

**pure**   
BASEBALL  
by **USA**<sup>™</sup>

*Pure Baseball Policies and Procedures*

## ***Introduction***

USA Baseball is the national governing body for the sport of baseball for the United States. As such, it is responsible for developing training, practices, policies, and procedures to positively impact the experience of the nearly 16 million amateurs participating in its game annually. In response to the formalization of Senate Bill 534 (2017), and with the support of the U.S. Center for Safe Sport, USA Baseball is implementing the following policies for the prevention and administration of instances of sexual abuse and violent crimes within our sport, nationwide.

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## *Required Reporting Policies and Procedures*

- 1) USA Baseball organizational reporting policy:
  - a) USA Baseball will publish a list of banned and suspended participants from USA Baseball sponsored or sanctioned activities. Individuals are banned or suspended based on being accused, indicted, arrested or convicted of any crimes sexual or violent in nature. Individuals are placed on this list from a variety of sources, including but not limited to:
    - i) Any reported incident occurring in conjunction with or at a USA Baseball event
    - ii) Any reported incident occurring while serving as a national team program staff member
    - iii) Any reported incident occurring while serving as a USA Baseball staff member
    - iv) Any reported incident found in any accredited news publication
    - v) Any reported banned or suspended individual from a national member organization, local affiliate organization or other unaffiliated amateur baseball organization
- 2) External organizations reporting policies:
  - a) Local affiliate organization reporting policy:
    - i) Local affiliate organizations are required to report to USA Baseball any individual they have banned or suspended for any reason.
  - b) National member organization reporting policy:
    - i) National member organizations are required to report to USA Baseball any individual they have banned or suspended for any reason.
  - c) Unaffiliated amateur baseball organization reporting policy:
    - i) Organizations that are not directly affiliated with USA Baseball within the amateur baseball landscape are required to report to USA Baseball any individual they have banned or suspended for any reason.
- 3) External reporting procedures of USA Baseball to the baseball community:
  - a) USA Baseball will collect information from national member organizations, local affiliate organizations and unaffiliated amateur baseball organizations, which include but are not limited to: events, leagues, showcases, clubs, private training facilities and camps, and incorporate any ban or suspension of an individual into its own list.
  - b) While not required by law, USA Baseball is obliged to publish an aggregated list of banned or suspended individuals from its activities.
  - c) USA Baseball will disseminate this information to all external organizations to ensure that banned and suspended individuals are known to said organizations. Once removed from one sector of our sport these individuals will not re-infiltrate the amateur baseball network.

## *Background Check Requirements:*

- 1) USA Baseball organizational background check policy:
  - a) Individuals working for USA Baseball whether as national governing body staff, national team program staff, or contracted staff at a USA Baseball event will be required to undergo a background check through USA Baseball's national service provider.
- 2) Local affiliate organization background check policy:
  - a) Individuals working for a local affiliate organization will be required to undergo a background check through USA Baseball's national service provider.
- 3) National member organization background check policy:
  - a) At minimum, individuals working for a national member organization will be required to undergo a background check that searches the National Criminal Database, as well as the National Sex Offender Registry, including all 50 states, U.S. territories, and American Indian tribe registries.
    - i) USA Baseball *recommends* searches on the following:
      - (1) ID check with SSN verification
      - (2) National Criminal Database
      - (3) National Sex Offender Registry, including all 50 states, U.S. territories, and American Indian tribe registries
      - (4) County Search – Criminal Felony and Misdemeanor – 7 Year Residence History of Provided Name – Unlimited Counties
- 4) Unaffiliated amateur baseball organization background check policy:
  - a) At minimum, individuals working with an unaffiliated amateur baseball organization will be required to undergo a background check that searches the National Criminal Database, as well as the National Sex Offender Registry, including all 50 states, U.S. territories, and American Indian tribe registries.
    - i) USA Baseball *recommends* searches on the following:
      - (1) ID check with SSN verification
      - (2) National Criminal Database
      - (3) National Sex Offender Registry, including all 50 states, U.S. territories, and American Indian tribe registries
      - (4) County Search – Criminal Felony and Misdemeanor – 7 Year Residence History of Provided Name – Unlimited Counties

## *Education and Training Requirements*

- 1) USA Baseball organizational education policy:
  - a) As required by law, all national governing bodies staff, national team program staff, and contracted event staff are required to complete the core training courses from the U.S. Center for SafeSport.
- 2) External organizations education policy:
  - a) Local affiliate organization education policy:
    - i) Local affiliate organizations are required to complete the core training courses from the U.S. Center for SafeSport.
  - b) National member organization education policy:
    - i) By virtue of Senate Bill 534 (2017), individuals working with a national member organization are required to complete abuse awareness training. Individuals must complete the Abuse Awareness course developed by USA Baseball unless the NMO has certified they are providing some comparable training for its members.
  - c) Unaffiliated amateur baseball organization education policy:
    - i) By virtue of Senate Bill 534 (2017), individuals working for a unaffiliated amateur baseball organization are required to complete abuse awareness training.
      - (1) It is *recommended* that individuals complete the Abuse Awareness course developed by USA Baseball, available for free on its learning platform.

## *Zero-Tolerance Policy*

Abuse, physical or sexual, will not be tolerated in amateur baseball. It is USA Baseball's mission and obligation to ensure that individuals suspected or convicted of any crimes of this nature are not working with minor athletes in our sport.

1. USA Baseball zero-tolerance policy:
  - a. USA Baseball enforces a zero-tolerance policy. Any individual who has been suspected or convicted of any crimes sexual or violent in nature will have no engagement with USA Baseball.
2. Local affiliate organization zero-tolerance policy:
  - a. It is required that local affiliate organizations enforce a zero-tolerance policy. Any individual who has been suspected or convicted of any crimes sexual or violent in nature will have no engagement with local affiliate organizations.
3. National member organization zero-tolerance policy:
  - a. It is required that national member organizations enforce a zero-tolerance policy. Any individual who has been suspected or convicted of any crimes sexual or violent in nature will have no engagement with national member organizations.
4. Unaffiliated amateur baseball organization zero-tolerance policy:
  - a. It is recommended that unaffiliated amateur baseball organizations enforce a zero-tolerance policy. Any individual who has been suspected or convicted of any crimes sexual or violent in nature would have no engagement with an unaffiliated amateur baseball organization.
5. Communication and messaging:
  - a. All USA Baseball public assets – event programs, websites, publications, newsletters and the like - will include “abuse awareness” messaging with a call to action on how to report abuse and where to go for information on individuals banned or suspended from USA Baseball activities.
  - b. USA Baseball, Local affiliate organizations, national member organizations and unaffiliated organizations must communicate that it enforces a zero-tolerance policy.

## *Minor Athlete Safety Policies*

### *Appropriate One-on-One Interactions Policy*

A one-on-one meeting between a minor athlete and a staff member, or other adults who have regular contact with minor athletes, may be necessary to address an athlete's concerns, training program, or competition schedule. This policy applies to all staff members, other adults who have regular contact with minor athletes, any adult authorized by USA Baseball to have regular contact with or authority over an amateur athlete who is a minor, and board members of USA Baseball.

- 1) USA Baseball and local affiliate organization one-on-one interactions policy:
  - i) Meetings
    - (1) Any meeting between a minor athlete and a staff member must occur when additional staff is present, except under emergency circumstances. Meetings must occur where interactions can be easily observed and at an interruptible distance from another adult. If a one-on-one meeting takes place in an office, the door must remain unlocked and open. If a closed-door meeting is necessary, the staff member must inform the athlete, and another adult must be present, and ensure the door remains unlocked. If an office has a window, blinds, and/or curtains should remain open during the meeting.
    - (2) If a mental health care professional and/or health care provider meets with minor athletes at a facility partially or fully under USA Baseball's jurisdiction, a close-door meeting may be permitted to protect patient privacy provided that:
      - (a) The door remains unlocked;
      - (b) Another adult is present at the facility;
      - (c) The other adult is advised that a closed-door meeting is occurring; and
      - (d) Written legal guardian consent is obtained in advance by the mental health care professional and /or health care provider, with a copy provided to USA Baseball.
        - (i) Example - A closed-door meeting occurs between a minor athlete and a mental health professional to discuss confidential concerns. In this type of one-on-one interaction, the mental health professional must inform the athlete, request another staff member be present for the meeting, and the door shall remain unlocked.
  - ii) Individual Training Session(s)
    - (1) An individual training session(s) with a minor athlete may be desired or necessary. In such circumstances, the minor athlete's training session should be open and observable by others. Additionally, written permission of a minor athlete's parent/legal guardian is required in advance of the individual training session(s). Parents/legal guardians are encouraged to attend the training session.

- (a) Example – A private pitching session occurs between a minor athlete and an adult. The parent/legal guardian(s) are encouraged to attend the session and written consent must be obtained from the parent in order to hold the session.
- iii) Monitoring – to be done by appointed staff members
  - (1) When one-on-one interactions are necessary, they must be closely monitored.
    - (a) Monitoring includes:
      - (i) knowledge that the one-on-one interaction is occurring;
      - (ii) the approximate planned duration of the interaction;
      - (iii) physically checking-in on the one-on-one, when appropriate, to clarify active nature of monitoring.

### *Prohibited One-on-One Interactions Policy*

While some one-on-one interactions may be necessary, specifying prohibited one-on-one interactions provides staff, volunteers, parents, minor athletes, and others with clear rules and expectations for athlete safety. It is important to set clear boundaries of acceptable and unacceptable behavior to protect minor athletes and all participants.

This policy shall apply to all staff members and other adults who have regular contact with minor athletes. Except, as set forth in the policy for “Appropriate One-on-One Interactions,” minor athletes will not be left unattended or unsupervised during events.

- 1) USA Baseball and local affiliate organization prohibited one-on-one interactions policy:
  - a) Staff members, or other adults who have regular contact with minor athletes, are prohibited from being alone with an individual minor athlete in any room or facility unless:
    - i) there is an emergency;
    - ii) the staff member, or other adults who have regular contact with minor athletes, has obtained written permission from the minor athlete’s parent/legal guardian; or
    - iii) the staff member, or other adults who have regular contact with minor athletes, is the minor athlete’s parent/legal guardian, sibling, or personal care assistant
  - b) Staff members, or other adults who have regular contact with minor athletes, shall not interact one-on-one with unrelated minor athletes in settings outside the training program, including but not limited to:
    - i) A staff member or athlete’s home
    - ii) Restaurants
    - iii) A staff member or athlete’s individual transportation
  - c) Minor athletes may not reside with an unrelated staff member, or other adults who have regular contact with minor athletes, except to the extent that:
    - i) Arrangement complies with USA Baseball and local affiliate organization’s billeting policies; or

- ii) Local affiliate organizations has written documentation of an exception provided for minor athlete relationships with unrelated adults, or other adults who have regular contact with minor athletes, that predate the minor athlete/adult relationship

### *Massaging, Icing and Athlete Training Therapeutic Modalities Policy*

There are times where it is appropriate for a minor athlete to receive a massage, rubdown, icing, or athletic training therapeutic modalities from a licensed professional. This policy applies to all staff members and other adults who have regular contact with minor athletes, any adult authorized by USA Baseball to have regular contact with or authority over an amateur athlete who is a minor, and board members of USA Baseball..

- 1) USA Baseball and local affiliate organization massaging, icing and athlete training therapeutic modalities policy:
  - a) Licensed professional staff members may perform massaging, icing and athlete training therapeutic modalities wherever possible without compromising the minor athlete's privacy. Any massaging, icing, or athletic training therapeutic modalities performed on a minor athlete shall be conducted in open locations and and adhere to USA Baseball's appropriate one on one interactions policy.
    - i) Any massage of a minor athlete must be done with at least one other adult present.
    - ii) Must never be done with only the minor athlete and the person performing the massage or rubdown/athletic training modality in the room.
  - b) Any rubdown or massage must be provided by a non-coach licensed massage therapist or other certified professional
  - c) Rubdowns or massages should never involve touching of a minor athlete's intimate areas
  - d) Even if a coach is a licensed massage therapist, the coach shall not perform a rubdown or massage of a minor athlete
  - e) Written parental/legal guardian consent shall be provided prior to any massage of a minor athlete
  - f) USA Baseball and local affiliate organizations must adhere to the following appropriate physical contact guidelines in regard to the massaging, icing, and athletic training modalities policiy for minor athletes:
    - i) Licensed professional staff members may preform massaging, icing, or athletic training therapeutic modalities in public when possible
    - ii) The licensed professional staff member must ensure the attendance of another staff member so as to prevent an inappropriate one-on-one interaction
    - iii) Licensed professional staff members may invite or allow the presence of the minor athlete's parent/legal guardian

### *Electronic Communication Policy*

As part of USA Baseball's and local affiliates organizations' emphasis on minor athlete safety, all electronic communications between minor athletes and staff members, or other adults who have regular contact with minor athletes, must be professional in nature and for the purpose of communicating information about team activities. This policy applies to all staff members and other adults who have regular contact with minor athletes, any adult authorized by USA Baseball to have regular contact with or authority over an amateur athlete who is a minor, and board members of USA Baseball..

- 1) USA Baseball and local affiliate organization electronic communication policy:
  - a) Absent emergency circumstances, if a staff member or other adult with authority over minor athletes needs to communicate directly with a minor athlete via electronic communications (including social media) another staff member, adult with authority over the minor athletes, or the minor's legal guardian must be copied.
  - b) If a minor athlete communicates with a staff member or other adult with authority over minor athletes privately first, the staff member or other adult with authority over minor athletes should respond to the minor athlete with a copy to another staff member or adult with authority over minor athletes or the minor's legal guardian.
  - c) Content of any electronic communication should be readily available to share with the minor athlete's family, USA Baseball or local affiliate organization upon request
    - i) Any request under the electronic communication policy must include copies of any email, electronic text, social media post, or similar communication, and to be sent to the minor athlete's parent/legal guardian, USA Baseball or local affiliate organization.
  - d) Social Media
    - i) Staff members, or other adults who have regular contact with minor athletes, are not permitted to maintain social media connections with minor athletes.
      - (1) Staff members, or other adults who have regular contact with minor athletes, are not permitted to accept any new personal page requests on social media platforms who are minors.
        - (a) Existing social media connections with amateur athletes who are minors shall be discontinued.
    - ii) USA Baseball and local affiliate organizations will monitor its organizational social media pages and remove any posts that violate policies and practices for appropriate behavior. Minor athletes or parent/legal guardian of minor athletes will be informed of any inappropriate posts.
  - e) Email
    - i) Minor athletes and staff members, and other adults who have regular contact with minors, may use email to communicate. All email content between staff members, or other adults who have regular contact with minors, and minor athletes must be professional in nature and for the purpose of communicating information about team or individual sport events.

- ii) Emails must come from an account that can be monitored by USA Baseball and local affiliate organizations.
- iii) A USA Baseball or local affiliate organization staff member, volunteer member, and/or a parent/legal guardian must be copied when communicating with a minor athlete through email.
- f) Texting
  - i) All text messages between staff members, or other adults who have regular contact with minors, and minor athletes must be professional in nature and for the purpose of communicating information about team or individual sport events.
  - ii) Text message cannot be sent to one individual minor athlete; must go to entire team and must have additional staff member included.
- g) Request to Discontinue All Electronic Communications
  - i) The parents/legal guardians of a minor athlete may request in writing that their child not be contacted through any form of electronic communication by USA Baseball or local affiliate organization staff members.
- h) Electronic communications must only be sent between the hours of 8:00 a.m. and 8:00 p.m.

### *Locker Rooms and Changing Areas Policy*

Athletes (especially minors) are particularly vulnerable in locker rooms and changing areas due to various stages of dress/undress and because minor athletes are less supervised than at many other times. Minor athlete-to-athlete problems, such as child sexual abuse and bullying, harassment, and hazing, often occur at times when athletes are not monitored. This is especially true in locker rooms. Because athletes are vulnerable in locker rooms and changing areas, it is also important to monitor contact between staff members and other adults who have regular contact with minor athletes. Adherence to a locker room and changing areas policy enhances privacy and reduces the likelihood of misconduct.

The following guidelines are designed to maintain personal privacy as well as to reduce the risk of misconduct in locker rooms and changing areas. This policy applies to all staff members and other adults who have regular contact with minor athletes, any adult authorized by USA Baseball to have regular contact with or authority over an amateur athlete who is a minor, and board members of USA Baseball..

- 1) USA Baseball and local affiliate organization locker rooms and changing areas policy:
  - a) If USA Baseball is utilizing a facility not under our full jurisdiction and the facility is used by multiple constituents, staff and adults with authority over minor athletes must adhere to the rules below.
  - b) At no time are staff members or adults with authority over minor athletes permitted to be alone with a minor athlete in a locker room or changing area when at a USA Baseball facility, except under emergency situations.

- c) If USA Baseball is using a facility that only has a single locker room or changing area, there will be designated separate times for use by staff members or adults with authority over minor athletes.
- d) Facilities
  - i) Each USA Baseball and local affiliate organization will provide a description of practice and competition facilities to allow minor athletes and their families to plan their use.
    - (1) This information will be made available to minor athletes and families prior to any event, trip or season.
      - (a) Sample locker room descriptions:
        - (i) No locker room or changing facilities. Athletes will be expected to come dressed for practice and to change and shower at home.
        - (ii) A changing area that is shared with the general public. As such, there are likely to be people who are not associated with USA Baseball or local affiliate organizations in the changing area around the time of practice.
        - (iii) A changing area and locker room dedicated to our athletes and teams.
        - (iv) A changing area and locker room dedicated to our athletes and teams, as well as visiting athletes and teams.
  - ii) When USA Baseball and local affiliate organizations travel for competition, the facilities may differ from location to location. USA Baseball and local affiliate organizations will work with the host team to provide as much information as early as possible regarding the locker room and changing areas, and post that information as soon as it's available.
  - iii) Under no circumstances shall an unrelated adult at a facility under USA Baseball or local affiliate organization's jurisdiction intentionally expose his or her breasts, buttocks, groin, or genitals to a minor athlete.
- e) Monitoring
  - i) In instances where USA Baseball and local affiliate organizations have use of locker rooms and changing areas (e.g., immediately before and following practices and competitions), there will be regular monitoring of locker room areas. While constant monitoring inside of locker rooms and changing areas might be the most effective way to prevent problems, it is understood that this would likely make minor athletes uncomfortable and may even place USA Baseball and local affiliate organization staff at risk for unwarranted suspicion.
  - ii) USA Baseball or local affiliate organization staff will conduct a sweep of the locker rooms and changing areas before minor athletes arrive, post staff members directly outside of the locker rooms and changing areas during periods of use, and leave the doors open only when adequate privacy is still possible. USA Baseball and local affiliate organization staff members will conduct these sweeps, with women checking on female-designated areas, and men checking on male-designated areas. USA Baseball and local affiliate organizations prohibit hazing, bullying, harassment, and other forms of misconduct in locker rooms and changing areas.

- iii) Coaches, staff, and volunteers make every effort to recognize when a minor athlete goes to the locker room or changing area during practice and competition, and will check on the minor athlete's whereabouts if they do not return in a timely fashion
  - iv) Pursuant to appropriate one-on-one personal interactions, individual meetings with a minor athlete and a staff member, or other adults who have regular contact with minors, in a locker room, USA Baseball and local affiliate organizations require that at least one additional adult be with the staff member or other adults who have regular contact with minors. Any responsible adult that monitors and supervises the locker room or changing area must be SafeSport compliant.
  - v) Parents/legal guardians who are not part of USA Baseball or local affiliate organizations are restricted from entering locker rooms and changing areas unless it is truly necessary. In those instances, it should only be a same-sex parent/legal guardian. If this is necessary, parents/legal guardians should let USA Baseball or local affiliate organization staff member know about this prior to entering the locker rooms.
  - vi) If a minor athlete needs assistance with his or her uniform or gear, or an athlete's disability warrants assistance, then a parent/legal guardian who is not part of USA Baseball or local affiliate organization's staff must inform an organization staff member beforehand that the parent/legal guardian will be helping the minor athlete.
- f) Mixed-Gender Teams
- i) When teams consist of both male and female minor athletes, both female and male privacy rights must be given consideration and appropriate arrangements made. Where possible, USA Baseball and local affiliate organizations have the male and female athletes dress/undress in separate locker rooms and then convene in a single dressing room before the game or team meeting. If not, athletes can use the locker room in gender-based shifts (i.e., girls first and when they are done the boys can change).
- g) Athletes Who Are Transgender
- i) Athletes who are transgender have the right to participate in sporting competition. When an athlete discloses their gender identity, USA Baseball and local affiliate organizations ask individuals which changing facility they would prefer to use, if/when a private facility is not available. USA Baseball and local affiliate organizations do not tolerate bullying, hazing, sexual misconduct, harassment, or sexual harassment of any athlete based on gender identity.
- h) Use of Cell Phones and Other Mobile Recording Devices
- i) Cell phones and other mobile devices with recording capabilities, including voice recording, still cameras and video cameras, increase the risk for different forms of misconduct in locker rooms and changing areas. As a result, THERE WILL BE NO USE OF A DEVICE'S RECORDING CAPABILITIES IN THE LOCKER ROOMS OR CHANGING AREAS; however, exceptions may be made for media and championship celebrations, provided that such exceptions are approved by USA Baseball or local affiliate organizations and are supervised by two or more adults.

## *Travel Policy*

Travel is a standard aspect of our competitive season and USA Baseball and local affiliate organizations have established policies to guide its travel, minimize one-on-one interactions and reduce the risk of misconduct. Adherence to these travel guidelines will increase minor athlete safety and improve the competitive experience while keeping travel a fun and enjoyable experience. This policy applies to all staff members and other adults who have regular contact with minor athletes, any adult authorized by USA Baseball to have regular contact with or authority over an amateur athlete who is a minor, and board members of USA Baseball..

### 1) USA Baseball and local affiliate organization travel policy:

#### a) Local and Team Travel

- i) USA Baseball and local affiliate organizations distinguish between travel to training, practice and local competition or events (“local travel”), and team travel involving a coordinated overnight stay to events (“team travel”).

#### (1) Local Travel

- (a) Local travel occurs when USA Baseball and local affiliate organizations do not sponsor, coordinate, or arrange for travel. For local travel, parents/legal guardians of minor athletes are responsible for making all travel arrangements. In these instances, it is the responsibility of the parents/legal guardians of the minor athlete to ensure the person transporting the minor athlete maintains all safety and legal requirements, including but not limited to: a valid driver’s license, proper insurance, well maintained vehicle, and compliance with all laws and USA Baseball Abuse Awareness policies.
- (b) In an effort to minimize one-on-one interactions, USA Baseball and local affiliate organization staff members, and other adults who have regular contact with minors, who are not also acting as a parent/legal guardian, should not drive alone with an unrelated minor athlete and should only drive with at least two other minor athletes or another adult at all times, unless otherwise agreed to in writing by the minor athlete’s parent/legal guardian in advance of travel. In any case where a staff member is involved in the minor athlete’s local travel, a written parent/legal guardian release is required in writing in advance. Efforts must be made to ensure that staff members, and other adults who have regular contact with minors, are not alone with a minor athlete or participant (e.g., picking up and dropping off the minor athletes).
- (c) Staff members, and other adults who have regular contact with minors, who are also a minor athlete’s parent/legal guardian may provide shared transportation for any athlete(s). USA Baseball and local affiliate organizations encourage parents/legal guardians to pick up their minor athlete first and drop off their minor athlete last in any shared or carpool travel arrangement. USA Baseball and local affiliate organizations also recommend completing a shared

travel declaration form signed by the parents/legal guardians of any minor athlete who is being transported as part of such a carpool arrangement.

(2) Team Travel

- (a) Team travel is overnight travel that occurs when USA Baseball or local affiliate organizations sponsor, coordinate, or arrange for travel so that its teams can compete locally, regionally, nationally or internationally. Because of the greater distances, staff members, and other adults who have regular contact with minor athletes, will often travel with the minor athletes. However, no staff member, or other adults who have regular contact with minors, will engage in team travel without the proper safety requirements in place, including: a valid driver's license, proper insurance, well maintained vehicle, and compliance with all laws and USA Baseball Abuse Awareness policies.
- (b) USA Baseball and local affiliate organizations make efforts to provide adequate supervision through staff members and other adults who have regular contact with minor athletes. Appropriate adult-to-minor athlete ratios depends on the age of the athletes and other participants. USA Baseball and local affiliate organizations will evaluate each program and discuss this topic with parents/legal guardians of minor athletes to determine supervisory needs.
- (c) For team travel, hotels and air travel will be booked in advance. Minor athletes will share rooms, with 2-4 minor athletes assigned per room depending on accommodations. USA Baseball and local affiliate organizations will notify hotel management should any special arrangements be warranted. For instance, USA Baseball and local affiliate organizations will ask hotels to block pay-per-view channels and request an additional large room or suite so that its members and minor athletes may socialize as a group. Meetings do not occur in hotel rooms (and may occur in hotel lobbies or other meeting rooms), and separate spaces will be reserved for adults and minor athletes to socialize. Meetings shall be conducted consistent with the organization's policy for one-on-one interactions.
- (d) USA Baseball and local affiliate organizations encourage family members who wish to stay in the team hotel to do so. If family members do not stay in the team hotel, it is encouraged that all minor athletes call parents/legal guardians regularly and will allow for any unscheduled calls by either the minor athlete or parent/legal guardian.

(3) Travel Notification

- (a) When possible, USA Baseball and local affiliate organizations will provide reasonable advance notice before team travel. Notice will include the dates, location and duration of competition. Travel notice will also include designated team hotels for overnight stays as well as a contact person within USA Baseball or local affiliate organization. This individual will be the point of contact to confirm intention to travel and to help with travel details.

- (b) USA Baseball and local affiliate organizations will post specific travel itineraries when they become available. These will include a more detailed, hour-by-hour itinerary, as well as contact information for team travel chaperones.
- (4) Mixed-Gender and Mixed-Age Travel
  - (a) USA Baseball and local affiliate organizations are made up of minor athletes of all genders across various ages groups. Minor athletes will only share a room with other athletes of the same gender and age group. Minor athletes will also be grouped by age and gender for the purposes of assigning an appropriate chaperone. USA Baseball and local affiliate organizations will make every effort to provide these groups at least one chaperone of the same gender. However, in instances where USA Baseball and local affiliate organizations rely on parents/legal guardians to serve as chaperones, it may be limited in providing this match.
  - (b) Regardless of gender, an unrelated staff member, and other adults who have regular contact with minors, shall not share a hotel room or other sleeping arrangement alone with a minor athlete (unless the staff member, or other adults who have regular contact with minors, is the parent/legal guardian, or sibling of that particular minor athlete). In the event that rooms are connected, such as a hotel room with adjoining rooms, a lock must be in place from both rooms. Where an adult is registered both as a coach and an athlete, and is functioning primarily as a coach, he or she is permitted to share sleeping arrangements with another registered coach.
- (5) Responsibilities of Staff members and Other Adults Who Have Regular Contact with Minors
  - (a) During team or individual sport travel, staff members, and other adults who have regular contact with minors, will help with adherence to policy guidelines, including without limitation the Travel Policy and Locker Rooms and Changing Areas Policy and Reporting Policy.
  - (b) If an unrelated staff member, and other adults who have regular contact with minors, transports a minor athlete in their private car for team or individual sport travel, a copy of the staff member's, or other adults who have regular contact with minors', valid driver's license is required, as is a copy of the parent/legal guardian's signed permission form.
  - (c) When not practicing, training, competing, or preparing for competition, USA Baseball and local affiliate organizations will monitor the activities of minor athletes and staff members, and other adults who have regular contact with minor athletes, during team or individual sport travel. To that end, USA Baseball and local affiliate organizations will:
    - (i) prepare minor athletes for team or individual sport travel and make minor athletes aware of all expectations. Supplemental information will be given to parents/legal guardians of minor athletes who are considered inexperienced travelers, new, or relatively new to team travel, or who are under the age of 14

- (ii) familiarize itself with all travel itineraries and schedules before the initiation of team or individual sport travel
  - (iii) conform to, and monitor others' adherence to all policies during team or individual sport travel
  - (iv) encourage minor athletes to participate in regular (at least daily) scheduled communications with their parents/legal guardians
  - (v) help minor athletes be on time for all team and individual sport commitments (as possible)
  - (vi) assist with team or individual sport travel logistical needs (as possible)
  - (vii) support chaperones and/or participate in the monitoring of minor athletes for adherence to curfew restrictions set based on age and competition schedule as listed in the travel itinerary
  - (viii) ensure minor athletes are complying with hotel room restrictions based on gender or age bracket requirements
  - (ix) make certain that minor athletes are not alone in a hotel room with any staff members, and other adults who have regular contact with minors, apart from a family member
  - (x) not use drugs or alcohol in the presence of minor athletes or be under the influence of alcohol or drugs while performing their USA Baseball or local affiliate organization duties
  - (xi) immediately report any concerns about physical or sexual abuse, misconduct, or policy violations to the appropriate authorities
  - (xii) notify parents/legal guardians before taking any disciplinary action against a minor athlete, especially if the minor athlete is traveling without his or her parents/legal guardians. Parents/legal guardians present on the trip will also be informed.
- (6) Team travel policies must be signed and agreed to by all minor athletes, parents and staff members traveling with the organization.

## ***Glossary***

### **Senate Bill 534 - Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017**

– This bill amends the Victims of Child Abuse Act of 1990 to extend the duty to report suspected child abuse, including sexual abuse, to certain adults who are authorized to interact with minor or amateur athletes at a facility under the jurisdiction of a national governing body.

An individual who is required, but fails, to report suspected child sex abuse is subject to criminal penalties.

Additionally, the bill amends the federal criminal code to revise civil remedy provisions for a victim of a human trafficking offense or federal sex offense. Among other things, it changes the civil statute of limitations to 10 years from the date the victim discovers the violation or injury (currently, 10 years from the date the cause of action arose). The bill also extends the statute of limitations for a minor victim of a federal sex offense to file a civil action to 10 years (currently, 3 years) from the date such individual reaches age 18.

Finally, the bill amends the Amateur Sports Act of 1978: (1) to authorize national governing bodies to develop training, practices, policies, and procedures to prevent the abuse of minor or amateur athletes; and (2) to require national governing bodies to develop and enforce policies, mechanisms, and procedures to prevent, report, and respond to the abuse of minor or amateur athletes.

**National governing body** – a national governing body is an amateur sports organization that is recognized by the International Olympic Committee.

**National member organization (NMO)** – a member organization of USA Baseball. Currently, USA Baseball is comprised of seventeen members organizations, which can be found at the following web address: <https://www.usabaseball.com/about/national-member-organizations>

**Local affiliate organization (LAO)** – a regional, state, or local club or organization that is directly affiliated with USA Baseball, or that is indirectly affiliated with USA Baseball due to the club or organization’s direct association with a USA Baseball regional or state affiliate.

**Unaffiliated amateur baseball organizations** – all other amateur organizations that are not a national member organization or a local affiliate organization.

**“Abuse Awareness”** – Online course created by USA Baseball in order to serve the greater amateur baseball landscape in education on minor athlete abuse and is for any adult involved in the sport. Separate from the U.S. Center for SafeSport’s three core courses, this course fulfills the requirements of Senate Bill 534 (2017) for all unaffiliated amateur baseball organizations.

**“Minor Awareness”** – Online course created by USA Baseball in order to serve the greater amateur baseball landscape. Under the U.S. Center for SafeSport’s requirements, all sport organizations are required to provide training for minor athletes regarding abuse awareness. This course fulfills the needs of all baseball entities.

**U.S. Center for SafeSport** – The U.S. Center for SafeSport is an independent nonprofit organization committed to ending all forms of abuse in sport. This includes bullying, harassment, hazing, physical abuse, emotional abuse, and sexual misconduct and abuse. The U.S. Center for SafeSport is the first and only national organization of its kind. The center provides services to sport entities on abuse prevention techniques, policies and programs and provides a safe, professional and confidential place for individuals to report sexual abuse within the U.S. Olympic and Paralympic Movements.

**United States Olympic Committee (USOC)** – The United States Olympic Committee was reorganized by the Ted Stevens Olympic and Amateur Sports Act, originally enacted in 1978. It is a federally chartered nonprofit corporation and does not receive federal financial support (other than for select Paralympic military programs). Pursuant to the Ted Stevens Olympic and Amateur Sports Act, the USOC has the exclusive right to use and authorize the use of Olympic-related marks, images and terminology in the United States. The USOC licenses that right to sponsors as a means of generating revenue in support of its mission. Unlike most other nations, the United States does not have a sports ministry. The USOC has two primary responsibilities in its oversight of Olympic and Paralympic sport in the United States. The first is to generate resources in support of its mission, which is to help American athletes achieve sustained competitive excellence. The second is to ensure organizational resources are wisely and effectively used to that end.