

Community Rowing Athlete Protection Policy

Commitment To Safety | Adapted from US Center for Safe Sport

OVERVIEW

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 their observations to an immediate supervisor or a CRI administrator.

CRI 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 authorities. Instead, it is the responsibility of each staff member and volunteer to immediately report suspicions or allegations of child physical or sexual abuse to an immediate supervisor or a CRI administrator. Complaints and allegations will be addressed under CRI's Disciplinary Rules and Procedure.

CRI 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.

APPLICATION

This Policy applies to all employees, coaches, program participants, the board of directors, officers, volunteers, independent contractors, consultants, and anyone acting on behalf of CRI ('CRI representative').

Those listed above shall refrain from all forms of misconduct, which include:

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

PROHIBITED CONDUCT

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 sexual penetration, sexual touching or non-contact sexual acts such as verbal acts, sexually suggestive electronic or written communications, exposure or voyeurism.

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

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, defined below, 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; or

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

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);
 - 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 and 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);
 - 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);
 - withholding, recommending against or denying adequate hydration, nutrition, medical attention or sleep.

Note: Bullying, harassment and hazing, defined below, 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)

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

Types of Sexual Misconduct

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.

Exceptions

None

Examples

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

Touching offenses. Behaviors that include:

- fondling an athlete's breasts or buttocks
- exchange of reward in sport (e.g., team placement, scores, feedback) for sexual favors
- genital contact
- 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. Behaviors that include:

- a coach discussing their sex life with an athlete
- a coach asking an athlete about their sex 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.

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

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

- Physical behaviors. Behaviors that include (a) hitting, pushing, punching, beating, biting, striking, kicking, choking, or slapping an athlete; (b) throwing at, or hitting an athlete with, objects such as sporting equipment.

- Verbal and emotional behaviors. Behaviors that include (a) teasing, ridiculing, intimidating; (b) spreading rumors or making false statements; or (c) 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 (a) are intended to cause fear, humiliation or annoyance, (b) offend or degrade, (c) create a hostile environment or (d) 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

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

Physical offenses. Behaviors that include (a) hitting, pushing, punching, beating, biting, striking, kicking, choking or slapping an athlete or participant; (b) throwing at or hitting an athlete with objects including sporting equipment.

Non-physical offenses. Behaviors that include (a) making negative or disparaging comments about an athlete’s sexual orientation, gender expression, disability, religion, skin color, or ethnic traits; (b) displaying offensive materials, gestures, or symbols; (c) withholding or reducing playing time to an athlete based on their sexual orientation.

Hazing

Coercing, requiring, forcing or willfully tolerating any humiliating, unwelcome or dangerous activity that serves as a condition for (a) joining a group or (b) 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

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

- requiring, forcing or otherwise requiring 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

Willfully Tolerating Misconduct

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.

Reporting

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

Locker Rooms and Changing Areas at the Harry Parker Boathouse

The following guidelines are designed to maintain personal privacy as well as to reduce the risk of misconduct in locker rooms and changing areas.

FACILITIES

The following is a description of our practice and competition facilities to allow athletes and their families to plan their use:

We practice at: the Harry Parker Boathouse

This location has: Locker rooms and locker rooms, training areas, outdoor and indoor training facilities.

CRI has staggered practices, with different groups arriving and departing throughout the day. It is therefore not practical to constantly monitor locker rooms and changing areas over this extended course of time. While we do not post staff members inside or at the doors of the locker rooms and changing areas, we do make occasional sweeps of these areas. Staff members conduct these sweeps, with women checking on female-designated areas, and men checking on male-designated areas.

Coaches and staff make every effort to recognize when an athlete goes to the locker room or changing area during practice and competition and, if they do not return in a timely fashion, we will check on the athlete's whereabouts.

Given the potential discomfort of having non-coaches and non-athletes in the locker rooms and changing areas, we discourage parents from entering those areas unless it is truly necessary. Under such circumstances, only a same-sex parent should go into a locker room and changing area.

If an athlete needs assistance with their uniform or gear (for example, a child under the age of eight), or an athlete's disability warrants assistance, then we ask that parents let the coach or an administrator know beforehand that he or she will be helping the athlete.

Mixed-Gender Teams

If the team consists of athletes of different genders, privacy rights must be given consideration and appropriate arrangements made. Where possible, CRI has the athletes dress/undress in separate male- and female-designated locker rooms and then convene in a single dressing room before the race, practice or team meeting. Once the rowing is finished, the athletes may come to one locker room and then the athletes

proceed to their separate dressing rooms to undress and shower (separately), if available. If separate locker rooms are not available, then the athletes will take turns using the locker room to change.

Practicing at the Harry Parker Boathouse

Junior athletes should not be coached in one-on-one situations without the presence of at least one other person in the same room.

Use of Cell Phones and Other Mobile Recording Devices

Cell phones and other mobile devices with recording capabilities, including voice recording, still cameras and video cameras increase the risk for different forms of misconduct in locker rooms and changing areas. As a result, USE OF A DEVICE'S RECORDING CAPABILITIES IN THE LOCKER ROOMS OR CHANGING AREAS IS PROHIBITED.

Violations of this policy will be addressed under the Disciplinary Rules and Procedure and may result in the sanctions as set forth therein, including temporary suspension from competition.

ELECTRONIC COMMUNICATIONS AND SOCIAL MEDIA POLICY

As part of CRI's emphasis on athlete safety, all electronic communications between a coach and athlete must be professional in nature and for the purpose of communicating information about team activities. All communication must be open and transparent, all electronic communications must include a second adult and/or the minor athlete's parent or guardian.

As with any communication, the content of any electronic communication should be readily available to share with the athlete's family. At the request of a parent or guardian, any email, electronic text, social media or similar communication will copy or include the athlete's parents or guardians.

Social Media

Coaches may not have athletes of CRI's Team join a personal social media page and are not permitted to maintain private social media connections with minor athletes. Athlete members and parents can friend the official CRI Team page and coaches can communicate to athlete members through the site.

Email and Similar Electronic Communications

Athletes and coaches may use email to communicate. All email content between coach and athlete must be professional in nature and for the purpose of communicating information about team activities. Where the coach is a staff member and/or volunteer, email from a coach to any athlete should come from the CRI website email center whenever possible and must include a second adult and/or the minor athlete's parent or guardian.

Texting and Similar Electronic Communications

Texting is allowed between coaches and athletes. All texts between coach and athlete must be professional and for the purpose of communicating information about team activities and must include a second adult and/or the minor athlete's parent or guardian. If an athlete sends a one-on-one text to a coach, the coach must include a second adult and/or the athlete's parent or guardian when responding.

Best Practices

All electronic communications between coaches and athletes must be open and transparent. Electronic communications should generally only be sent between the hours of 8:00 a.m. and 9:00 p.m., unless emergency circumstances exist, or while traveling internationally or during competition travel.

Electronic Imagery

From time to time, digital photos, videos of practice or competition, and other publicly obtainable images of the athlete – individually or in groups – may be taken. These photos and/or videos may be submitted to local, state or national publications, used in CRI videos, posted on CRI or CRI associated websites, or offered to the CRI families on disc or other electronic form. It is the default policy of CRI to allow such practices as long as the athlete or athletes are in public view and such imagery is both appropriate and in the best interest of the athlete and the CRI. Imagery must not be contrary to any rules as outlined in CRI's Participant Safety Handbook.

Request to Discontinue all Electronic Communications or Imagery

The parents or guardians of an athlete may request in writing that their child not be contacted by any form of electronic communication by coaches (photography or videography).

Misconduct

Social media and electronic communications can also be used to commit misconduct (e.g., emotional, sexual, bullying, harassment, and hazing). Such communications by coaches, staff, volunteers, administrators, officials, parents or athletes will not be tolerated and are considered violations of our safety policy.

Violations

Violations of CRI's Electronic Communications and Social Media Policy should be reported to your immediate supervisor or a CRI administrator for evaluation. Complaints and allegations will be addressed under CRI's Disciplinary Rules and Procedure.

TRAVEL

Travel will be a standard aspect of some programs and CRI has established policies to guide our travel, minimize one-on-one interactions and reduce the risk of misconduct. Adherence to these travel guidelines will increase athlete safety and improve the competitive experience while keeping travel a fun and enjoyable experience.

Local and Team Travel

We distinguish between travel to training, practice and local competition ("local travel"), and team travel involving a coordinated overnight stay ("team travel").

Local Travel

Local travel occurs when CRI does not sponsor, coordinate, or arrange for travel. For local travel, athletes or their parents/guardians (for minor athletes) are usually responsible for making all travel arrangements. In these instances it is the responsibility of the athlete or their parents/guardians (for minor athletes) 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.

In an effort to minimize one-on-one interactions, CRI staff members, coaches and/or volunteers, who are not also acting as a parent, should not drive alone with an unrelated athlete and should only drive with at least two other athletes or another adult at all times, unless otherwise agreed to in writing by the athlete's parent or guardian in advance of travel. In any case where a staff member and/or volunteer is involved in the athlete's local travel, a parental release is required in advance. Efforts must be made to ensure that staff and/or volunteers are not alone with an athlete or participant, by, e.g., picking the athletes up in groups.

Coaches, staff members and volunteers who are also an athlete's guardian may provide shared transportation for any athlete(s). We encourage guardians to pick up their athlete first and drop off their athlete last in any shared or carpool travel arrangement. We also recommend completing a shared travel declaration form signed by the parents/guardians of any minor athlete who is being transported as part of such a carpool arrangement.

Team Travel

Team travel is overnight travel that occurs when CRI sponsors, coordinates or arranges for 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, including background checks, SafeSport training, valid drivers' licenses, proper insurance, well-maintained vehicles and compliance with all state laws.

CRI makes efforts to provide adequate supervision through coaches and other adult chaperones.

For team travel, hotels and air travel will usually be booked in advance by CRI. Athletes will share rooms, with an appropriate number of athletes assigned per room depending on accommodations. CRI will also notify hotel management should any special arrangements be warranted. For instance, as necessary we will ask hotels to block pay per view channels and we will request an additional large room or suite so that our members and athletes may socialize as a group. Meetings, whenever possible, should not occur in hotel rooms, and we will reserve a separate space for adults and athletes to socialize whenever it is feasible to do so.

We encourage family members who wish to stay in the team hotel to do so. If family members do not stay in the team hotel, we encourage all athletes to call parents and guardians regularly and allow for any unscheduled calls by either the athlete or parent/guardian.

Individual Travel Involving Individual Competition and Travel

The nature of our sport and competition structure means that individual athletes may sometimes need to travel overnight without other athletes. Under these circumstances, we encourage minimizing one-on-one time between a coach and athlete by:

- Traveling with an additional coach or chaperone
- Inviting parents/guardians to travel with their athlete (for athletes under age 18)

For individual travel, we attempt to provide alternative guidelines. Depending on the nature of the travel and competition, these guidelines may include:

- Compressing the travel schedule to reduce the number of nights athletes are away from home
- Providing regular organizational check-in phone calls to the traveling athlete and coach
- Encouraging more frequent and unscheduled check-in phone calls initiated by parents/guardians (for minor athletes)
- Complying with reasonable parental requests when a child is a way from home without a guardian

When only one athlete and one coach travel to a competition, the athlete must have their parents' or legal guardian's written permission in advance to travel alone with the coach.

Travel Notification

When possible, CRI will provide reasonable advance notice before team travel. Notice will include the dates, location and duration of competition. Travel notice will also include designated team hotels for overnight

stays as well as a contact person within ORGANIZATIONCRI. This individual will be the point of contact to confirm your intention to travel and to help with travel details.

CRI will post specific travel itineraries when they become available. These may include a more detailed, hour-by-hour itinerary as well as contact information for team travel chaperones.

Mixed-Gender and Mixed-Age Travel

CRI is made up of athletes of different genders and varying ages. Athletes will only share a room with other athletes of the same gender identity and age group, unless arrangements make it impractical and written consent is obtained from guardians. Athletes will also be grouped by age and gender identity for the purposes of assigning an appropriate chaperone. We will make every effort to provide these groups at least one chaperone of the same gender. However, we rely on parents to serve as chaperones and may be limited in providing this match.

Regardless of gender, a coach shall not share a hotel room or other sleeping arrangement with an athlete (unless the coach is the parent, guardian, sibling or spouse of that particular athlete). Where an adult is registered both as a coach and an athlete member of CRI, and is functioning primarily as a coach, he or she may share sleeping arrangements with another registered coach.

Coach and Staff Responsibilities

During team travel, coaches and staff members will help athletes, fellow coaches and staff members adhere to policy guidelines, including, without limitation, the Travel Policy, Locker Rooms and Changing Areas Policy and Reporting Policy.

If a coach or staff member transports an athlete or other organization member in their private car for team travel, a copy of the coach's or staff member's valid driver's license is required.

When not practicing, training, competing, or preparing for competition, 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. Supplemental information may 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 the initiation of team travel
- conform to, and monitor for others' adherence, the Athlete Protection Policy and all policies during team travel
- encourage minor athletes to participate in regular, at least daily, scheduled communications with their parents/guardians
- help athletes be on time for all team commitments (as possible)
- assist with team travel logistical needs (as possible)
- support chaperones and/or participate in the monitoring of athletes for adherence to curfew restrictions set based on age and competition schedule as listed in travel itinerary
- 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
- not use drugs or alcohol in the presence of minors or be under the influence of alcohol or drugs while performing their coaching duties
- immediately report any concerns about physical or sexual abuse, misconduct, or policy violations
- notify parents before taking any disciplinary action against a minor athlete if the athlete is traveling without their parents.

Chaperone Responsibilities

Chaperones accompany team travel to ensure that the athletes, coaches, staff, and volunteers adhere to the CRI's policy guidelines. While these include the travel policy, it also includes all other relevant policies contained in CRI's Participant Safety Handbook.

Chaperones who have undergone a criminal background check and awareness training, he or she may have appropriate one-on-one interactions as outlined in CRI's Participant Safety Handbook.

If a chaperone will be operating a private car for team travel, a copy of the chaperone's valid driver's license is required.

Chaperones will monitor the activities of all coaches, staff members, volunteers and athletes during team travel. Specifically, chaperones will:

- familiarize themselves with all travel itineraries and schedules before team travel
- monitor for adherences to CRI policies during team travel
- encourage minor athletes to participate in regular, at least daily, scheduled communications with their parents/guardians
- help athletes be on time for all team commitments (as possible)
- assist coaches, staff and other volunteers with team travel logistical needs (as possible)
- monitor athletes for adherence to curfew restrictions set based on age and competition schedule as listed in travel itinerary
- ensure athletes comply with hotel room restrictions based on gender or age bracket requirements
- not use drugs or alcohol in the presence of minors or be under the influence of alcohol or drugs while performing their chaperone duties
- 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 concerns about sexual and physical abuse, misconduct or policy violations to a staff member or CRI administrator

PHYSICAL CONTACT WITH ATHLETES

Appropriate physical contact between athletes and coaches, staff members, contractors or volunteers is a productive and inevitable part of sport. Athletes are more likely to acquire advanced physical skills and enjoy their sport participation through appropriate physical contact. However, guidelines for appropriate physical contact reduce the potential for misconduct in sport.

Appropriate Physical Contact with Athletes

CRI 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

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.

Massages, Rubdowns, and Athletic Training Modalities

Massages, rubdowns and athletic training modalities are not permitted at CRI.

Violations

Violations of this policy must be reported to a supervisor or CRI administrator. 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.

Disciplinary Rules and Procedures

While CRI endeavors to provide support and guidance to participants on a day-to-day basis, it is also important for CRI to have a formal procedure for disciplinary action to address alleged violations of its policies and other inappropriate behaviors, consistent with CRI's Bylaws and Charter, employee handbook and policies.

Application

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

- Violations of CRI's policies; and/or
- Child abuse (emotional, physical or sexual) that does not involve an ongoing legal investigation or criminal prosecution.

CRI 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

CRI 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, CRI's disciplinary procedures and actions will be proportionate, reasonable and applied on the basis of the allegations.

Disciplinary Procedure

On receipt of an allegation, CRI will determine, at 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.

CRI will address allegations against a staff member and/or volunteer through the Employee Handbook, Volunteer Policies and Procedures.

CRI's disciplinary response will depend on the nature and seriousness of the incident and in extreme cases, misconduct will result in immediate summary suspension or dismissal. If the accused individual is a minor, CRI will contact their parents or guardians.

Disciplinary Action

Sanctions for violations of the Participant Safety Handbook will be proportionate and reasonable under the circumstances. In addition to day-to-day guidance, the CRI may take the following disciplinary actions, without limitation:

- Inform the individual's direct-line supervisor or, in the case of a youth participant, the youth's parent or guardian
- Provide the individual with guidance, redirection and instruction
- Temporary suspension from competition
- File an incident report

- Issue a verbal warning
- Issue a written and/or final written warning
- Implement a limited access agreement (e.g., limiting an individual's access to certain buildings or to youth).
- Provide informed supervision, where at least one staff member is informed of the allegation and is instructed to vigilantly supervise the accused participant or stakeholder in their interactions with the program and/or organization
- Engage in restorative practices, i.e., creation of a respectful and safe dialogue when a misunderstanding or harm has occurred
- Suspend or terminate employment or membership

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), CRI may take any series of actions up to and including immediate suspension or termination the accused individual.

Complainant Protection

Regardless of outcome, CRI will support the complainant(s) right to express concerns in good faith. CRI 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 under the Participant Safety Handbook that, upon review, is determined to be malicious, frivolous or made in bad faith will be a violation of our Participant Safety Handbook. Bad-faith allegations may also be subject to criminal or civil proceedings.

Reporting Policy

Every CRI staff member and/or volunteer must report:

- (1) violations of the Participant Safety Handbook,
- (2) misconduct as defined in CRI's Athlete Protection Policy, and
- (3) suspicions or allegations of child physical or sexual abuse.

As a matter of policy, CRI 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 for reporting to the appropriate law enforcement authorities. CRI will report any allegations of child physical or sexual abuse immediately to appropriate law enforcement authorities.

REPORTING CHILD PHYSICAL OR SEXUAL ABUSE

Child Physical Or Sexual Abuse

Staff members and/or volunteers at CRI are required to report suspicions or allegations of child sexual abuse to:

- (1) staff member
- (2) their immediate supervisor,
- (3) a CRI administrator,
- (4) where applicable, appropriate law enforcement authorities.

Grooming

Because sexual abusers “groom” children for abuse – the process used by offenders to select a child, to win the child’s trust (and the trust of the child’s parent or guardian), to manipulate the child into sexual activity and to keep the child from disclosing abuse – it is possible that a staff member and/or volunteer may witness behavior intended to groom a child for sexual abuse. All questions or concerns related to inappropriate, suspicious or suspected grooming behavior should be directed to an immediate supervisor or a CRI administrator.

Peer-To-Peer Sexual Abuse

Approximately 1/3 of all child sexual abuse occurs at the hands of other children and the obligation to report extends to peer-to-peer child sexual abuse. 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 or intellectual capabilities. If you have any concerns that an interaction between children may constitute sexual abuse, report it to the appropriate law enforcement authorities and a coach/staff member or CRI supervisor or a CRI administrator immediately.

Reporting Misconduct And Policy Violations

If any staff member and/or volunteer receives an allegation or observes misconduct or other inappropriate behavior, such as grooming, that is not reportable to the appropriate law enforcement authorities, it is the responsibility of each staff member and/or volunteer to report their observations to:

- (1) coach or staff member
- (2) their immediate supervisor
- (3) a CRI administrator

CRI also encourages member parents, athletes and other sport participants to communicate violations of CRI’s Participant Safety Handbook and/or allegations and suspicions of child physical and sexual abuse to a CRI administrator

Reporting Procedure

To Whom to Report

Staff members and volunteers may report to any supervisor or CRI administrator with whom they are comfortable sharing their concerns. You may also report to the following four designated Incident Review Officials (IROs):

- Board President
- Executive Director
- Director of Operations
- CRI HR Representative

A staff member and/or volunteer may, and in many cases must, report any allegation of child physical or sexual abuse to relevant law enforcement authorities.

How to Report

CRI 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 CRI 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.

Reporting Form

Individuals reporting child physical or sexual abuse or other misconduct may complete an Incident Report Form.

CRI will withhold the complainant's name on request, to the extent permitted by law.

A copy of CRI's Incident Report Form. can be found at the front desk of the Harry Parker Boathouse and on the CRI website under "FAQs and Forms" or by following this link:

https://www.communityrowing.org/images/Forms/Incident_Report.pdf

CONFIDENTIALITY, ANONYMOUS REPORTING AND BAD-FAITH ALLEGATIONS

Confidentiality

To the extent permitted by law, and as appropriate, CRI will keep confidential the complainant's name on request, not make public the names of potential victims, the accused perpetrator or the people who made a report of child physical and sexual abuse to the authorities.

Anonymous Reporting

CRI recognizes it can be difficult for an athlete, teammate, friend or family member to report an allegation of misconduct and strives to remove as many barriers to reporting as possible. Anonymous reports may be made without the formality of completing an Incident Report Form:

- by completing the Reporting Form without including their name
- by expressing concerns verbally to a CRI staff member or administrator
- through email, texts or notes left for a CRI staff member or administrator

Anonymous reporting may make it difficult for CRI to investigate or properly address allegations.

All suspicions of child physical or sexual abuse will be reported to the appropriate law enforcement authorities.

"Whistleblower" Protection

CRI defines a 'whistleblower' as any CRI affiliated individual who reports any activity that they consider to be illegal or dishonest misconduct to one or more of the parties specified in this Policy. The whistleblower is not responsible for investigating the misconduct or for determining fault or corrective measures; appropriate directors, third party administrator, officials, and/or Human Resources will be charged with these responsibilities.

CRI 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 Participant Safety Handbook and grounds for disciplinary action.

Whistleblower reports can be made to Red Flag Reporting: www.redflagreporting.com and use the code: ROWING or call the following toll free number dedicated to CRI reporting: 1-877-647-333. Code: ROWING

For more information on the CRI Whistleblower policy

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. CRI, its staff members and/or volunteers do 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, CRI 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.

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

Immediate Suspension or Termination

When an allegation of child physical or sexual abuse is made against a staff member, youth and/or volunteer, CRI 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, CRI may suspend or change the assignment of a staff member and/or volunteer.

In those cases where the Ted Stevens Act may apply, the accused individual will be offered a hearing. A hearing under the Ted Stevens Act will not necessarily affect CRI's ability to immediately suspend or terminate the accused individual from employment or performing services for organization.

A staff member or volunteer's failure to report to a supervisor, a CRI administrator or an Incident Review Official is a violation of this policy and grounds for termination of a staff member and/or dismissal of a volunteer.

Misconduct and Policy Violations

CRI addresses internally alleged policy violations and misconduct – bullying, harassment, hazing, emotional, physical and sexual – that are not reportable under relevant state or federal law. Staff members and/or volunteer must report policy violations and misconduct to an immediate supervisor or CRI administrator or an Incident Review Official.

Notification

Following CRI's notice of a credible allegation that results in the removal of an employee, coach or other volunteer, CRI may consider the circumstances in which it will notify other parents of athletes with whom the accused individual may have had contact. At CRI's discretion, as appropriate, and after consultation with counsel, CRI may notify its staff members, contractors, volunteers, parents, and/or athletes of any allegation of child physical or sexual abuse or other criminal behavior that (1) law enforcement authorities are actively investigating; or (2) that CRI is investigating internally. Advising others of an allegation may lead to additional reports of child physical or sexual abuse and other misconduct.

Training and Education

CRI policies and procedures require staff members and/or volunteers to report abuse, misconduct and violations of its Participant Safety Handbook. To do so, staff members and/or 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 complete SafeSport training concerning misconduct in sport before performing services for CRI. Misconduct in sport includes:

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

Staff members and/or volunteers must successfully complete the training and the quiz after the test.

Those staff members and/or volunteers who are required to take SafeSport training annually, or 10 day(s) before they have contact with athletes.