

Bay Country Figure Skating Club

Coaches SafeSport Policy

U.S. Figure Skating has implemented policies to address certain types of abuse and misconduct, and to reduce, monitor and govern areas where potential abuse and misconduct could occur.

Types of Abuse and Misconduct:

Child Abuse can include but not limited to physical conduct or the threat of it that intentionally causes bodily harm or injury to a child. It can also include touching for the purpose of sexual gratification. Child abuse can include chronic attacks on a child's self-esteem.

EX: hitting, shaking, shoving a skater into a barrier, rape, incest, pose for or watch pornographic materials, screaming, directing profanity, or chronic inattention to a child's basic needs

Sexual Abuse and Misconduct involves any touching or non-touching of sexual interaction that is non consensual or forced, coerced or manipulated.

EX: touching offenses (genital contact, sexual relations or intimacies) or non-touching offenses (sexually oriented comments, jokes, discussing sex life, physical advances)

Physical Abuse and Misconduct means physical contact with a participant that intentionally creates a threat of immediate bodily harm or personal injury. It also includes providing of alcohol to a participant under the age of 21 and providing illegal drugs to any participant.

EX: contact offenses (punching, beating, striking an athlete, encouraging or permitting an athlete to return to activity without the clearance of a medical professional after a serious injury, or prescribed dieting or weight-control methods) or non-contacting offenses (forcing an athlete to assume a painful stance or position for no athletic purpose or withholding or denying adequate hydration, nutrition, medical attention, or sleep)

Emotional Abuse and Misconduct involves a pattern of deliberate, non-contact behavior that has the potential to cause emotional or psychological harm to a participant.

EX: verbal acts (calling athletes "worthless, fat, or disgusting", excessively yelling at a participant in a manner that serves no productive training or motivational purpose), physical acts (throwing sport equipment, water bottles or chairs at, or in the direction of participants, punching walls or other objects), bullying, threats, or harassment.

It is a violation of Bay Country and the Athlete protection policy if a coach, officer, director, employee, parent, or volunteer knows of misconduct, but takes no action to intervene on behalf

of the athlete(s), participant(s), staff member and/or volunteer.

Bay Country Figure Skating clubs commitment is to minimize misconduct by proper supervision of our members by establishing the following:

Two-Deep Leadership

The policy for two-deep leadership means that at least two adults are present at all times with individual minors off the ice. This policy is intended to minimize one-on-one interactions not only for the protection of the minor but to also help protect coaches and volunteers from false accusations.

All individual interaction or meetings should take place in an open area of public visibility. If an individual meeting has to occur in an office or a locker room another adult or participant must be present.

Locker Rooms and Changing Areas

Please refer to the BCFSC Locker Room Policy.

Social Media, Mobile and Electronic Communications Guidelines

The policy for communication between adults and minor must be non-personal in nature for the purpose of communicating information about club/skating related activities. Emails and text messages from an adult to any minor participate should copy or include a parent. Coaches are cautioned from having their skaters joined to their personal facebook page or any other similar social media application.

Coaching General Principles

The policy for all Bay Country Figure Skating Club coaches can be found in the coaches contract which is signed at the beginning of the season. We ask that coaches strive to maintain high standards of excellence in their work and uphold professional standards of conduct.

Reporting

Suspicious or Allegations of Child Physical or Sexual Abuse

1. Report to law enforcement: Suspicious or allegations of child physical or sexual abuse should be reported first to the 24 hour Abuse hotline at 1-800-292-9582 or online at: http://kids.delaware.gov/fs/fs_can_report.shtml
2. Report to U.S. Figure Skating: Suspicious or allegations of child physical or sexual abuse should be reported to USFS by sending a detailed description of the situation to safesport@usfigureskating.org.
3. Report to BCFSC: Suspicious or allegations of child physical or sexual abuse should be reported to any of the BCFSC Reporting Contacts:
 - a. Tammy Rust Mounts, SafeSport Compliance Officer & designated contact
 - b. Kim Anderson, BCFSC Board President

Violations of BCFSC Safesport Policies or BCFSC code of conducts

Violations of any of the BCFSC Safesport policies or BCFSC Code of Conducts should be reported to the current Safesport Compliance Officer, Tammy Rust Mounts, by sending a detailed description of the violation to tambj@hughes.net. We will investigate suspicions or allegations of violations to our Safesport policy or code of conducts, and attempt to evaluate the credibility or validity of such allegations. Any person who makes groundless allegations of complaints of abuse may be subject to disciplinary action.