

SOUTH PARK YOUTH ASSOCIATION
Anti-Harassment, Anti-Bullying, and Child and Youth Protection Policy

It is a fundamental policy of South Park Youth Association (“SPYA”) to provide an environment that is free of harassment, abuse or bullying, and is a safe place for our athletes, coaches, visitors and volunteers.

This policy is intended:

- To ensure a safe and secure environment for children and youth at SPYA.
- To ensure an atmosphere free of bullying and harassment for all athletes, coaches, and volunteers participating in SPYA programs of activities (“Participants”).
- To ensure children and youth are not subjected to sexual, physical and emotional abuse while participating in SPYA programs.
- To encourage reporting of any violation of this policy, and provide a mechanism and process to address, investigate, and respond to reported concerns.

Anti-Harassment Policy

SPYA prohibits harassment of any SPYA Participant based upon race, color, religion, sex, national origin, age, disability, or sexual orientation. This prohibition includes sexual harassment.

Harassment consists of unwelcome statements or actions that are sufficiently severe or pervasive so as to unreasonably interfere with an individual’s enjoyment of our programs or create an intimidating, hostile or offensive environment. Harassment may include verbal or physical conduct that denigrates or shows hostility toward another because of one or more of the protected characteristics set out above which has the purpose or effect of creating an abusive or hostile environment or unreasonably interferes with a Program Participant’s enjoyment of our programs.

Sexual Harassment is a type of prohibited harassment that includes unwelcome sexual advances, requests for sexual favors and other such verbal or physical conduct of a sexual nature. NOTE: Any conduct of this nature directed towards a Youth by an adult Participant will be deemed unwelcome, even if consensual.

Examples of sexual harassment may include: sexual or romantic advances; requests for sexual favors; suggestive comments; rubbing or touching of shoulders or other body parts; sending discriminatory or harassing emails or other communications; posting or circulating harassing or discriminatory materials; suggestive noises; leering or whistling; other verbal, physical or other forms of conduct of a sexual nature which as the purpose or effect of adversely affecting a Participant’s SPYA experience or creating a hostile or offensive environment.

Anti-Bullying Policy

Bullying is the use of force, threats, abuse, or intimidation in a manner sufficiently severe or pervasive to interfere with a Participants enjoyment of our programs.

Bullying is prohibited, even where it is not based on one of the protected classes described in the anti-harassment policy. This policy also prohibits any bullying or unsportsmanlike conduct by families/spectators of athletes.

Youth Protection Policy

SPYA is committed to ensuring the protection of Participants under the age of eighteen (18) ("Youth").

In addition to following the Anti-Harassment and Anti-Bullying policies set out above, SPYA volunteers and coaches working with Youth must agree to the following policies, without exception:

1. To not verbally, emotionally, physically or sexually abuse Youth.
2. To not discipline Youth by use of physical punishment or by failing to provide care. If an adult believes that a Youth who is a Participant requires corrective action, the adult should contact the head commissioner for the applicable sport or any member of the SPYA Board of Directors, who will determine whether an appropriate course of corrective action, parental involvement, and/or dismissal from a program or team is warranted.
3. To not use physical restraint of a Youth, unless absolutely necessary to protect others from harm.
4. To provide proper supervision of Youth to ensure their safety, and exercise sound judgment in providing a safe environment.
5. To not be alone with a single Youth Participant (unless he or she is the volunteer's child) in a space where they cannot be observed or monitored by others. As adults supervise Youth, they should space themselves in a way that other adults can see them. To ensure that two adults (e.g., any combination of volunteers or parents) should be present at all times so that a minor participant can't be isolated with a single unrelated adult, except in the case of an emergency.
6. To not use, possess or be under the influence of alcohol or illegal drugs or be impaired by legally prescribed drugs during SPYA practices or games.
7. To not offer or make available to Youth tobacco, electronic cigarettes/vaping, alcohol, drugs, pornography, R-rated movies, or other items, materials, or contact not suitable for children.
8. To not use profanity, inappropriate language or off-color jokes in the presence of Youth, even where such conduct would not rise to the level of harassment or bullying under the policies above.
9. To maintain appropriate boundaries in their relationships with children and youth.
10. To not communicate one-on-one with Youth using text messages or social media. This does not prohibit appropriate use of group texts or group social media for team communications.

11. To not share inappropriate details of their personal life or ask children to share inappropriate details through any form of communication: written, verbal or electronic.
12. To not give gifts to individual Youth without the knowledge and permission of parents.
13. To be alert to the physical and emotional state of Youth participating in SPYA programs. Any signs of injury or possible child abuse must be immediately reported to the head commissioner for the applicable sport or any member of the SPYA Board of Directors.
14. To report to the head commissioner for the applicable sport or any member of the SPYA Board of Directors any circumstances that, under this policy, negatively affects a volunteer's ability to work with children and youth.
15. To not engage in any touching of a Youth not ancillary to sport instruction. Any genital contact, fondling, lingering or repeated embrace, tickling, wrestling or massage is prohibited.
16. To not engage in any type of grooming behavior.
17. To not engage in any physical abuse of a Youth, including punching, beating, biting, striking, choking, slapping, or intentionally hitting a participant with objects or sports equipment.
18. To not withhold or deny adequate hydration, nutrition medical attention, or sleep.
19. To not engage in any emotional abuse of a Youth, including verbally attacking a Participant personally such as calling them names or criticizing or teasing their athletic abilities, ignoring a Participant for extended periods of time or excluding them from practice.
20. To not engage in or allow Youth participants to engage in prohibited hazing, which includes any contact which is intimidating, humiliating, offensive or physically harmful. Hazing typically is an activity that serves as a condition for joining a team or being socially accepted by team members.

NOTE: SPYA understands that many of our volunteers and coaches also interact with our Youth Participants as family friends, neighbors, etc. outside of the context of volunteering on behalf of SPYA. The foregoing only applies to a volunteer's interactions with Youth at an SPYA facility, or a sporting event or tournament (including time traveling, staying in hotels, etc.) at which the volunteer is volunteering on behalf of SPYA.

Reporting – SEE SOMETHING, SAY SOMETHING

Every participant or observer at SPYA is responsible for ensuring that SPYA is free from prohibited harassment, bullying, and inappropriate conduct towards Youth (including conduct by other Youth or parents/observers who are not SPYA volunteers). Any coach or other volunteer who is the victim of or witnesses a violation of any of the above policies by anyone at SPYA is required to bring the issue to the attention of the head commissioner of the applicable sport or any member of the SPYA Board of Directors, within 24 hours of observing or being informed of any violation. Any person other than a coach who is the victim of or witnesses a violation of any of

the above policies (or whose child is the victim of or witnesses such a violation) by anyone at SPYA is strongly urged to bring the issue to the attention of the head commissioner of the applicable sport or any member of the SPYA Board of Directors. SPYA cannot investigate or address alleged harassment, bullying, or child endangerment unless it is reported.

Actions by SPYA in Response to Complaints

Complaints of violations of this policy will be investigated as promptly as possible. The allegations of the complaint and the identity of the persons involved shall be maintained on a confidential basis, subject to the need to conduct a full and impartial investigation, remedy violations, monitor compliance and administer this policy.

If warranted, SPYA will take appropriate action to remedy any violations of this policy. The remedial action will vary based on the type and gravity of the offense(s). Where a Participant is found to have violated this policy, appropriate remedial action can include a variety of measures, up to and including dismissal from a volunteer position or, in extreme circumstances, banning the person from future SPYA participation. Where the violation is committed by a Youth Participant, SPYA will notify a legal parent or guardian of the Youth of SPYA where warranted.

Background Checks

While it is not feasible for SPYA to perform criminal background checks on every person involved with SPYA, SPYA will perform annual background checks on all coaches and assistant coaches. By agreeing to coach, volunteers of SPYA Charlotte consent to SPYA conducting a criminal background check, to the extent permitted by applicable law. No one with a known past conviction or pending proceeding alleging (a) any sexual crime, (b) any crime involving child abuse, neglect, or endangerment, (c) any felony, or (d) any misdemeanor that SPYA, in its sole discretion, believes would render the volunteer unsafe or inappropriate to work with Youth.

Safe Sport Act Compliance

SPYA will comply with the Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017, and any other laws or regulations governing youth sports organizations. Volunteers will participate in mandatory training, offered by SPYA and approved by the Babe Ruth Baseball organization or any other National or Local Governing Body, to prevent and recognize child abuse and endangerment, including understanding and preventing “grooming” practices.