



MINOR ATHLETE ABUSE PREVENTION POLICIES

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INTRODUCTION

The National Wheelchair Basketball Association (NWBA) joins with the U.S. Center for SafeSport (the Center) in its commitment to building a sport community where participants can work and learn together in an atmosphere free of emotional, physical, and sexual misconduct. The policies set forth below are adopted by the NWBA and approved by the Center. The NWBA requires these policies be adopted and followed by the entire organization which includes, but is not limited to, Local Organizing Committees, Sanction Holders, etc.

Terminology

Throughout this document the most commonly used terms are defined in the Terminology section (pages 16-17).

Federal Law / SafeSport Act

The [Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017](#) authorizes the Center to develop training and policies to prevent abuse—including physical, emotional, and sexual abuse—within the U.S. Olympic & Paralympic Movement. 36 U.S.C. § 220542(a)(1). Federal law requires that, at a minimum, national governing bodies and paralympic sports organizations *must offer and give consistent training related to the prevention of child abuse: (1) to all adult members who are in regular contact with amateur athletes who are minors and (2) subject to parental consent, to members who are minors.* 36 U.S.C. § 220542(a)(2)(E). Federal law requires that these policies contain reasonable procedures to limit unobservable and uninterrupted one-on-one interactions between an amateur athlete, who is a minor, and an adult, who is not the minor's legal guardian, at facilities under the jurisdiction of organizations within the U.S. Olympic & Paralympic Movement. 36 U.S.C. § 220542(a)(2)(C).

MAAPP Overview

The Center has developed the Minor Athlete Abuse Prevention Policies (MAAPP) to assist National Governing Bodies (NGBs), Paralympic Sport Organizations (PSOs), Local Affiliated Organizations (LAOs), the U.S. Olympic & Paralympic Committee (USOPC), and other individuals to whom these policies apply in meeting their obligations under federal law (*note: implementing these policies does not guarantee that an organization or individual fully complies with federal law or all applicable legal obligations*).

The MAAPP is a collection of proactive prevention and training policies for the U.S. Olympic & Paralympic Movement. The MAAPP adopted by the NWBA and approved by the Center includes two primary components:

1. An Education & Training Policy that requires training for certain Adult Participants within the NWBA;
2. Required Prevention Policies, focused on limiting one-on-one interactions between Adult Participants and Minor Athletes, that the NWBA must implement to prevent abuse;

The MAAPP focuses on just two important aspects of a much larger comprehensive abuse prevention strategy. These policies address training requirements and limiting one-on-one interactions between adults and minor athletes. These policies are intended to be enforceable and reasonable, acknowledging, for example, that when a 17-year-old athlete turns 18, they become an adult athlete, and a complete prohibition of one-on-one interactions may not be necessary or practical. Additionally, there may be other instances when one-on-one interactions could occur, and in those cases, these policies provide strategies so parents/legal guardians can provide informed consent if they choose to allow a permitted interaction. **The Center recommends that parents first complete training on abuse prevention to be informed about potential boundary violations and concerns before consenting to the interaction.**

While the MAAPP will help the NWBA implement these policies to greatly improve minor athlete safety, in no way does it guarantee athlete safety in all circumstances, especially when the policies are not fully implemented, followed, or monitored by the entire organization. These policies are not comprehensive of all prevention strategies, nor are they intended to be. **These policies are implemented alongside the [SafeSport Code](#).** Additionally, other resources are available that may assist in improving athlete safety¹.

MAAPP Compliance

Federal law requires the Center to conduct regular and random audits to ensure compliance with these policies. 36 U.S.C. § 220542(a)(2)(E). More specific compliance requirements can be found in Appendix B. Additionally, it is the responsibility of the NWBA and Adult Participants to comply with the MAAPP. **Adult Participants have an independent responsibility to comply with these MAAPP provisions.** Violations of these provisions can result in sanctions under the SafeSport Code.

MAAPP and SafeSport Code

The [SafeSport Code](#) works alongside the MAAPP to prevent abuse. The MAAPP includes proactive prevention policies for organizations and individuals, while the SafeSport Code contains misconduct policies for individuals. However, violations of the MAAPP can violate the SafeSport Code, and violators can be sanctioned.

MAAPP Exceptions

¹ Saul, J., & Audage, N.C. (2007). [Preventing Child Sexual Abuse Within Youth-Servicing Organization: Getting Started on Policies and Procedures](#). Atlanta, GA: Centers for Disease Control and Prevention.

Canadian Centre for Child Protection. (2014). [Child Sexual Abuse: It Is Your Business](#). Winnipeg, Manitoba: Canadian Centre for Child Protection.

The Australian Royal Commission Into Institutional Responses to Child Sexual Abuse. (2017). [Final Report](#).

The MAAPP was written with certain appropriate exceptions in mind. Exceptions are addressed in each policy and include:

1. A Close-in-Age Exception

This exception applies to certain policies and allows for In-Program Contact between an Adult Participant and a Minor Athlete if:

- a. The Adult Participant has no authority over the Minor Athlete; and
- b. The Adult Participant is not more than four years older than the Minor Athlete.

Note: This exception is different than the close-in-age exception in the [SafeSport Code](#) pertaining to misconduct.

2. Exceptions for Adult Participant Personal Care Assistants Working with a Minor Athlete

3. Exceptions for Dual Relationships

This exception applies to certain policies when the Adult Participant has a dual role or relationship with a Minor Athlete. This exception requires written consent of the Minor Athlete's parent/legal guardian at least annually.

Reporting

Information about Reporting is outlined on the NWBA website: <https://www.nwba.org/safesport> and within the NWBA Policies and Procedures which can be found here: <https://www.nwba.org/policiesprocedures>

EDUCATION & TRAINING POLICY

A. Mandatory Child Abuse Prevention Training for Adult Participants

1. Adult Participants Required to Complete Training

- a. The following Adult Participants (i.e., participants 18 years of age or older) must complete *SafeSport Trained Core* (or the appropriate sequential Refresher Training) either through the Center's online training or the Center's approved, in-person training (further details are outlined in Appendix C):
 - i. Adult Participants who are a member of the NWBA
 - ii. Adult Participants who are an employee, intern, or board member of the NWBA
 - iii. Adult Participants who has authority over amateur athletes who are minors
 - iv. Adult Participants who are engaged in any activities with NWBA members who are amateur athletes who are minors, which may include, but is not limited to, contractors.
- b. Adult Participants who are licensed medical providers required to take training as outlined above in Section A.1 can take the Health Professionals Course in lieu of the *SafeSport Trained Core*.
- c. NOTE: NWBA members who are 17 years old must complete *SafeSport Trained Core* (or the appropriate sequential Refresher Training), with required parental/legal guardian consent, before their 18th birthday.

2. Timing of Training

Adult Participants must complete the Training as outlined above in Section A.1:

- a. Before participating in any NWBA activities, **AND**
- b. Within the first 10 days of either submitting an NWBA membership registration or upon beginning a new role subjecting the Adult Participant to this policy.

3. Refresher Training

The above listed Adult Participants must complete a refresher course (i.e., Refresher 1, Refresher 2 or Refresher 3 in that order) on an annual basis, beginning the calendar year after completing *SafeSport Trained Core*. Every four years, Adult Participants will complete *SafeSport Trained Core*. Medical providers can take the Health Professionals Course in lieu of *SafeSport Trained Core* and are required to take the refresher courses (i.e., Refresher 1, Refresher 2 or Refresher 3) on an annual basis if they meet the criteria as outlined above in Section A.1.

B. Training for Minor/Youth Athletes

The U.S. Center for SafeSport provides training for Minor/Youth Athletes. These free online age-appropriate trainings are designed as an introduction for minor/youth athletes and their parent/legal guardian to understand the importance of positive, welcoming environments in sports,

where misconduct like bullying or abuse is less likely to happen, and to know where to report abuse, should it occur.

The NWBA offers training opportunities for Minor/Youth Athletes (subject to parental/legal guardian consent) on an annual basis by providing the Training for Minor/Youth Athletes Information flyer and training information on the NWBA website (links included below) and by emailing that same information to minor athletes and their parent/legal guardian upon submission of an NWBA Individual Membership Registration.

1. **[Click here for the SafeSport Training for Minor/Youth Athletes Information flyer:](https://cdn1.sportngin.com/attachments/document/cf7a-2142510/Youth_Training_Flyer.pdf#_ga=2.245378306.768096405.1592347477-253326996.1586531853)**
https://cdn1.sportngin.com/attachments/document/cf7a-2142510/Youth_Training_Flyer.pdf#_ga=2.245378306.768096405.1592347477-253326996.1586531853
2. **[Click here to access the SafeSport Training for Minor/Youth Athlete options:](https://www.athletesafety.org/training/index/category/youth-training)**
<https://www.athletesafety.org/training/index/category/youth-training>

C. Training for Parents

To best protect athletes from abuse or misconduct, it is critical that parents/legal guardians of minor athletes are familiar with the SafeSport Policies and help to ensure that interactions between their children and adults involved with NWBA programs are in compliance with the MAAPP. The NWBA strongly encourages parents/legal guardians to make their children aware of the SafeSport Policies. Parents/Legal guardians should not permit their children to participate in interactions that are not in compliance with SafeSport Policies.

The U.S. Center for SafeSport provides a Parent Toolkit as well as a free online parent training titled, “Parent’s Guide to Misconduct in Sport”. The NWBA offers training opportunities for Parents on an annual basis by including the Parent Toolkit and training information on the NWBA website (links included below) and by emailing that same information to the parent/legal guardian of minor athletes upon their submission of an NWBA Individual Membership Registration.

1. **[Click here for the Parent Toolkit:](https://uscenterforsafesport.org/ngb-services/training/)**
<https://uscenterforsafesport.org/ngb-services/training/>
2. **[Click here to access the “Parent’s Guide to Misconduct in Sport” training:](https://athletesafety.org/training/index/tag/parents)**
<https://athletesafety.org/training/index/tag/parents>

D. Additional Optional Training Opportunity

Individuals serving in a volunteer capacity (e.g., short-term, event specific roles such as parking attendants, ticket takers, concessions, merchandise sales, etc.) who DO NOT meet the

criteria as outlined above in Section A.1, are encouraged to complete this optional training. (or *SafeSport Trained Core*) before engaging or interacting with any Minor Athlete(s).

[Click here to access the optional volunteer training:
https://athletesafety.org/training/index/tag/volunteers](https://athletesafety.org/training/index/tag/volunteers)

E. Exemptions and Accommodations

1. 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 at exemptions@safesport.org.
2. The Center will work with the NWBA to provide appropriate and reasonable accommodations for individuals with limited English proficiency to satisfy the requirements of the Education & Training Policy.
3. Training Requirements for Adult Participants with Cognitive Disabilities: See [Appendix A](#)

REQUIRED POLICIES FOR ONE-ON-ONE INTERACTIONS

The U.S. Center for SafeSport recognizes that youth-adult relationships can be healthy and valuable for development. Policies on one-on-one interactions protect children while allowing for these beneficial relationships. As child sexual abuse is often perpetrated in isolated, one-on-one situations, it is critical that organizations limit such interactions between youth and adults and implement programs that reduce the risk of sexual abuse.

MODEL POLICY: ONE-ON-ONE INTERACTIONS

A. Mandatory Components

1. Observable and Interruptible
 - a. All one-on-one In-Program Contact between an Adult Participant and a Minor Athlete must be observable and interruptible, except in emergency circumstances.
 - b. The exceptions below may apply to specific policies, and if the exceptions apply, they are listed in the policy. These exceptions also apply to all one-on-one In-Program Contact not specifically addressed in other policies:
 - i. When a Dual Relationship exists; or
 - ii. When the Close-in-Age Exception applies; or
 - iii. If a Minor Athlete needs a Personal Care Assistant, and:
 - (1) the Minor Athlete's parent/legal guardian has provided written consent to the NWBA for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
 - (2) the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and
 - (3) the Adult Participant Personal Care Assistant has complied with the NWBA's Background Check Policies; or
 - iv. In other circumstances specifically addressed in this policy that allow for certain one-on-one interactions if the NWBA receives parent/ legal guardian consent.

MODEL POLICY: MEETINGS AND TRAINING SESSIONS

A. Mandatory Components

1. Observable and Interruptible

Adult Participants must follow the one-on-one interaction policy in all meetings and training sessions where Minor Athlete(s) are present.
2. Individual Training Sessions
 - a. One-on-one, In-Program, individual training sessions must be observable and interruptible except if:
 - i. A Dual Relationship exists; or

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- ii. The Close-in-Age Exception applies; or
 - iii. A Minor Athlete needs a Personal Care Assistant, and:
 - (1) the Minor Athlete’s parent/legal guardian has provided written consent to the NWBA for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
 - (2) the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and
 - (3) the Adult Participant Personal Care Assistant has complied with the NWBA’s Background Check Policies.
 - b. The Adult Participant providing the individual training session must receive advance, written consent from the Minor Athlete’s parent/legal guardian at least annually, which can be withdrawn at any time; and
 - c. Parents/legal guardians must be allowed to observe the individual training session.
- 3. Meetings with licensed mental health care professionals and health care providers (other than athletic trainers²)
 If a licensed mental health care professional or licensed health care provider meets one-on-one with a Minor Athlete at a sanctioned event or a facility, which is partially or fully under the NWBA’s jurisdiction, the meeting must be observable and interruptible except:
 - a. If the door remains unlocked; and
 - b. Another adult is present at the facility and notified that a meeting is occurring, although the Minor Athlete’s identity needs not be disclosed; and
 - c. The NWBA is notified that the provider will be meeting with a Minor Athlete; and
 - d. The provider obtains consent consistent with applicable laws and ethical standards, which can be withdrawn at any time.

MODEL POLICY: ATHLETIC TRAINING MODALITIES, MESSAGES, AND RUBDOWNS

A. Mandatory Components

1. Athletic training modality, message, or rubdown

All In-Program athletic training modalities, messages, or rubdowns of a Minor Athlete must:

- a. Be observable and interruptible; and
- b. Have another Adult Participant physically present for the athletic training modality, message, or rubdown; and
- c. Have documented consent as explained in subsection (2) below; and
- d. Be performed with the Minor Athlete fully or partially clothed, ensuring that the breasts, buttocks, groin, or genitals are always covered; and

² Athletic trainers who are covered under these policies must follow the “Athletic Training Modalities, Messages, and Rubdowns” policy.

- e. Allow parents/legal guardians in the room as an observer, except for competition or training venues that limit credentialing.
2. Consent
- a. Providers of athletic training modalities, massages, and rubdowns or the NWBA, when applicable, must obtain consent at least annually from Minor Athletes' parents/legal guardians before providing any athletic training modalities, massages, or rubdowns.
 - b. Minor Athletes or their parents/legal guardians can withdraw consent at any time.

MODEL POLICY: LOCKER ROOMS AND CHANGING AREAS

A. Mandatory Components

1. Observable and Interruptible
- Adult Participants must ensure that all In-Program Contact with Minor Athlete(s) in a locker room, changing area, or similar space where Minor Athlete(s) are present is observable and interruptible, except if:
- a. A Dual Relationship exists; or
 - b. The Close-in-Age Exception applies; or
 - c. A Minor Athlete needs a Personal Care Assistant and:
 - i. the Minor Athlete's parent/legal guardian has provided written consent to the NWBA for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
 - ii. the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and
 - iii. the Adult Participant Personal Care Assistant has complied with the NWBA's Background Check Policies.
2. Conduct in Locker Rooms, Changing Areas, and Similar Spaces
- a. No Adult Participant or Minor Athlete can use the photographic or recording capabilities of any device in locker rooms, changing areas, or any other area designated as a place for changing clothes or undressing.
 - b. Adult Participants must not change clothes or behave in a manner that intentionally or recklessly exposes their breasts, buttocks, groins, or genitals to a Minor Athlete.
 - c. Adult Participants must not shower with Minor Athletes unless:
 - i. The Adult Participant meets the Close-in-Age Exception; or
 - ii. The shower is part of a pre- or post-activity rinse while wearing swimwear.
 - d. Parents/legal guardians may request in writing that their Minor Athlete(s) not change or shower with Adult Participant(s) during In-Program Contact. The NWBA and the Adult Participant(s) must abide by this request.
3. Media and Championship Celebrations in Locker Rooms

The NWBA may permit recording or photography in locker rooms for the purpose of highlighting a sport or athletic accomplishment if:

- i. Parent/legal guardian consent has been obtained; and
- ii. The NWBA approves the specific instance of recording or photography; and
- iii. Two or more Adult Participants are present; and
- iv. Everyone is fully clothed.

4. Personal Care Assistants

Adult Participant Personal Care Assistants are permitted to be with and assist Minor Athlete(s) in locker rooms, changing areas, and similar spaces where other Minor Athletes are present, if they meet the requirements in subsection (1)(a)(iii) above.

5. Availability and Monitoring of Locker Rooms, Changing Areas, and Similar Spaces

- a. The NWBA must provide a private or semi-private place for Minor Athletes that need to change clothes or undress at sanctioned events or facilities partially or fully under the NWBA's jurisdiction.
- b. The NWBA must monitor the use of locker rooms, changing areas, and similar spaces to ensure compliance with these policies at sanctioned events or facilities partially or fully under the NWBA's jurisdiction.

MODEL POLICY: ELECTRONIC COMMUNICATIONS³

A. Mandatory Components

1. Open and Transparent

- a. All one-on-one electronic communications between an Adult Participant and a Minor Athlete must be Open and Transparent except:
 - i. When a Dual Relationship exists; or
 - ii. When the Close-in-Age Exception applies; or
 - iii. If a Minor Athlete needs a Personal Care Assistant and:
 - (1) the Minor Athlete's parent/legal guardian has provided written consent to the NWBA for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
 - (2) the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and
 - (3) the Adult Participant Personal Care Assistant has complied with the NWBA's Background Check Policies.
- b. Open and Transparent means that the Adult Participant copies or includes the Minor Athlete's parent/legal guardian, another adult family member of the Minor Athlete, or another Adult Participant.

³ Electronic communications include, but are not limited to: phone calls, videoconferencing, video coaching, texting, and social media.

- If a Minor Athlete communicates with the Adult Participant first, the Adult Participant must follow this policy if the Adult Participant responds.
 - c. ONLY platforms that allow for Open and Transparent communication may be used to communicate with Minor Athletes.
2. Team Communication
When an Adult Participant communicates electronically to the entire team or any number of Minor Athletes on the team, the Adult Participant must copy or include another Adult Participant or the Minor Athletes' parents/legal guardians.
 3. Content
All electronic communication originating from an Adult Participant(s) to a Minor Athlete(s) must be professional in nature unless an exception in (1)(a) exists.
 4. Requests to discontinue
Parents/legal guardians may request in writing that the NWBA or an Adult Participant subject to this policy not contact their Minor Athlete through any form of electronic communication. The NWBA and the Adult Participant must abide by any request to discontinue, absent emergency circumstances.

MODEL POLICY: TRANSPORTATION

A. Mandatory Components

1. Transportation
 - a. An Adult Participant cannot transport a Minor Athlete one-on-one during In-Program travel, except if:
 - i. A Dual Relationship exists; or
 - ii. The Close-in-Age Exception applies; or
 - iii. A Minor Athlete needs a Personal Care Assistant and:
 - (1) the Minor Athlete's parent/legal guardian has provided written consent to the NWBA for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
 - (2) the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and
 - (3) the Adult Participant Personal Care Assistant has complied with the NWBA's Background Check Policies; or
 - iv. The Adult Participant has advance, written consent to transport the Minor Athlete one-on-one obtained at least annually from the Minor Athlete's parent/legal guardian.
 - b. Minor Athlete(s) or their parent/legal guardian can withdraw consent at any time.
 - c. An Adult Participant meets the In-Program transportation requirements if the Adult Participant is accompanied by another Adult Participant or at least two minors.

- d. Written consent from a Minor Athlete's parent/legal guardian is required for all transportation sanctioned by the NWBA at least annually.

MODEL POLICY: LODGING

A. Mandatory Components

1. Hotel Rooms and Other Sleeping Arrangements

- a. All In-Program Contact at a hotel or lodging site between an Adult Participant and a Minor Athlete must be observable and interruptible, and an Adult Participant cannot share a hotel room or otherwise sleep in the same room with a Minor Athlete(s), except if:
 - i. A Dual Relationship Exists, and the Minor Athlete's parent/legal guardian has provided the NWBA with advance, written consent for the lodging arrangement;
 - ii. The Close-in-Age Exception applies, and the Minor Athlete's parent/legal guardian has provided the NWBA with advance, written consent for the lodging arrangement; or
 - iii. The Minor Athlete needs a Personal Care Assistant, and:
 - (1) The Minor Athlete's parent/legal guardian has provided advance, written consent to the NWBA for the Adult Participant Personal Care Assistant to work with the Minor Athlete and for the lodging arrangement;
 - (2) The Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and
 - (3) The Adult Participant Personal Care Assistant has complied with the NWBA's Background Check Policies.
- b. Written consent from a Minor Athlete's parent/legal guardian must be obtained for all In-Program lodging at least annually.

2. Monitoring or Room Checks During In-Program Travel

If the NWBA or team performs room checks during In-Program lodging, the one-on-one interaction policy must be followed and at least two adults must be present for the room checks.

3. Additional Requirements for Lodging Authorized or Funded by the Organization

- a. Adult Participants traveling with the NWBA must agree to and sign the NWBA's lodging policy at least annually.
- b. Adult Participants that travel overnight with Minor Athlete(s) are assumed to have Authority over Minor Athlete(s) and thus must comply with the NWBA's Education & Training Policy.

TERMINOLOGY

Adult Participant: Any adult (18 years of age or older) who is:

- a. A member or license holder of NWBA;
- b. An employee or board member of NWBA;
- c. Within the governance or disciplinary jurisdiction of NWBA;
- d. Authorized, approved, or appointed by NWBA to have regular contact with or authority over Minor Athletes.⁴

Amateur Athlete: An athlete who meets the eligibility standards established by the National Governing Body or Paralympic Sport Organization for the sport in which the athlete competes.

Authority: When one person's position over another person is such that, based on the totality of the circumstances, they have the power or right to direct, control, give orders to, or make decisions for that person. Also see the [Power Imbalance definition in the SafeSport Code](#).

Close-in-Age Exception: An exception applicable to certain policies when an Adult Participant does not have authority over a Minor Athlete *and* is not more than four years older than the Minor Athlete (e.g., a 19-year-old and a 16-year-old). Note: this exception *only* applies within the prevention policies and *not* regarding conduct defined in the SafeSport Code.

Dual Relationships: An exception applicable to certain policies when an Adult Participant has a dual role or relationship with a Minor Athlete and the Minor Athlete's parent/legal guardian has provided written consent at least annually authorizing the exception.

In-Program Contact: Any contact (including communications, interactions, or activities) between an Adult Participant and any Minor Athlete(s) related to participation in sport.

Examples of In-Program Contact include, but are not limited to: competition, practices, camps/clinics, training/instructional sessions, pre/post game meals or outings, team travel, review of game film, team- or sport-related relationship building activities, celebrations, award ceremonies, banquets, team- or sport-related fundraising or community service, sport education, or competition site visits.

Local Affiliated Organization (LAO): A regional, state, or local club or organization that is directly affiliated with an NGB or that is affiliated with an NGB by its direct affiliation with a regional or state affiliate of said NGB. LAO does not include a regional, state, or local club or organization that is only a member of a National Member Organization of an NGB.

⁴ This may include, but is not limited to, volunteers, medical staff, trainers, chaperones, monitors, contract personnel, bus/van drivers, officials, adult athletes, staff, board members, and any other individual who meets the Adult Participant definition.

Minor Athlete: An Amateur Athlete under 18 years of age who participates in, or participated within the previous 12 months in, an event, program, activity, or competition that is part of, or partially or fully under the jurisdiction of, an NGB, PSO, USOPC, or LAO.

Partial or Full Jurisdiction: Includes any sanctioned event (including all travel and lodging in connection with the event) by the NGB, PSO, USOPC, or LAO, or any facility that the NGB, PSO, USOPC, or LAO owns, leases, or rents for practice, training or competition.

National Governing Body (NGB): A U.S. Olympic National Governing Body, Pan American Sport Organization, or Paralympic Sport Organization recognized by the U.S. Olympic & Paralympic Committee pursuant to the Ted Stevens Olympic and Amateur Sports Act, 36 U.S.C. §§ 220501, et seq. This definition shall also apply to the USOPC, or other sports entity approved by the USOPC, when they have assumed responsibility for the management or governance of a sport included on the program of the Olympic, Paralympic, or Pan-American Games.

Adult Participant Personal Care Assistant: An Adult Participant who assists an athlete requiring help with activities of daily living (ADL) and preparation for athletic participation. This support can be provided by a Guide for Blind or visually impaired athletes or can include assistance with transfer, dressing, showering, medication administration, and toileting. Personal Care Assistants (PCA) are different for every athlete and should be individualized to fit their specific needs. When assisting a Minor Athlete, Adult Participant PCAs must be authorized by the athlete's parent/legal guardian.

Paralympic Sport Organization (PSO): an amateur sports organization recognized and certified as an NGB by the USOPC.

Regular Contact: Ongoing interactions during a 12-month period wherein an Adult Participant is in a role of direct and active engagement with any Minor Athlete(s).

U.S. Olympic & Paralympic Committee (USOPC): A federally chartered nonprofit corporation that serves as the National Olympic Committee and National Paralympic Committee for the United States.

Appendix A

Training Requirements for Adult Participants with Cognitive Disabilities

The U.S. Center for SafeSport and the NWBA requires Adult Participants (as outlined in the Education and Training Policy of the Minor Athlete Abuse Prevention Policies-MAAPP) to complete the *SafeSport Trained* Core (or the appropriate Refresher Training).

The NWBA recognizes that the required trainings may not be appropriate for some Adult Participants with cognitive disabilities. For any such Adult Participant, the NWBA will work with the Adult Participant (and/or their parent/legal guardian) to provide appropriate accommodations in order to satisfy the training requirements. NWBA will rely on one of the following accommodations:

1. If *SafeSport Trained* Core (or the appropriate Refresher Training) is appropriate for the Adult Participant's cognitive level, the Adult Participant should complete *SafeSport Trained* Core (or the appropriate Refresher Training) with a parent/legal guardian.
2. In the event *SafeSport Trained* Core (or the appropriate Refresher Training) is not appropriate for the Adult Participant's cognitive level, the Adult Participant should complete the most developmentally age-appropriate training offered by the U.S. Center for SafeSport (<https://athletesafety.org/training/index>). Once the age-appropriate training is completed, the completion certificate shall be sent to tina@nwba.org. The NWBA will update the Adult Participant's Registration to reflect that the training requirement is complete.
3. In the event that none of the available trainings are cognitively appropriate for the Adult Participant, the Adult Participant's parent/legal guardian shall send an email explaining the details of the circumstance to tina@nwba.org. The NWBA will update the Adult Participant's Registration to reflect that the training requirement is complete.
4. Accommodations will be updated as appropriate and evaluated on a case-by-case basis. The NWBA will work with parents/legal guardians as necessary as well as the U.S. Center for SafeSport to process accommodations and exemptions.

It is the responsibility of every Adult Participant to ensure the annual training requirement is met by applying the criteria provided above.

Please contact the NWBA at tina@nwba.org with any questions.

Appendix B

ORGANIZATIONAL REQUIREMENTS FOR EDUCATION & TRAINING AND PREVENTION POLICIES

The U.S. Center for SafeSport requires that all NGBs, PSOs, LAOs, and the USOPC (which includes the NWBA) must implement proactive policies designed to prevent abuse. These organizational requirements are described below.

A. Organizational Requirements for Education & Training

1. NWBA must track whether Adult Participants under its jurisdiction complete the required training listed in the Education and Training Policy.
2. NWBA must, on an annual basis, offer and, subject to parental consent, provide training opportunities for Minor/Youth Athletes on the prevention and reporting of child abuse.
 - a. NWBA must track a description of the Training for Minor/Youth Athletes and how the training opportunities are offered and provided to Minor/Youth Athletes.
 - b. NWBA is not required to track individual course completions of Minor/Youth Athletes.
3. NWBA must, on an annual basis, offer training opportunities to parents on the prevention and reporting of child abuse.
4. NWBA must provide appropriate and reasonable accommodations and track any exemptions for individuals with disabilities and individuals with limited English proficiency. NWBA must track any exemptions for victims/survivors.

B. Required Prevention Policies and Implementation

1. NWBA must develop minor athlete abuse prevention policies that contain the mandatory components of the Center's model policies in the Required Policies For One-on-One Interactions. These model policies cover:
 - a. One-on-one interactions
 - b. Meetings and training sessions
 - c. Athletic training modalities, massages, and rubdowns
 - d. Locker rooms and changing areas
 - e. Electronic communications
 - f. Transportation
 - g. Lodging
2. The policies must be approved by the Center as described in subsection (C) below.

3. NWBA will also require that its LAOs implement these policies within each LAO. NWBA does not have LAO's within its Organization.
4. NWBA must implement these policies for all In-Program Contact.
 - a. At sanctioned events and facilities partially or fully under its jurisdiction, the NWBA must take steps to ensure the policies are implemented and followed.
 - b. For In-Program Contact that occurs outside an NWBA sanctioned event or facilities, implementing these policies means:
 - i. Communicating the policies to individuals under its jurisdiction;
 - ii. Establishing a reporting mechanism for violations of the policies;
 - iii. Investigating and enforcing violations of the policies.
5. NWBA must have a reporting mechanism to accept reports that an Adult Participant is violating the NWBA's MAAPP. NWBA must appropriately investigate and resolve any reports received, unless the violation is reported to the Center and it exercises jurisdiction over the report. This requirement is in addition to requirements to report abuse under the SafeSport Code.

C. Policy Approval and Submission Process

1. NWBA must submit their MAAPP to the Center at compliance@safesport.org for review and approval by January 31, 2021. The Center will approve, approve with modifications, or deny the policies. If the Center denies the proposed policy, the mandatory components of Required Policies For One-on-One Interactions become the default policy until the Center approves the policy.

Appendix C

Categories of Individuals Chart

The NWBA is required by the Center to provide the following chart as part of the MAAPP.

Below is a chart designating categories of individuals within the NWBA who will **always** be considered to have Regular Contact or Authority based on the nature of their participation. Adult Participants required to complete Training are outlined in the Education & Training Policy (A.1). Adult Participants should contact the NWBA at info@nwba.org if there is a question about who is required to complete SafeSport Training.

Adult Participants	Regular Contact*	Authority**
NWBA Staff (Employees, Interns)		X
NWBA Members: Junior Athlete (age 18+)	X	
NWBA Members: Adult Athlete (age 18+)	X	
NWBA Members: Non-Athlete (age 18+)		
Board of Directors		X
Coaches	X	X
Officials	X	X
Team Support Staff (Administrator, Statistician, Medical Professional, Equipment Manager, Team Classification Reviewer, Personal Care Attendant)	X	X
Classifier	X	X
Team Representative	X	X
Committee Leadership (Standing, Ad hoc, Task force)		X
Divisional and Conference Leadership		X
Event Director / Sanction Holder		X
Local Organizing Committee		X
USA National Team Staff	X	X
NWBA Independent Contractors w/Regular Contact or Authority	X	X
NWBA Independent Contractors		
Volunteers		
Vendors w/Regular Contact	X	
Vendors		

As outlined in the MAAPP, **Regular Contact includes ongoing interactions during a 12-month period wherein an Adult Participant is in a role of direct and active engagement with any minor athletes.*

***As outlined in the MAAPP, **Authority** includes when one person's position over another person is such that, based on the totality of the circumstances, they have the power or right to direct, control, give orders to, or make decisions for that person.*