



## **USAI ANTI-ABUSE POLICY**

1. Abuse committed by players toward other players is strictly prohibited. Engaging in abusive conduct described in this rule by use of data or computer software that is accessed through any computer, any computer system, or any computer network is also prohibited.
2. Abuse committed by a coach or a Director of Coaching is strictly prohibited. Engaging in abusive conduct described in this rule by use of data or computer software that is accessed through any computer, any computer system, or any computer network is also prohibited.
3. For purposes of this rule, abuse is defined as overt, unwanted, repeated acts or gestures, including verbal or written communications or images transmitted in any manner including electronically or digitally, physical acts committed, aggression, or any other similar behaviors that are committed by a player or group of players against another player with the intent to harass, ridicule, humiliate, intimidate, or harm the targeted player and create for the targeted player an objectively hostile learning environment that:
  - places the targeted player in reasonable fear of harm to the targeted player's person or property;
  - has a substantially detrimental effect on the targeted player's physical or mental health;
  - has the effect of substantially interfering with the targeted player's academic performance; or
  - has the effect of substantially interfering with the targeted player's ability to participate in or benefit from the services, activities, and privileges provided by the club.
4. This rule may be applied regardless of the physical location of the abusive behavior to avoid substantial interference with club discipline or prevent an unreasonable threat to the rights of other players to a safe and peaceful learning environment.
5. Any player or parent who has knowledge of conduct in violation of this rule or any player who feels he/she has been bullied in violation of this rule should immediately report the conduct to his/ her club Director of Coaching (also defined as Club Welfare Officer) or designee who has responsibility for all investigations of player misconduct including abuse. A player or parent may also report the conduct to a staff coach who will be responsible for notifying the appropriate welfare officer in charge of investigation. This report may be made anonymously.
6. The Club Welfare Officers or designee shall investigate promptly all reports of abuse made pursuant to the provisions of this rule. Such investigation must include any action or appropriate responses that may be taken to address the abusive conduct wherever it takes place. The parents of the abuser and targeted player(s) shall be notified of the progress and the findings of the investigation and, as appropriate, any remedial action that has been taken to the extent disclosure is permitted by law.

7. The Club Welfare Officers or designee will be responsible for working with the applicable staff coaches to provide information and/or follow-up services to support the targeted player and to educate the player engaging in abusive behavior on the effects of abuse and the prevention of abusive behavior. In addition, the Club Welfare Officers and club staff coaches will be responsible for determining if the abusive behavior is a violation of law required to be reported to law enforcement under Indiana law based upon their reasonable belief. Such determination should be made as soon as possible and once this determination is made, the report should be made immediately to law enforcement.

8. False reporting of abusive conduct as defined by this rule by a player shall be considered a violation of this rule and will result in any appropriate disciplinary action or sanctions if the investigation of the report finds it to be false.

9. A violation of this rule prohibiting abusive behavior, may result in any appropriate disciplinary action or sanction, including probation and / or removal from the club.

10. Failure by club staff who has a responsibility to report abusive behavior or investigate the abuse or any other duty under this rule to carry out such responsibility or duty will be subject to appropriate disciplinary action, up to and including dismissal from employment within the club.

11. More serious cases may be reported to the police under the guidance of the Club Welfare Officers.

12. Counseling, corrective discipline, and/or referral to law enforcement will be used to change the behavior of the perpetrator. This includes appropriate intervention(s), restoration of a positive climate, and support for victims and others impacted by the abuse.

13. Training will be provided to club staff and players concerning the identification, prevention, and intervention in abuse.

14. All club directors and board members are encouraged to engage players, staff, and parents in meaningful discussions about the negative aspects of abuse.

15. The Club Welfare Officers or designee will be responsible for developing detailed administrative procedures consistent with the Indiana Department of Education guidelines for the implementation of the provisions of this rule.