



Town of Avon, Indiana Sports One-to-One Prohibition Policy

For the safety of participants in our programs, staff, coaches, and volunteers are prohibited from meeting with or communicating with participants alone. The purpose of this policy is to protect the safety and well-being of participants, promote transparency, and foster a safe and positive environment. Therefore, all staff, coaches, and volunteers must comply with the following rules:

- 1. Staff members, coaches, and volunteers must avoid one-to-one interactions with participants. One-to-one interactions include any private and unobservable contact, communication, or meetings with participants.**
- 2. All meetings require two or more staff, coaches, or volunteers. Meetings must take place in a space that is easily observable. It is preferable and highly encouraged to include the participant's parent or guardian in the meeting whenever possible.**
- 3. Staff members, coaches, and volunteers may not transport a participant alone unless there are at least two staff members, coaches, or volunteers present, more than one participant, and only if the staff member, coach, or volunteer has received express written permission of all participants' parents or guardians in advance.**
- 4. Staff members, coaches, and volunteers may not communicate directly with a participant by telephone, email, text, social media, video chat, or other medium unless another staff member, coach, or volunteer is included in the communication and unless the parent or guardian of the participant participates in the communication. If a staff member, coach, or volunteer is contacted by a participant, staff members, coaches, and volunteers may not respond or continue the communication. Such communication must be immediately reported to the Parks Director and the participant's parent or guardian to avoid future one-to-one communication between staff members, coaches, and volunteers.**
- 5. Staff members, coaches, and volunteers must ensure any in-person meetings take place where other staff members, coaches, and volunteers are present and only when scheduled practices, programs, or events are occurring. At least two staff members, coaches, and volunteers must be present following the conclusion of practices, programs, or events until all participants have been picked up or have otherwise left the practice, program, or event.**



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6. Staff members, coaches, and volunteers must avoid comments or communication with the participant which is considered inappropriate or illegal.

7. Staff members, coaches, and volunteers must communicate this policy to the participants and their parents or guardians.

All staff members, coaches, and volunteers have an affirmative duty to immediately report violations of this policy to the Parks Director. Failure to immediately report a violation will also lead to the termination of the offending staff member, coach, or volunteer.

Failure to follow this policy will lead to the immediate termination of the staff member, coach, or volunteer. If the communication or conduct is illegal or of a nature which requires reporting to law enforcement, the Parks Department will report the communication or conduct to the appropriate law enforcement authorities.

All coaches and staff are required to review and sign this policy annually, confirming their understanding and commitment to compliance with the policy.

Name: _____

Date: _____