



**Woodbury Athletic Association
Zero Tolerance Sexual and Physical Abuse
Policy**

Policy Statement:

The Woodbury Athletic Association (WAA) is committed to providing a safe, respectful, and supportive environment for all players, coaches, officials, volunteers, and employees. The organization has a **zero-tolerance policy** toward sexual and physical abuse in any form. Any acts of sexual or physical abuse, whether committed by staff, or others within the organization, will not be tolerated and will result in immediate disciplinary action, up to and including termination, legal prosecution, and reporting to appropriate authorities.

Scope:

This policy applies to all players, coaches, officials, volunteers, employees and visitors of The Woodbury Athletic Association while on the organization's premises or involved in activities related to the organization, including both work and offsite events.

Policy and Procedure:

WAA has adapted the following Policy and Procedure in an effort to provide a safe environment for our athletes, coaches, families, staff and volunteers. WAA currently uses Trusted Coaches to provide the following during the coach/employee/director recruitment process:

- **Background Check** – All current and potential coaches/employees/directors will be subject to a background check, including appropriate inquiries regarding any previous record of sexual abuse or other unlawful activity. This background check will be updated every year, with periodic checks for updates, for as long as a person remains a coach, employee, or director.
- **Abuse Training** – All current and potential coaches/employees/directors will be required to take and provide proof of a federally approved abuse training course. This one-time training applies to all WAA sports. If laws and regulations change, those whose certificates are affected will be required to update and provide to WAA before continuing/beginning with WAA, in accordance with federal regulations.

Definitions:

- **Sexual Abuse:** Any unwelcome or inappropriate behavior of a sexual nature that violates another person's rights or dignity. This includes, but is not limited to, unwanted physical contact, verbal harassment, sexual assault, sexual coercion, and any other inappropriate sexual behavior.
- **Physical Abuse:** Any act of violence or physical harm, including but not limited to hitting, slapping, kicking, pushing, restraining, or any other behavior that causes injury or harm to an individual.

Reporting and Investigation:

- All individuals within the organization are expected to report any incident of physical or sexual abuse that is witnessed or suspected, immediately to a representative on the WAA Executive Board. This does not preclude individuals from reporting abuse to law enforcement when necessary.
- A member of the WAA Executive Board will be designated to receive reports of physical/sexual abuse or any other misconduct and will promptly start an investigation. The WAA Executive Board will ensure that the investigations are conducted promptly, fairly and in compliance with applicable laws.
- Should a suspected incident of abuse be reported, the person in question may be suspended from duties during the investigation.
- Reports will be handled with confidentiality and individuals will be protected from retaliation for making good-faith reports. The WAA Executive Board Representative, when appropriate, shall communicate reports of abuse to the rest of the Board and/or disclose to law enforcement or relevant authorities in compliance with legal obligations.

Disciplinary Action:

- Any individual found to have committed sexual or physical abuse will face immediate disciplinary action, including but not limited to:
 - Termination of sporting activity, employment, contract, or volunteer position.
 - Legal action, including criminal prosecution if applicable.
 - Referral to law enforcement or relevant authorities.

Conclusion:

The Woodbury Athletic Association (WAA) is dedicated to the safety and well-being of all individuals involved in its operations. The zero-tolerance policy on sexual and physical abuse is a crucial part of our commitment to creating an environment where all individuals are treated with dignity, respect, and fairness. We will not tolerate any form of abuse, and any violations of this policy will be met with swift and decisive action.