DEERFIELD YOUTH BASEBALL AND SOFTBALL ASSOCIATION

CHILD PROTECTION POLICY

Statement of Policy

Volunteers and contractors of Deerfield Youth Baseball and Softball Association (DYBA) shall not engage in sexual abuse, sexual harassment, sexual misconduct, and physical abuse, physical neglect, lack of supervision, emotional maltreatment, educational maltreatment, and/or moral-legal maltreatment of children.

Persons in a role of leadership, with children shall include all volunteers and contractors who have a direct or indirect contact with children in any activities or events sponsored by DYBA.

DEFINITIONS

1. Sexual Abuse: Sexual abuse means unwanted physical conduct of a sexual nature, sexual contact or sexualized behavior and may include, by example, touching, fondling, other physical contact and sexual relations. It includes but is not limited to: (1) incest, (2) rape, (3) prostitution, (4) any sexual intercourse, or deviant sexual conduct with, or fondling of an individual enrolled as a child in the DYBA program or at sponsored activities.

2. Sexual Harassment: Sexual harassment is any unwanted sexual advance or demand, either verbal or physical, that is reasonably perceived by the recipient as demeaning, intimidating or coercive. Sexual harassment must be understood as an exploitation of a power relationship rather than as an exclusively sexual issue. Sexual harassment includes, but is not limited to, the creation of a hostile or abusive working environment resulting from discrimination on the basis of gender.

3. Sexual Misconduct: Sexual misconduct means a chargeable offense.

4. Physical Abuse: Any act of omission or an act that endangers a person’s physical or mental health. This definition includes any non-accidental physical injury caused by a caretaker. Physical abuse may result from punishment that is overly punitive or inappropriate to the individual’s age or condition. In addition, physical abuse may result from purposeful acts that pose serious danger to the physical health of a child.

5. Physical Neglect: A caretaker does not take adequate precautions given a child’s, youth or or vulnerable person’s particular emotional developmental needs to ensure his or her safety while engaged in DYBA activities.

6. Lack of Supervision: A caretaker does not take adequate precautions given a child’s, youth or vulnerable person’s particular emotional developmental needs to ensure his or her safety while engaged in DYBA activities.

7. Emotional Maltreatment: Persistent or extreme thwarting of a child’s, youth or vulnerable person’s basic emotional needs such as the need to feel safe and accepted while engaged in DYBA activities.

8. Moral-Legal Maltreatment: A caretaker exposes or involves a child, youth or vulnerable person in illegal or other activities that may foster delinquency or antisocial behaviors while engaged in DYBA activities.

Implementation

Contractors and volunteers shall be provided a copy of this policy and will be advised in the understanding and implementation of this policy.

Making a Complaint

Persons who have knowledge of possible violations of this policy by a contractor or a volunteer should report to appropriate supervisors and administrators. The Administration will take action in investigation, reporting, due process, and take action to seek justice.

Deerfield Youth Baseball and Softball Association (DYBA)

CHILD PROTECTION POLICY

INTRODUCTION

It shall be the policy of DYBA to do everything in our power to prevent physical, emotional or sexual abuse against children involved in our operations and with any sponsored event by DYBA. We are aware of our legal responsibilities and to comply with those responsibilities and go beyond those responsibilities when necessary to act justly in the best interest of those who have been abused or those who are most vulnerable to abuse.

SCOPE

This policy and its provisions shall apply to all contractors and volunteers who have any direct or indirect contact with children who participate in any activities or events sponsored by DYBA.

PRACTICES AND GAMES

No DYBA volunteer or contractor may practice or coach a game without another person over the age of 21 present.

OTHER DYBA RELATED ACTIVITIES

No contractor or volunteer should drive a child other than his or her own child or youth for whom he or she serves as legal guardian to or from a DYBA event without the permission of the child’s parent or guardian whenever possible.

Whenever possible, a team approach should be used with children. If the necessity for one-on-one interactions between adults and children, youth and adults with developmental disabilities arises, the interaction should occur in an unenclosed area and with the knowledge of another adult. Volunteers and contractors are to be encouraged to warn each other when questionable behavior is displayed.

SCREENING FOR VOLUNTEERS OR CONTRACTORS

Careful screening is one way to prevent the abuse of children. Screening calls for a careful gathering and review of information in search of persons who can provide safe and caring supervision in a safe environment.

1. Prior to employment as a contractor or acceptance as a volunteer, DYBA shall direct each prospective contractor and volunteer to perform a background check via the DYBA website. By registering to volunteer or agreeing to serve as a contractor, the applicant will give DYBA authority and permission to contact references and perform the necessary investigation to complete the review of the application. Any person who refuses the background check may not volunteer or serve as a contractor DYBA.

2. DYBA Directors and Board Members shall review the results of the background check. Directors shall be responsible for ensuring all volunteers and contractors have performed and completed background checks within their respective divisions – baseball, softball, travel baseball, travel softball, umpires, and any and all other respective divisions.

3. If any of the reports raise questions about the fitness of the applicant, DYBA may disapprove the application and notify the applicant. DYBA reserves the right to turn away any persons for volunteer or paid service.

4. If the applicant, either volunteer or paid, is found to have been involved in any activity in which the applicant abused or exploited children, the applicant will not be hired/approved. Any conviction of a crime against children, shall disqualify any applicant.

5. Results of screens shall be kept confidential by the DYBA Board and its appropriate and necessary designates.

TRAINING

DYBA shall develop and implement training procedures for all persons in roles of leadership who work with children. The training shall include instruction in the Practice and Games Policy, Other DYBA Related Activities Policy and other policies or best practices as deemed necessary. It is the responsibility of the DYBA Board of Directors and league Presidents to communicate these policies.

REPORTING OF INCIDENTS

When the necessity of reporting occurs, the protection of children must be paramount.

Procedures for Reporting, Investigating, and Resolving Violations of Certification Policy

It is your responsibility to assure that you are in compliance with local and state laws.

• Meet all statutory requirements and regulations pertaining to preventing and reporting abuse and neglect. When reporting an abuse or neglect incident, be sure the following is understood:

o Definition of “abuse” and “neglect”, which varies from state to state.

o Each state has varying reporting requirements for caretaker professionals.

o Most states require reporting of incidents, where there is “reason to believe” a person has been abused or neglected and require reporting within 48 hours of the incident.

o All states provide some type of immunity for filing a report and if the allegation cannot be proven, the indicated has the right to sue the reporter.

1. Reporting

a. Immediately upon receipt of an allegation of violation of policy the Commissioner of DYBA or his/her designate shall be notified

b. The Commissioner or designate shall notify the Assistant Commissioner, Immediate Past Commissioner, and Secretary (Response Team).

c. The Commissioner shall notify shall notify the insurance carrier.

d. The Commissioner or designate will facilitate reporting to the appropriate law enforcement agencies, according to state and Federal reporting guidelines.

e. The Commissioner or Response Team should notify the Board of Directors.

2. The person against whom an allegation has been made (“Respondent”) will immediately be suspended from working with children.

3. If a minor is involved, that person’s parent(s)/guardian(s) shall be notified of the alleged violation of policy by a person designated by the Response Team.

4. The Response Team shall assist the investigation of the complaint and the process to use to work through the complaint. This may include assistance with legal and public relations issues as well as interviews necessary for the investigation of the complaint. Decisions of resolution shall ultimately rest with the DYBA Board of Directors.

5. The person or persons who first report the alleged violation of policy will be asked to document their knowledge of this incident(s) and provide that documentation to the Response Team.

6. The Response Team or their designated assistant will determine who needs to be interviewed to determine the nature of the alleged violation and its impact. All conversations shall be documented including such things as (but not exclusive of) date, time, place, and names of persons involved. In addition the substance of the conversation shall be documented, with the person interviewed asked to review notes for accuracy and to sign such notes. In addition, all contacts made and actions taken by the Response Team are to be documented.

7. If a formal complaint is made, the Response Team or their designated assistant shall provide the Respondent with of copy of the complaint.

8. If the Respondent voluntarily withdraws from DYBA, a file for the Respondent shall be created and shall be so marked and all pertinent data regarding the allegation and steps taken in response to it shall be placed in the person’s file and retained.

9. If the Respondent wishes to continue to function as a volunteer or contractor, then the Board with counsel from the Response Team or their designated assistant may design a procedure for determining the fitness of the individual for this work. This may include such things as a psychological assessment, counseling, etc., at the volunteer’s and/or contractor’s expense, as deemed appropriate to the circumstances. Results will be made available to the Board and they, with the Response Team, shall make the final determination as to whether or not to reinstate a person.

10. Those making the allegations (“Complainant”), the parent(s)/guardian(s) of any minor involved, the Respondent, and any persons who supervise such persons shall be notified of any result of the investigation and final decision of the Board. In all cases all documentation shall be retained in a confidential, personal file.

11. The Response Team or their designated assistant will determine when and with whom information needs to be shared. If investigations or allegations of abuse should come to the attention of the media, a response shall come from a spokesperson.

12. It shall be the goals of DYBA to provide supportive care to both the Complainant and the Respondent, and to restore such persons to wholeness. Supportive care can include the procedures of the criminal justice system and appropriate counseling referrals.

13. If the Complainant should desire to appeal the decision, the Response Team, the Board or legal counsel will be consulted.

14. DYBA may retain counsel or other advisors as necessary to assist in any part of this procedure.