

Martinsburg Little League

Child Protection Policy

Background:

In 2018, the “Protecting Young Victims from Sexual Abuse and SafeSport Authorization Act of 2017” became Federal law. The mission of the U.S. Center for SafeSport is to make the athlete well-being the centerpiece of our nation’s sports culture. All athletes deserve to participate in sports free from bullying, hazing, sexual misconduct, or any form of emotional or physical abuse. Education and awareness are the most critical components to creating safe and respectful sporting environments, free of abuse and harassment.

Little League Baseball and Softball has always strived to create a safe and healthy environment for all Little Leaguers and their families. There are certain requirements from the SafeSport Act that Little League International and all local little league programs must adhere to.

- Reporting of Sexual Abuse involving a minor to the proper authorities
 - All volunteers of a local league are now mandated reporters and could face criminal charges if the league chooses to ignore, or not report to the proper authorities, any witnessed act of child abuse, including sexual abuse, within 24 hours.
 - Local leagues must be aware of the proper procedures to report sexual abuse in their state. Please reference LittleLeague.org/ChildAbuse
- Leagues must adopt a policy that prohibits retaliation on “good faith” reports of child abuse
- Leagues must adopt a policy that limits one-one-one contact with minors
- Leagues are highly encouraged to complete Abuse Awareness training provided by USA Baseball and SafeSport

Introduction:

The vision of Martinsburg Little League is to provide facilities that are safe, well maintained, and provide the basis for the children of our community to learn the game of baseball. Moreover, it is the goal of the League to perpetuate a culture of wholesome community participation that provides an outlet for healthful activity and training under superior leadership. The overall objective is to help our children learn the values of Teamwork, Sportsmanship and Fair Play, Core values that they will carry with them throughout life.

Martinsburg Little League in response to the formalization of Senate Bill 534 (2017), and with the support of the U.S. Center for Safe Sport, USA Baseball and Little League International, is implementing the following policies for the prevention and reporting of instances of child abuse

including; sexual misconduct, violent crimes, bullying, hazing, harassment, emotional misconduct and physical misconduct, within our league.

All covered volunteers selected for participation in Martinsburg Little League must agree to abide by the following Child Protection Policy. Covered individuals are limited to the following individuals:

- Martinsburg Little League Board of Directors
- Martinsburg Little League Managers and Coaches
- Martinsburg Little League Umpires
- All other Parent Volunteers who filled out Volunteer Forms for Martinsburg Little League and had background checks conducted

Any individual who is a Covered Individual under these policies and/or the rules of the U.S. Center for SafeSport, is subject to the rules, policies, and procedures of the U.S. Center for SafeSport and will submit, without reservation or condition, to the jurisdiction of the U.S. Center for SafeSport for the resolution of any alleged violations of those rules, policies, or procedures, as they may be amended from time to time.

Prohibited Conduct:

The following conduct is strictly prohibited by all Covered Individuals listed above:

1. Bullying – (<http://sportdev.org/USAB/Blog/Bullying.aspx>)
2. Hazing – (<http://sportdev.org/USAB/Blog/Hazing.aspx>)
3. Harassment (including sexual harassment) – (<http://sportdev.org/USAB/Blog/Harassment.aspx>)
4. Emotional misconduct – (http://sportdev.org/USAB/Blog/Emotional_Misconduct.aspx)
5. Physical misconduct – (http://sportdev.org/USAB/Blog/Physical_Misconduct.aspx)
6. Sexual misconduct (including child sexual abuse) – (http://sportdev.org/USAB/Blog/Sexual_Misconduct.aspx)

Reporting:

Any Covered Individual must immediately report suspected child abuse, including sexual abuse, to the West Virginia State Police (304) 267-0001 (if you believe the child may be in immediate danger), otherwise report to the West Virginia Child Abuse and Neglect Hot Line 1-800-352-6513, the U.S. Center for SafeSport (<https://uscenterforsafesport.org/report-a-concern>), and the President and/or Vice President of Martinsburg Little League. The President of Martinsburg Little League or his/her designee must report the incident to the Security Manager, Little League Risk Management Department, Little League International. Reporting must be made within 24 hours subject to Federal Law.

Any Covered Individual that witnesses or is made aware of Bullying, Hazing, Harassment, Emotional Misconduct and or Physical Misconduct, not rising to the level of Child Abuse, or sexual abuse, must report the suspected behavior to the President or Vice President of

Martinsburg Little League as soon as possible but not later than 24 hours from being made aware of the event.

Regardless of outcome, Martinsburg Little League will support the complainant(s) and his or her right to express concerns in good faith. Martinsburg Little League will not encourage, allow or tolerate attempts from any individual to retaliate, punish, allow or in any way harm any individual(s) who reports a concern in good faith. Such actions against a complainant will be considered detrimental to the purposes of Martinsburg Little League and will be grounds for disciplinary action to include removal from Martinsburg Little League.

In cases involving suspected violations under SafeSport, in addition to reporting to law enforcement, such matters will be reported to the U.S. Center for SafeSport for adjudication. If the matter is not resolved by the U.S. Center for SafeSport, USA Baseball Pure Baseball, or the Little League International Risk Management Department, and is referred back to Martinsburg Little League for adjudication, Martinsburg Little League's Board of Directors will make a decision in regards to any action taken.

Training:

All Covered Individuals must complete Abuse Awareness Training provided by USA Baseball and SafeSport, and a yearly refresher training to be determined and included with ASAP training each year.

Zero-Tolerance Policy:

Martinsburg Little League enforces a zero-tolerance policy. Any individual whose background check reveals a conviction for, guilty plea, no contest plea, or admission to any crime involving or against a minor, will have no engagement with Martinsburg Little League. If a League Volunteer is reported for suspected Child Abuse in any manner, or Martinsburg Little League becomes aware of information, by any means whatsoever, that a League Volunteer has been convicted of, pled guilty, pled no contest, or admitted to any crime involving or against a minor, that Volunteer must be temporarily suspended from having contact with minors until Martinsburg Little League is able to confirm the accuracy of the information through the applicable governmental agency. If a Volunteer is subsequently removed or banned from the League based on information provided by the governmental agency, the League President must report this information to the Little League International Security Manager.

Appropriate One-on-One Interactions Policy:

Meetings:

Any meeting between a minor athlete and a Manager, Coach or other Covered Individual, must occur when another Manager, Coach, adult or Covered Individual 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 Manager, Coach

or Covered Individual 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.

Individual Training Session(s):

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. Managers, Coaches, and/or other Covered Individuals shall make every attempt to not be alone with a minor athlete. Another Manager, Coach, other Covered Individual, Parent, Player or another Adult, should be present and in the same room.

1. Example- A private pitching session occurs between a minor athlete and a Manager, Coach or other Covered Individual. 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. The Manager/Coach should make every effort to not be alone with the minor athlete, except for an emergency situation.

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 Covered Individuals 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. Managers, Coaches, or other Covered Individuals who have regular contact with minor athletes, are prohibited from being alone with an individual minor athlete in any room or facility unless:
 - a. There is an emergency;
 - b. The Manager, Coach, or other Covered Individual has obtained written permission from the minor athlete's parent/legal guardian; or
 - c. The Manager, Coach or other Covered Individual is the minor athletes parent/legal guardian, sibling, or personal care assistant

Locker Rooms / Changing Areas / Restrooms Policy:

Athletes (especially minors) are particularly vulnerable in locker rooms, changing areas and open restrooms 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.

Martinsburg Little League does not have “Locker Room” facilities. However, there are times when minor athletes change clothing at the facilities, i.e. Allstar uniform fitting, etc. The following guidelines are designed to maintain personal privacy as well as to reduce the risk of misconduct in locker rooms, changing areas and restrooms. This policy applies to all Covered Individuals and other adults who have regular contact with minor athletes.

1. Minor Athletes are expected to come dressed for practice and or game and change and shower at home.
2. When minor athletes are required to change at Oatesdale Park, they should be provided an area with privacy. A Covered Individual and at least one additional adult must be present. At least one Covered Individual that monitors and supervises the locker room or changing area must be SafeSport compliant.
3. When minor athletes need to use the restroom and require assistance (Tee Ball age) a Covered Adult must keep the door open and have another Adult present. Make all attempts to have the minor athletes parent or legal guardian accompany the minor. If the minor athlete is able to handle business in the restroom without assistance, first look inside ensure the restroom is clear and then allow the minor athlete to go in. Stay outside the door, or stand in the door way with the door open.

Travel Policy:

Travel is a standard aspect of our competitive season and Martinsburg Little League has 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 Covered Individuals who have regular contact with minor athletes.

1. Local Travel
 - a. 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 drivers license, proper insurance, well maintained vehicle, and compliance with all laws and Martinsburg Little League policies.
 - b. In an effort to minimize one-on-one interactions, Managers, Coaches, and other Covered Individuals who are 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 Covered Individual is involved in the minor athlete's local travel, a written parent/legal guardian release is required 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. Covered Individuals, who are also a minor athlete's parent/legal guardian may provide shared transportation for any athlete(s). Martinsburg Little League encourages parents/legal guardians to pick up their minor athlete first and drop off their minor athlete last in any shared or carpool travel arrangement. Martinsburg Little League also recommends 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 Martinsburg Little League coordinates, or arranges for travel so that its teams can compete locally, regionally, or nationally. Because of the greater distances, Managers, Coaches, and other Covered Individuals will often travel with the minor athletes. However, no Manager, Coach or Covered Individual, 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 Martinsburg Little League policies.
- b. Martinsburg Little League makes every effort to provide adequate supervision through Managers, Coaches, and other Covered Individuals. Appropriate adult-to-minor athlete ratios depends on the age of the athletes and other participants. Martinsburg Little League will evaluate each Team Travel and discuss this topic with parents/legal guardians of minor athletes to determine appropriate supervisory needs.
- c. Martinsburg Little League will discuss hotel and travel arrangements with Parents and Legal Guardians in advance. Team meetings do not occur in hotel rooms (and may occur in hotel lobbies or other meeting rooms). All meetings conducted shall be consistent with the Martinsburg Little League Policy for one-on-one interactions.
- d. During team travel, Managers, Coaches and other Covered Individuals will help with adherence to policy guidelines, including without limitation the Travel Policy and Locker Room and Changing Areas Policy and Reporting Policy.
- e. If a non-Covered Individual, transports a minor athlete in their private car for team travel, a copy of their driver's license is required, as is a copy of the parent/legal guardian's signed permission form.
- f. When not practicing, training, competing, or preparing for a game, Martinsburg Little League Manager's, Coaches, and other Covered Individuals will monitor the

activities of minor athletes during team travel. To that end, Martinsburg Little League Covered Individuals will:

- i. Prepare minor athletes for team 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 themselves with all travel itineraries and schedules before the initiation of team travel.
 - iii. Conform to, monitor others' adherence to all policies during team travel.
 - iv. Encourage minor athletes to participate in regular scheduled communications with their parents/legal guardians.
 - v. Help minor athletes be on time for all team individual sport commitments.
 - vi. Assist with team travel logistical needs (as possible).
 - vii. Support chaperones and/or participate in the monitoring of minor athletes for adherence to curfew restriction set based on age and competition schedule as listed in the travel itinerary.
 - viii. Ensure minor athletes are complying with hotel room restrictions.
 - ix. Make certain that minor athletes are not alone in a hotel room with any Manager, Coach, other Covered Individual or other adults 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 organizational duties.
 - xi. Immediately report any concerns about physical or sexual abuse, misconduct, or policy violations to the appropriate authorities in accordance with this policy.
 - 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.
- g. Team travel policies must be signed and agreed to by all Minor Athletes, Parents, Managers, Coaches, and other Covered Individuals traveling with the team.

Parental Consent for One on One Instruction and/or Local Transportation

I, the undersigned, as the parent or legal guardian of the child named below, do hereby give my full consent and approval for my child to: (circle all that apply)

- a. Receive One on One Instruction from the Manager, Coach or League Volunteer named below.
- b. Receive transportation to and from Local Little League functions by the Manager, Coach or League Volunteer named below.

Signature of parent or legal guardian

Date

Name of parent or legal guardian (print)

Parent or legal guardian cell phone number:

Name of Child (print)

Division and Team

Name of Manager, Coach, League Volunteer

Martinsburg Little League
Team Travel Policy Acknowledgement Form

I, the undersigned, Parent, Legal Guardian, Player, Manager, Coach or other League Volunteer, have read or had read to me, the Martinsburg Little League Team Travel Policy as written in the Martinsburg Little League Child Protection Policy. I acknowledge that I understand the Policy and agree to abide by the Policy while participating in Team Travel with Martinsburg Little League.

Signature

Date

Printed Name and Position i.e. Parent, Player, Manager, Coach etc.

Signature

Date

Printed Name and Position i.e. Parent, Player, Manager, Coach etc.

Signature

Date

Printed Name and Position i.e. Parent, Player, Manager, Coach etc.

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