**MINOR ATHLETE ABUSE PREVENTION POLICY**

**MAAPP**

**BEAR NATIONAL TEAM ACTIVITIES**

**The MAAPP applies to Applicable Adults and their interactions with minor athletes in conjunction with USA Cycling activities.**

Establishing clear boundaries reduces the risk of physical, sexual, and emotional misconduct as well as opportunities for bullying, harassment, and hazing.  Furthermore, the majority of child sexual abuse is perpetrated in isolated, one-on-one situations.  By reducing such interaction between children and adults, programs reduce the risk of child sexual abuse.  However, one-on-one time with trusted adults is also healthy and valuable for a child.  Policies concerning one-on-one interactions protect children while allowing for these beneficial relationships.

The following policies have been adopted by USA Cycling (USAC) to establish clearly defined boundaries between participants in cycling and to reduce isolated one-on-one interactions between children and adults in cycling:

**ONE ON ONE INTERACTIONS**

**A. Mandatory Components**

This policy shall apply to:

* Adult members at a Facility or Event;
* Adult members who have regular contact with amateur athletes who are minors;
* Any adult authorized by USAC to have regular contact with or authority over an amateur athlete who is a minor; and
* Adult staff and board members of USAC

(Collectively “Applicable Adult” for the purposes of this policy.)

**1. Observable and interruptible**

One-on-one interactions between a minor athlete and an Applicable Adult (who is not the minor’s legal guardian) at a Facility or Event are permitted if they occur at an observable and interruptible distance by another adult.

**2. Meetings**

Meetings between Applicable Adults and minor athletes at Facilities and Events may only occur if another adult is present, except under emergency circumstances. Such 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 at a Facility or Event, the door to the office must remain unlocked and open. If available, it will occur in an office that has windows, with the windows, blinds, and/or curtains remaining open during the meeting.

**3. Meetings with mental health care professionals and health care providers**

If a mental health care professional and/or health care provider meets with minor athletes at a Facility or Event, a closed-door meeting may be permitted to protect patient privacy provided that: (1) the door remains unlocked; (2) another adult is present at the Facility or Event; (3) the other adult is advised that a closed-door meeting is occurring; and (4) written legal guardian consent is obtained in advance by the mental health care professional and/or health care provider, with a copy provided to USAC.

**4. Individual training sessions**

Individual training sessions between Applicable Adults and minor athletes are permitted at Facilities and Events if the training session is observable and interruptible by another adult. It is the responsibility of the Applicable Adult to obtain the written permission of the minor’s legal guardian in advance of the individual training session if the individual training session is not observable and interruptible by another adult.  Permission for individual training sessions must be obtained at least every six months. Parents, guardians, and other caretakers must be allowed to observe the training session.

**B. Recommended Components**

**1. Out-of-program contacts**

Applicable Adults should refrain from interacting one-on-one with unrelated minor athletes in settings outside of a cycling program when such interactions are not observable and interruptible (including, but not limited to, one’s home and individual transportation), unless parent/legal guardian consent is provided for each out-of-program contact.  Nonetheless, such arrangements are strongly discouraged.

**TEAM TRAVEL**

Minor athletes are vulnerable to abuse or misconduct during travel, particularly during overnight stays.  During travel, athletes are often away from their families and support networks, and the setting is less familiar including new changing areas, locker rooms, workout facilities, automobiles, and hotel rooms.  USAC acknowledges travel expenses may prohibit a minor athlete’s parent(s) or guardian(s) from traveling with their child, however, USAC encourages parents and/or guardians to travel at their own expense with their child when possible.

Team travel is minor athlete travel to a competition or other team activity that USAC plans and supervises.  USAC strongly recommends that Local Affiliated Organizations that plan and supervise minor athlete travel adopt a similar policy.

**1. Mandatory Components**

This policy shall apply to:

* Adult members who have regular contact with amateur athletes who are minors;
* Any adult authorized by USAC to have regular contact with or authority over an amateur athlete who is a minor; and
* Adult staff and board members of USAC

(Collectively “Applicable Adult” for the purposes of this policy.)

**When National Programs are traveling domestically without overnight stay the following requirements apply:**

(a) All minor athletes and their parents must sign a copy of this travel policy acknowledging receipt and agreement with the policy; any questions regarding the policy should be made known to the coach, manager or director of the program immediately.

(b) A copy of USAC’s travel policy must also be signed and agreed to by all Applicable Adults traveling with USAC’s National Programs.

(c) All Applicable Adults appointed by USAC and involved in National Program Travel will have biennial background checks completed if they are traveling with athletes.  Motor vehicle records checks will be completed on all persons responsible for transporting athletes.

(d) The parents of all minor athletes shall be provided an itinerary with all contact information (names, phone numbers, email address, etc.) for hotels, coaches, the USAC’s main office, and other USAC staff (when applicable).

(e) Minor athletes are not allowed to leave the competition venue, hotel, restaurant or any other place at which the team has gathered without knowledge and permission of the coach or other responsible adult participant.

(f) All athletes are required to attend all team functions unless otherwise excused by the coach or other USAC staff member.

(g) When traveling, every reasonable effort must be made to avoid one-on-one travel between unrelated minor athletes and Applicable Adults.  When only one Applicable Adult and one minor athlete travel to a competition, the minor athlete must have his/her legal guardian’s written permission in advance and for each competition to travel alone with said Applicable Adult.

(h) USAC has a zero tolerance policy for consumption of (i) alcohol by persons under the age of twenty-one (21) (ii) illegal consumption of prescription medications and (iii) consumption of any illegal substances.

(i) Meetings shall be conducted consistent with the organization’s policy for one-on-one interactions (i.e., any such meeting shall be observable and interruptible).

**When the National Program domestic travel requires overnight stay, all of the above requirements apply, as well as the following:**

(j) Regardless of gender or age, an Applicable Adult shall not share a bed or other sleeping arrangement with an athlete.

(k) For overnight team travel accommodations, when athletes are under the chronological age of eighteen (18) and paired with other athletes they shall be paired with a similarly-aged peer of the same gender.  Where athletes are age thirteen (13) and older, they are permitted to stay in a room without an adult; ideally, coaches or other adult participants would stay in nearby rooms.  No Applicable Adult shall ever share a room with one (1) minor athlete unless said adult is a parent, guardian, or relative of said minor athlete with written permission from the parent or legal guardians of said athlete.

(l) When doing room checks, attending meetings or other activities, open and observable environments must be maintained; having two Applicable Adults present is recommended.

(m) Coaches or other USAC Staff members will set a curfew; this curfew shall be followed by all athletes.  At no point will any visitor be allowed in an athlete’s room; visitors must remain in a common area designated by staff. Visitors will be required to leave by curfew.

(n) All athletes shall be permitted at their own cost to make regular check-in phone calls to parents/legal guardians.  Applicable Adults shall allow for any unscheduled check-in phone calls initiated by either the athlete or parents/legal guardians.

**When the National Program is traveling internationally, all of the above requirements apply, as well as the following:**

(o) The coach, manager, and directors must maintain photocopies of all travel documents and passports.

(p) Coaches and USAC staff traveling with the team must carry signed medical consent forms or authorization to treat forms for each athlete.

If disciplinary action against a minor athlete is required while the athlete is traveling without his/her parents/legal guardians, reasonable attempts will be made to notify parents/legal guardians before any action is taken.

**SOCIAL MEDIA & ELECTRONIC COMMUNICATIONS**

**A. Mandatory Components**

This policy shall apply to:

* Adult members who have regular contact with amateur athletes who are minors;
* Any adult authorized by USAC to have regular contact with or authority over an amateur athlete who is a minor; and
* Adult staff and board members of USAC

(Collectively “Applicable Adult” for the purposes of this policy.)

**1. Content**

All electronic communication originating from Applicable Adults to minor athletes must be professional in nature.

**2. Open and Transparent**

* Absent emergency circumstances, if an Applicable Adult with authority over minor athletes needs to communicate directly with a minor athlete via electronic communications (including social media), another Applicable Adult or the minor’s legal guardian will be copied.
* If a minor athlete communicates to the Applicable Adult (with authority over the minor athlete) privately first, said Applicable Adult should respond to the minor athlete with a copy to another Applicable Adult or the minor’s legal guardian.
* When an Applicable Adult with authority over minor athletes communicates electronically to the entire team, said Applicable Adult will copy another adult.
* Minor athletes may “friend” the organization’s official page.

**3. Requests to discontinue**

Legal guardians may request in writing that their minor athlete not be contacted through any form of electronic communication by the organization or by the Applicable Adults subject to this policy.

**B. Recommended Components**

**1. Hours**

Electronic communications will generally only be sent between the hours of 8:00 a.m. and 8:00 p.m., unless emergency circumstances exist, or while traveling internationally or during competition travel.

**2. Prohibited electronic communications**

Applicable Adults with authority over minor athletes are not permitted to maintain private social media connections with unrelated minor athletes and such Applicable Adults are not permitted to accept new personal page requests on social media platforms from amateur athletes who are minors, unless the Applicable Adult has a fan page, or the contact is deemed as celebrity contact vs. regular contact. Existing social media connections on personal pages with minor athletes should be discontinued.

**ACTIVITES NOT INCLUDED IN BEAR NATIONAL TEAM PARTICIPATION:**

**MASSAGES AND RUB DOWNS/ATHLETIC TRAINING MODALITIES**

**LOCKER ROOM/CHANGING FACILITIES**

**LOCAL TRAVEL**