



## **Child Abuse Prevention Statement:**

As a youth-serving organization, Hopkins Royals Boys Basketball Association (HRBBA) considers the safety and wellbeing of the youth in our programs a top priority, and we strive to put safety first with our programming and policies. HRBBA prohibits bullying, abuse, or other violence and we strive to proactively address reports of this type of conduct, even if it means that someone will be embarrassed or upset. We want to hear about problems or concerns, and we will strive to act on them in a fair, balanced way in accordance with our policies.

## **Definitions:**

Coach: The head coach for a team in HRBBA who may be a paid coach or a parent volunteer.

Board Member: Active members of the HRBBA Board of Directors.

New Coach: A head coach that did not coach with the organization during the prior season.

New Board Member: A Board Member that has joined the organization.

## **Policies and Procedures:**

HRBBA has developed and implemented the following Policies and Procedures in an effort to provide a safe environment for our members, athletes, and coaches. The Board of Directors shall annually review this policy and update it as needed.

### **1 Coach and Board Member Screening**

- a. Application – Every new coach and new Board Member working with HRBBA is required to complete a written application that will set forth appropriate background information, require disclosure of any prior claims or allegations of abuse or other inappropriate conduct, and provide the names of at least two individuals as references to the good character of the coach or Board Member. A designated representative will contact these references before coaching or volunteering with the Board begins.
- b. Screening – A designated representative(s) from HRBBA will interview each prospective coach or Board Member. This screening process will include specific questions regarding the existence of any prior claims of inappropriate behavior with respect to youth or youth athletes.
- c. Background Check – All potential coaches and Board Members will be subject to a background check with a contracted vendor qualified to conduct such checks, and the background check will include appropriate inquiries regarding any previous record of abuse or other unlawful activity by the potential coach. This background check will be updated every year.

### **2 Abuse Prevention Orientation**

- a. A representative of the Board of Directors will review this policy annually with coaches and Board Members.

Hopkins Royals Boys Basketball Association  
Child Abuse Policy



- b. All coaches and Board Members must attest annually that they have reviewed and accept our policy with respect to abuse prevention.
- c. In addition, there will be an informational meeting for parents at the start of the season at which time the policy will be reviewed and distributed.

### **3 Prohibited and Discouraged Behavior**

- a. Prohibited Behavior
  - i. Using profane or degrading language, including allowing team members to use inappropriate and disrespectful language unchallenged.
  - ii. Threatening or intentionally inflicting physical injury.
  - iii. Committing any sexual offense or engaging in any sexual contact with a minor.
  - iv. Making any kind of sexual advance or making a request for sexual favors, or engaging in other verbal, visual or physical conduct of a sexual nature.
  - v. Coaches may not allow an unrelated young person to share overnight accommodations during travel games.
  - vi. Allowing allegations made by a young person to go unheard and unreported to a Board Member.
- b. Discouraged Behavior
  - i. Providing rides to/from practices and games in a one adult/one unrelated child ratio unless there is an urgent situation such as where a parent/guardian does not show up and the child would be in danger by not having a ride- Please call the Coaching Director or President prior to providing a ride.
  - ii. Closing doors at indoor practice facilities without more than one adult present.
  - iii. Spending time in a locker room, or any other area, in a one adult/one unrelated child ratio.

### **4 Reporting of Suspected Child Abuse**

- a. The President and/or the Vice President serve as the primary Board Member responsible for receiving reports of child abuse or other inappropriate conduct and for taking appropriate action upon receiving such a report.
- b. All program participants, including parents, players, coaches, and Board Members, are directed to report any incident of abuse or suspected abuse that they witness or that is reported to them to the President and/or Vice President. Program participants also may directly notify the proper law enforcement agencies.
- c. When appropriate, the appointed member (President and/or Vice President) of the Board of Directors will promptly notify the proper law enforcement agencies that an incident of possible abuse has been reported.
- d. In the event that a suspected incident of abuse is reported, the party in question may be temporarily suspended from duties while an investigation takes place.



## **5 Child Abuse Policy Attestation**

All coaches and Board Members are required to sign the Child Abuse Policy Attestation. This Attestation must also be signed by a Board Member and a witness.

## **6 Notification**

When appropriate, HRBBA may notify program participants that a report of possible abuse has been received by the Board. The confidentiality of anyone who makes such a report will be protected.

### **Appendix A – Change History**

Date	Description of Changes
10/16/2015	Original Policy and Attestation Approved by Board.