

Pittsford Crew SAFESPORT Policy

PURPOSE

At Pittsford Crew, we are committed to creating a safe and positive training environment for all participants. This document discusses the requirements for implementing the SAFESPORT policy. These requirements are in addition to those required for coaches (in the Coach's Handbook) and for Board Members (in the New Board Members Guide).

As part of this commitment, Pittsford Crew's Athlete Protection Policy in accordance with TEAM USA and USRowing strictly prohibits:

- Bullying
- Harassment
- Hazing
- Emotional Misconduct
- Physical Misconduct
- Sexual Misconduct

DEFINITIONS:

Misconduct - Conduct which results in harm, the potential for harm or the imminent threat of harm. Age is irrelevant to misconduct. There are six primary types of misconduct in sport: emotional, physical and sexual misconduct, bullying, harassment and hazing.

Bullying - Bullying is an intentional, persistent and repeated pattern of committing or willfully tolerating physical and non-physical behavior that is intended, or has the reasonable potential, to cause fear, humiliation or physical harm in an attempt to socially exclude, diminish or isolate the targeted athlete(s) as a condition of membership. It includes any act or conduct described as bullying under federal or state law.

Harassment - Harassment is a repeated pattern of physical and/or non-physical behavior intended to cause fear, humiliation or annoyance, offend or degrade, create a hostile environment; or reflect discriminatory bias in an attempt to establish dominance, superiority or power over an individual athlete or group based on gender, race, ethnicity, culture, religion, sexual orientation, gender expression or mental or physical disability. It includes any act or conduct described as harassment under federal or state law.

Hazing - Hazing involves coercing, requiring, forcing or willfully tolerating any humiliating, unwelcome or dangerous activity that serves as a condition for joining a

group or being socially accepted by a group's members. It includes any act or conduct described as hazing under federal or state law. Activities that fit the definition of hazing are considered to be hazing regardless of an athlete's willingness to cooperate or participate.

Emotional Misconduct - Emotional misconduct involves a pattern of deliberate, non-contact behavior that has the potential to cause emotional or psychological harm to an athlete. Non-contact behavior includes verbal and physical acts, as well as actions that deny attention or support. It also includes any act or conduct (e.g., child abuse and child neglect) described as emotional abuse or misconduct under federal or state law.

Physical Misconduct - Physical misconduct involves contact or non-contact behavior that can cause physical harm to an athlete or other sport participants. It also includes any act or conduct described as physical abuse or misconduct under federal or state law (e.g., child abuse, child neglect and assault).

Sexual Misconduct, including Child Sexual Abuse - Sexual misconduct involves any touching or non-touching sexual interaction that is nonconsensual or forced, coerced or manipulated, or perpetrated in an aggressive, harassing, exploitative or threatening manner. It also includes any sexual interaction between an athlete and an individual with evaluative, direct or indirect authority. Last, any act or conduct described as sexual abuse or misconduct under federal or state law (e.g., sexual abuse, sexual exploitation, rape) qualifies as sexual misconduct.

All forms of misconduct are intolerable and in direct conflict with the SAFESPORT policy. Please reference the SAFESPORT website <http://safesport.org> for further explanation of the above forms of misconduct and specific examples.

1. Applicant Screening

Pittsford Crew conducts interviews and reference checks on coaching applicants and will begin conducting background checks on all newly hired coaching staff members effective January 1, 2015. All new employees shall be subject to criminal background checks as a condition of employment. A new employee is defined as any individual who has not held employment with Pittsford Crew in the past 12 months.

2. Education and Training

All Pittsford Crew coaches, employees, board members, and active volunteers are required to complete the on-line SAFESPORT training at <http://training.teamusa.org>.

Active volunteers are those considered to have a high degree of contact with youth. A list of active volunteers will be generated by the Personnel Committee. All new board

members must complete the online SAFESPORT training before attending their first board meeting.

Athlete Education: Before the start of each competitive season, the Personnel Committee will review the Code of Conduct for athletes, and ensure that the Code of Conduct properly communicates Pittsford Crew's commitment to a SAFESPORT policy. The Code of Conduct for athletes will be reviewed at the coach's meeting prior to the start of each season.

3. Reporting

Coaches, staff members, athletes and volunteers must report abuse, misconduct and policy violations to the club President or the Personnel Committee and, where applicable, appropriate law enforcement authorities. Failure to do so is grounds for disciplinary action.

4. Enforcement

a. Pittsford has adopted an internal grievance procedure providing for prompt and equitable resolution of complaints alleging any action prohibited as described in the previous section on prohibited conduct.

Any person who believes she or he has witnessed or been made aware of misconduct must file a grievance under this procedure. It is against policy for Pittsford Crew to retaliate against anyone who files a grievance or cooperates in the investigation of a grievance.

Grievances must be submitted to the President or Chair of Personnel within one week of the date the person filing the grievance becomes aware of the alleged action concerning the grievance. A complaint must be in writing, containing the name and address of the person filing it. The complaint must state the problem or action alleged to be discriminatory and the remedy or relief sought.

The President and at least two other members of the Executive Committee shall conduct an investigation of the complaint. This investigation may be informal, but it must be thorough, affording all interested persons an opportunity to submit evidence relevant to the complaint. The President or an appointed board member will maintain the files and records of Pittsford Crew relating to such grievances. The investigation will include a review of the case by a disinterested third party.

The President or an appointed representative will issue a written decision on the grievance no later than 30 days after its filing.