will be alone with the player or responsible for a player or a team member during an activity or practice.

Screens are also required for any non-athlete individual that USA Judo or the USOC authorizes to train, stay or work at an Olympic Training Center.

An individual criminal background check is required every two years through the USA Judo approved screening entity and is the responsibility of the candidate. A background screen can be applied for by logging into the USA Judo members profile or if not a member, by visiting [www.usjudo.org](http://www.usjudo.org) and selecting the Forms menu option at the top of the page. Screens will be completed before contact with athletes begins and, in any event, within 45 days of the role.



The National Office will purge the membership database twice a month for those individuals who are required to have a current background screen in place. Those who have a current background screen, CDC Heads Up Certification and SafeSport Certification will be listed on the USA Judo website as Active Coaches or Active Referees. Those who have lapsed will be notified and removed from the respective Active list and website.

USA Judo shall appoint a five-member committee which will be designated the Background Check Committee to administer all background check procedures. The Committee shall be made up of two representatives from USA Judo, a representative from the USJA, a representative from the USJF, and an athlete representative. The National Office has access to the background screen database showing passing or red flag only. The National Office does not have access to red flag details. The Background Check Committee shall receive and review the results of the background check reports from the investigating agency showing negative events. The Background Check Committee shall determine if any individual does not meet the USA Judo minimum standards for coaches, teachers, instructors or referee and shall use the criterion stated herein as a guide.

### **Disqualified Background Check**

The Backgrounds Check Committee shall notify the affected applicant that a disqualifying entry has been reported on the criminal background check and determine, if the applicant chooses, whether to withdraw their name from consideration or request a review by the Standards Committee of USA Judo or the Standards Committee of the respective Group A organization. If a review is requested, a meeting of the respective Standards Committee will be called and the applicant will be notified of a meeting date, time, and location in writing and shall be afforded the opportunity to address the respective Standards Committee. A full written disclosure of the criminal background history may be made to the Standards Committee as part of the review process and the applicant is encouraged and entitled to attend a special meeting and provide any additional information as he or she chooses. A decision of the Standards Committee shall be final and shall be based on a majority vote of the members in attendance at the meeting.

### **Confidentiality**

The appeal procedures of USA Judo and/or the respective Group A organization shall apply to the determinations made by the Standards Committee with the further proviso that the applicant should be advised that all activities pursuant to the background check committee in the matters pending before the Standards Committee would be confidential in nature, but the appeal process as implemented pursuant to the appeal procedure of USA Judo and/or one of their Group A, B, or C members could necessarily result in disclosures that would not remain confidential.

To the extent possible, all information contained in response to the criminal background checks or disclosed in the review process shall be kept confidential and not disclosed or discussed outside of the review process or the Standards Committee. In the event that an applicant feels a mistake has been reported in their criminal background check, it is the applicant's responsibility to contact the reporting agency and resolve any issues. USA Judo and its A, B, and C members are not responsible for errors or omissions that may be reported on background checks. The Background Check Committee of USA Judo shall maintain all authorizations, records and reports in a confidential matter.

### **If Charged with a Criminal Offense...**

If any member, volunteer, or participant is charged with a criminal offense of a sexual nature, child abuse, child molestation or other disqualifying offense, membership privileges and participation may be suspended pending the resolution of said charges and the completion of a background check.

### **Required Policies for one-on-One Adult-Minor Interactions**

The majority of child sexual abuse is perpetrated in isolated, one-on-one situations. By reducing such interactions between children and adults, programs reduce the risk of child sexual abuse. However, one-on-one time with trusted adults is also healthy and valuable for a child. Policies concerning one-on-one interactions protect children while allowing for these beneficial relationships.

#### **A. Mandatory Components**

1. Covered Organization policies must include components a through e.

##### a. Application

This policy shall apply to:

- 1) Adult members at a facility that is either partially or fully under the jurisdiction of a Covered Organization;
- 2) Adult members who have regular contact with amateur athletes who are minors;
- 3) Any adult authorized by a Covered Organization to have regular contact with or authority over an amateur athlete who is a minor; and
- 4) Adult staff and board members of a Covered Organization. (Collectively “Applicable Adult” for the purposes of this policy.)

##### b. Observable and interruptible

- One-on-one interactions between a minor athlete and an Applicable Adult (who is not the minor’s legal guardian) at a facility partially or fully under our jurisdiction are permitted if they occur at an observable and interruptible distance by another adult.
- One-on-one interactions between minor athletes and an Applicable Adult (who is not the minor’s legal guardian) at a facility partially or fully under our jurisdiction are prohibited, except in the circumstances described in subpart d of this section and under emergency circumstances.

##### c. Meetings

- Meetings between Applicable Adults and minor athletes at a facility partially or fully under our jurisdiction may only occur if another adult is present, except under emergency circumstances. Such meetings must occur where interactions can be easily observed and at an interruptible distance from another adult.
- If a one-on-one meeting takes place in an office at a facility partially or fully under our jurisdiction, the door to the office must remain unlocked and open. If available, it will occur in an office that has windows, with the windows, blinds, and/or curtains

remaining open during the meeting.

d. Meetings with mental health care professionals and health care providers

If a mental health care professional and/or health care provider meets with minor athletes at a facility partially or fully under our jurisdiction, a closed-door meeting may be permitted to protect patient privacy provided that: (1) the door remains unlocked; (2) another adult is present at the facility; (3) the other adult is advised that a closed-door meeting is occurring; and (4) written legal guardian consent is obtained in advance by the mental health care professional and/or health care provider, with a copy provided to our organization.

e. Individual training sessions

Individual training sessions between Applicable Adults and minor athletes are permitted at a facility partially or fully under our jurisdiction if the training session is observable and interruptible by another adult. It is the responsibility of the Applicable Adult to obtain the written permission of the minor's legal guardian in advance of the individual training session if the individual training session is not observable and interruptible by another adult. Permission for individual training sessions must be obtained at least every six months. Parents, guardians, and other caretakers must be allowed to observe the training session.

B. Recommended Components

1. Covered Organization policies may include the following components:

a. Monitoring

When one-on-one interactions between Applicable Adults and minor athletes occur at a facility partially or fully under our jurisdiction, Applicable Adults will monitor these interactions. Monitoring includes: knowing that the one-on-one interaction is occurring, the approximate planned duration of the interaction, and randomly dropping in on the 1-on-1.

b. Out-of-program contacts

Applicable Adults are prohibited from interacting one-on-one with unrelated minor athletes in settings outside of the program that are not observable and interruptible (including, but not limited to, one's home and individual transportation), unless parent/legal guardian consent is provided for each out-of-program contact. Nonetheless, such arrangements are strongly discouraged.

## **Physical Contact with Athletes**

Appropriate physical contact between athletes and coaches, staff members, or volunteers is a productive and inevitable part of judo. USA Judo recognizes that athletes are more likely to acquire advanced physical skills and enjoy their sport participation through appropriate physical contact. However, rules and boundaries for physical contact must be set to reduce the potential for athlete maltreatment and reduce the potential for misinterpretation that leads to unfounded allegations of impropriety.

### **Regular Contact with Minors**

USA Judo defines “regular contact with minors” as meaningful or direct contact or oversight with minors that would be considered frequent, repeated or consistent. By way of example, an adult who will often assist with coaching/leading classes including minors would be considered “regular contact” with minors and is required to complete the SafeSport Online Training/Certification Course. An adult who may “drop in” to coach and/or practice with minors on occasion would not be considered frequent, repeated or consistent and would not need to complete the SafeSport Online Training/Certification Course. In the spirit of the moral code of judo, USA Judo requires adult members to self-certify whether or not they considered having “regular contact” with minors based on the aforementioned description. If an adult member is unsure whether or not they have “regular contact” with minors, USA Judo encourages those individuals (and their clubs) to err on the side of caution and complete the SafeSport Training and Certification. USA Judo, in cooperation with USA Judo Clubs, has the right to randomly review and assess members who may have regular contact with minors and require compliance if/when considered necessary by USA Judo Leadership.

### **Safety**

The safety of our athletes is paramount and, in many instances, we believe we make the athletic environment safer through appropriate physical contact. Examples of this 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**

Judo is 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, brief hugs, and team handshakes
- Congratulatory gestures such as celebratory hugs and pats on the back for any form of athletic or personal accomplishment.

### **Consolation**

USA Judo believes it’s appropriate and desirable to console an emotionally distressed athlete, for

example, an athlete who has been injured or has just lost a competition. This sort of consolation can encourage athletes to maintain their motivation and strengthen relationships in the process. Appropriate consolation includes:

- Publicly embracing a crying athlete until they can compose themselves
- Putting an arm around an athlete while verbally engaging them in an effort to calm them down
- Lifting a fallen athlete off the playing surface and to encourage them to continue competition

### **Common Criteria for Physical Contact**

Each of these types of physical contact with athletes – safety, consolation, and celebration – has multiple criteria in common which makes them both safe and appropriate. These include:

- The physical contact takes place in public
- The impetus for contact derives from the athlete’s current observed state or situation
- An inherently beneficial purpose of the contact for the athlete
- No inappropriate overtones or undertones of the physical contact
- No potential for physical or sexual intimacies during the physical contact

### **Prohibited Physical Contact**

Forms of physical contact with athletes that do not meet USA Judo’s criteria for Physical Contact with Athletes are unacceptable and should be reported immediately. These 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 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

### **If Physical Contact is not wanted...**

All coaches, staff members, volunteers, officials, parents, and fellow athletes will honor the desire of any athlete who wishes to minimize or not engage in physical contact deemed otherwise appropriate. This practice will be extended to the parent/guardian of an athlete under the age of 18 who also wishes organizational members to have minimal or no physical contact with their child.

## Areas of Concern

Sometimes it is difficult to see that maltreatment can happen while off the mat. These are what we call Areas of Concern. The following are some topics to also keep in mind and requirements from the Minor Athlete Abuse Policy that may be useful to clubs and coaches.

## Massages and Rubdowns/Athletic Training Modalities

### A. Mandatory components

1. Covered Organizations must include components a and b.

#### a. Application

This policy shall apply to:

- 1) Adult members at a facility that is either partially or fully under the jurisdiction of a Covered Organization;
- 2) Adult members who have regular contact with amateur athletes who are minors;
- 3) Any adult authorized by a Covered Organization to have regular contact with or authority over an amateur athlete who is a minor; and
- 4) Adult staff and board members of a Covered Organization. (Collectively “Applicable Adult” for the purposes of this policy.)

#### b. Massage or rubdown/athletic training modality

Any massage or rubdown/athletic training modality performed at a facility or a training or competition venue must be conducted in an open and interruptible location. Any massage of a minor athlete must be done with at least one other adult present and must never be done with only the minor athlete and the person performing the massage or rubdown/athletic training modality in the room.

### B. Recommended components

1. Covered Organizations may include the following component:

#### a. Written consent

Written consent by a legal guardian shall be provided before providing each massage or rubdown/athletic training modality on a minor athlete. Parents must be permitted to be in the room as an observer.

## **Locker Rooms and Changing Areas**

Athletes are particularly more open to the Six Primary Types of Misconduct from other athletes in locker rooms or changing areas because of the lack of privacy that most of them have. There are many situations that can occur in a locker room or changing area. Many times, there will be no adult supervision or staff members to monitor these areas. Below are a few tips to try and make the locker rooms and changing areas as safe as possible.

- Create a policy for club locker rooms/changing areas and post them in and around that area.
- If the locker room or changing area happens to be a shared facility (such as a city gym, 24-hour fitness, etc.), you can encourage your athletes to come to practice already dressed in their uniform and have them change when they get back home.
- Depending on the size of your staff, you can have staff members stand outside of locker rooms and changing areas so they are readily available if something were to happen.
- Periodically have checks inside of locker rooms and changing areas, with women checking the female-designated areas, and men checking the male-designated areas.

### **A. Mandatory Components**

1. Covered Organizations must include components a through f.

a. Application

This policy shall apply to:

- 1) Adult members at a facility that is either partially or fully under the jurisdiction of a Covered Organization;
- 2) Adult members who have regular contact with amateur athletes who are minors;
- 3) Any adult authorized by a Covered Organization to have regular contact with or authority over an amateur athlete who is a minor; and
- 4) Adult staff and board members of a Covered Organization. (Collectively “Applicable Adult” for purposes of this policy.)

b. Non-exclusive facility

If our organization uses a facility not fully under our jurisdiction (for, e.g., training or competition or similar events) and the facility is used by multiple constituents, Applicable Adults in categories 1 through 4 are nonetheless required to adhere to the rules set forth herein.

c. Use of recording devices

Use of any device’s (including a cell phone’s) recording capabilities, including voice recording, still cameras and video cameras in locker rooms, changing areas, or similar spaces at a facility under our organization’s jurisdiction is prohibited. Exceptions may be made for media and championship celebrations, provided that such exceptions are approved by the Covered Organization or the LAO and two or more Applicable Adults are present.

d. Undress

Under no circumstances shall an unrelated Applicable Adult at a facility under our organization’s jurisdiction intentionally expose his or her breasts, buttocks, groin, or genitals to a minor athlete.

e. One-on-one interactions

- Except for athletes on the same team, at no time are unrelated Applicable Adults permitted to be alone with a minor athlete in a locker room or changing area when at a facility under our partial or full jurisdiction, except under emergency circumstances.
- If our organization is using a facility that only has a single locker room or changing area, we will designate separate times for use by Applicable Adults, if any.

f. Monitoring

Our organization regularly and randomly monitors the use of locker rooms and changing areas at facilities under our jurisdiction to ensure compliance with these policies.

## **B. Recommended Components**

1. Covered Organizations may include any of the following components:
  - a. Under no circumstances shall an unrelated Applicable Adult at a facility under our organization's jurisdiction expose his or her breasts, buttocks, groin, or genitals to a minor athlete.
  - b. To minimize the risk of bullying and hazing, our organization uses locker room monitors to ensure that minor athletes are not left unsupervised in locker rooms and changing areas.
  - c. Applicable Adults make every effort to recognize when a minor athlete goes to the locker room or changing area during practice and competition and, if they do not return in a timely fashion, will check on the minor athlete's whereabouts.
  - d. We discourage parents from entering locker rooms and changing areas unless it is truly necessary. In those instances, it should only be a same-sex parent when other minor athletes are changing in the same locker room or changing area. If this is necessary, parents should let a coach or administrator know about this in advance.

## **Mobile and Electronic Communications**

Social media and electronic communications can be used to commit athlete maltreatment, like bullying, harassment, and hazing. With technology becoming more a part of everyone's life, USA Judo must make sure that there is no maltreatment through electronic communications as well. As part of USA Judo's emphasis on athlete safety, communications involving our athletes should be appropriate, productive, and transparent.

### **Communications with Athletes under Age 18**

Online discussion boards, mass emails, Facebook, Twitter, and other social media make it easy to share ideas and experiences. USA Judo recognizes this; however, social media, mobile, and other electronic communications can be especially concerning when an athlete under the age of 18 is involved. As such, there will be no electronic communications (e-mail, texts, tweets, etc.) between a minor athlete and administrators, coaches, staff members, or volunteers that are not shared with the athlete's parent/guardian.



Staff members and coaches who have younger athletes (less than 14 years of age) are to be in direct mobile and electronic contact with the parents/guardians who can then forward the message to their child.

Staff members and coaches of older athletes (14-18 years) are to copy or otherwise include parents/guardians on all mobile and electronic communications with the athlete.

Staff members and coaches may communicate directly with athletes, who are licensed to drive, by phone to notify them of changes to training, practice, and competition schedules.

### **Speaking Up**

We encourage staff, athletes, or parents to communicate any complaints or concerns to USA Judo. We ask that all complaints or concerns about potential violations or athlete maltreatment be directed to one of USA Judo's Safe Sport Contacts. This includes potentially serious violations as well as general concerns involving any coaches, staff members, athletes, or family members. It is only by coming to organizational leaders directly that we can effectively address the matter.

### **A. Mandatory components**

1. Covered Organizations must include components a through d.

a. Application

This policy shall apply to:

- 1) Adult members who have regular contact with amateur athletes who are minors;
- 2) Any adult authorized by a Covered Organization to have regular contact with or authority over an amateur athlete who is a minor; and
- 3) Adult staff and board members at a Covered Organization. (Collectively "Applicable Adult" for the purposes of this policy.)

b. Content

All electronic communication originating from Applicable Adults to minor athletes must be professional in nature.

c. Open and transparent

- Absent emergency circumstances, if an Applicable Adult with authority over minor athletes needs to communicate directly with a minor athlete via electronic communications (including social media), another Applicable Adult or the minor's legal guardian will be copied.
- If a minor athlete communicates to the Applicable Adult (with authority over the minor athlete) privately first, said Applicable Adult should respond to the minor athlete with a copy to another Applicable Adult or the minor's legal guardian.
- When an Applicable Adult with authority over minor athletes communicates electronically to the entire team, said Applicable Adult will copy another adult.
- Minor athletes may "friend" the organization's official page.

d. Requests to discontinue

Legal guardians may request in writing that their minor athlete not be contacted through any form of electronic communication by the organization or by the Applicable Adults subject to this policy. The organization will abide by any such request that their minor athlete not be contacted via electronic communication, absent emergency circumstances.

**B. Recommended components**

1. Covered Organizations may include the following components:

a. Hours

Electronic communications will generally only be sent between the hours of 8:00 a.m. and 8:00 p.m., unless emergency circumstances exist, or while traveling internationally or during competition travel.

b. Monitoring

- The organization monitors its social media pages and removes any posts that violate the organization's policies and practices for appropriate behavior.
- The organization will inform the legal guardian of a minor athlete of any prohibited posts, as well as the organization's administrator.

c. Prohibited electronic communications

Applicable Adults with authority over minor athletes are not permitted to maintain private social media connections with unrelated minor athletes and such Applicable Adults are not permitted to accept new personal page requests on social media platforms from amateur athletes who are minors, unless the Applicable Adult has a fan page, or the contact is deemed as celebrity contact vs. regular contact. Existing social media connections on personal pages with minor athletes shall be discontinued.

## **Travel**

Judo clubs can reduce the risk of athlete maltreatment by preparing the athletes for traveling to competitions and training opportunities. Following these travel guidelines will increase athlete safety and improve the competitive experience while keeping travel a fun and enjoyable experience.

### **Local Travel**

Local travel includes routine travel to practice and local competitions for which USA Judo does not arrange travel. For local travel, athletes or their parents/guardians (for athletes under age 18) are responsible for making all travel arrangements. In these instances, it is the responsibility of the athlete or their parents/guardians (for athletes under age 18) to ensure the person transporting the athlete maintains all safety and legal requirements, including, but not limited to, a valid driver's license, proper insurance, well maintained vehicle, and compliance with all state laws.

USA Judo coaches, staff, or volunteers are not to be part of an athlete's local travel arrangements, unless he or she is a member of the athlete's family. In that case, the coach, staff, or volunteer is considered to be acting as an athlete's guardian during local travel.

Coaches, staff members, and volunteers who are also guardians may provide shared transportation for any other athletes. We encourage guardians to pick up their athlete first and drop off their athlete last in any shared or carpool travel arrangement.

#### **A. Mandatory Components**

1. Covered Organizations must include components a and b. Local travel consists of travel to training, practice, and competition that occurs locally and does not include coordinated overnight stay(s).

##### **a. Application**

This policy shall apply to:

- 1) Adult members who have regular contact with amateur athletes who are minors;
- 2) Any adult authorized by a Covered Organization to have regular contact with or authority over an amateur athlete who is a minor; and
- 3) Adult staff and board members at a Covered Organization. (Collectively "Applicable Adult" for the purposes of this policy.)

##### **b. Transportation**

Applicable Adults who are not also acting as a legal guardian, shall not ride in a vehicle alone with an unrelated minor athlete, absent emergency circumstances, and must have at least two minor athletes or another adult at all times, unless otherwise agreed to in writing by the minor athlete's parent/legal guardian in advance of each local travel.

#### **B. Recommended Components**

1. Covered Organizations may include the following components:

##### **a. Shared or Carpool Travel Arrangement**

- We encourage parents/legal guardians to pick up their minor athlete first and drop off their minor athlete last in any shared or carpool travel arrangement.
- Parents/legal guardians receive education concerning child abuse prevention before providing consent for their minor athlete to travel alone with an Applicable Adult who is subject to these policies.

### **Team Travel/Overnight Stay**

Team travel occurs when USA Judo sponsors or arranges travel so that our teams can compete locally, regionally, nationally, or internationally. Because of the greater distances, coaches, staff, volunteers, and chaperones will often travel with the athletes. However, no coach, staff member, or volunteer will engage in team travel without the proper safety requirements in place and on record, including valid drivers' licenses, proper insurance, well maintained vehicles, and compliance with all state laws.

Athletes may share rooms, with 2-4 athletes assigned per room depending on accommodations. USA Judo will also notify hotel management should any special arrangements be warranted. We encourage family members who wish to stay in the team hotel to do so.

### **Coach and Staff Responsibilities**

Coaches and staff will monitor the activities of athletes, fellow coaches, and staff during team travel. Coaches and staff will:

- Prepare athletes for team travel and make athletes aware of all expectations. Information will be given to parents/guardians of athletes who are considered inexperienced travelers, new or relatively new to team travel, or who are under the age of 14.
- Familiarize themselves with all travel itineraries and schedules before initiation of team travel.
- Work with other chaperones, coaches, and staff to watch for signs of homesickness or other forms of athlete distress indicating a parent/guardian should be contacted.
- Help athletes be on time for all team commitments.
- Assist with team travel logistical needs.
- Support chaperones and/or participate in the monitoring of athletes for adherence to curfew restrictions set based on age and competition schedule.
- Ensure athletes are complying with hotel room restrictions based on gender or age bracket requirements.
- Make certain that athletes are not alone in a hotel room with any adult apart from a family member; this includes coaches, staff, and chaperones
- Immediately report any code of conduct or athlete maltreatment concerns.

### **Athlete Responsibilities**

Whether it's individual travel or team travel, athletes are representing USA Judo, and we expect them to act in a manner that reflects well on their team. This would include the following.

- Each athlete is to treat all teammates and coaches, opposing players and coaches, officials and fans in a respectful and courteous manner.
- Athletes must be on time for all team commitments as set forth in the travel itinerary.
- Each athlete is responsible for notifying their coach and chaperone of their location on a regular basis.
- Athletes are responsible to be in their rooms at curfew. The curfew times will be set based on age and competition schedule and will be listed in your travel itinerary.
- Athletes are not allowed in the hotel rooms of players of the opposite sex or of a different age bracket without a chaperone present.

- Athletes are not to be alone in a hotel room with any adult apart from a family member. This includes coaches, staff, and chaperones.
- Athletes will clean up after themselves.
- Athletes will be responsible for any additional costs incurred while travelling, which includes hotel phone or movie charges.

### **A. Mandatory Components**

1. Covered Organizations must include components a through d. Team travel is travel to a competition or other team activity that the organization plans and supervises.

#### **a. Application**

This policy shall apply to:

- 1) Adult members who have regular contact with amateur athletes who are minors;
- 2) Any adult authorized by a Covered Organization to have regular contact with or authority over an amateur athlete who is a minor; and
- 3) Adult staff and board members at a Covered Organization. (Collectively “Applicable Adult” for the purposes of this policy.)

#### **b. Team/competition travel**

When only one Applicable Adult and one minor athlete travel to a competition, the minor athlete must have his/her legal guardian’s written permission in advance and for each competition to travel alone with said Applicable Adult.

#### **c. Hotel rooms**

Applicable Adults shall not share a hotel room or other sleeping arrangement with a minor athlete (unless the Applicable Adult is the legal guardian, sibling, or is otherwise related to the minor athlete). However, a parent/legal guardian may consent to such an arrangement in advance and in writing. Furthermore, a parent/legal guardian may consent in advance and in writing to the minor athlete sharing a hotel room or other sleeping arrangement with an adult athlete.

#### **d. Meetings**

Meetings shall be conducted consistent with the organization’s policy for one-on-one interactions (i.e., any such meeting shall be observable and interruptible).

### **B. Recommended Components**

1. Covered Organizations may include the following components:
  - a. Team travel policies must be signed and agreed to by all minor athletes, parents, and Applicable Adults traveling with the organization.
  - b. Applicable Adults who travel with the organization must successfully pass a criminal background check and other screening requirements consistent with the organization’s policies.
  - c. During team travel, when doing room checks, attending team meetings and/or other activities, two-deep leadership (two Applicable Adults should be present) and observable and interruptible environments should be maintained.

- d. Meetings should not be conducted in a hotel room.
- e. Parents/legal guardians receive education concerning child abuse prevention before providing consent for their minor athlete to travel alone with an Applicable Adult who is subject to these policies.

## **Prevention/Implementation**

USA Judo's commitment to athlete safety means keeping up to date on the risk factors that contribute to athlete maltreatment as well as understanding the individual and organizational practices that reduce the likelihood of maltreatment occurring.

### **Safe Sport Training**

SafeSport Certification is required by all employees, board members, teachers, coaches, instructors, assistant coaches, assistant instructors, athletes, medical personnel, officials & referees, and volunteers or contractors who have frequent contact and/or authority over athletes. It is also required for adults who have regular contact with minors as outlined in the Physical Contact with Athletes section of this document and any non-athlete individual that USA Judo or the USOC authorizes to train, stay or work at an Olympic Training Center. SafeSport Certification is required every two years and must be completed before contact with athletes begin and, in any event, within 45 days of the role.

The National Office will purge the membership database once a month for those covered individuals who are required to have a current background screen and SafeSport Training/Certification in place. Those who have a current background screen and SafeSport Certification will be listed on the USA Judo website as Active Coaches or Active Referees. Those who have lapsed will be notified and removed from the respective Active list and website.

To be certified satisfactory completion of the SafeSport course must be on record in the National Office. Training website is [www.SafeSport.org](http://www.SafeSport.org).

### **USA Judo Club Members**

This policy shall be implemented in a progressive manner at all coach certification programs, teachers' clinics, teachers' certification programs, referee certification programs, and their affiliated clubs. Any clubs, instructors, or assistant instructors that apply for recognition as a club affiliated with USA Judo shall submit the applicable forms and fees relating to criminal background checks for all of the designated coaches, instructors, teachers or referees including any assistant instructors.

USA Judo encourages its local organizers to adopt policies consistent with each state's applicable laws relative to the detection of child abusers, child molesters, persons involved in criminal offenses of a sexual nature, or criminal offenses that are adverse to the administration of the sport.

## Reporting

### USA Judo Safe Sport Contacts

Covered Adults must report to the U.S. Center for SafeSport Office conduct of which they become aware that could constitute: (a) sexual misconduct, (b) misconduct that is reasonably related to the underlying allegation of sexual misconduct, (c) retaliation related to an allegation of sexual misconduct and (d) violations of the policies listed in this document. The Center may also provide some or all of its case information, documentation, or evidence to law enforcement.

You can report directly to the U.S. Center for SafeSport at [www.safesport.org](http://www.safesport.org) contact USA Judo at 719-866-4730 or file an online grievance or complaint on the USA Judo Website at: <https://www.teamusa.org/usa-judo/safe-sport-program> or <https://www.teamusa.org/usa-judo/about-us/governance/usa-judo-ethics>.