**Sexual Abuse Prevention Policy**

**1. Purpose**

BAYBA is committed to creating a safe and positive environment for all participants. This policy is designed to prevent sexual abuse and misconduct, including grooming behaviors, and to ensure timely reporting and proper response to any suspected or actual incidents.

**2. Scope**

This policy applies to all BAYBA coaches, volunteers, board members, athletes, parents/guardians, officials, and any individual involved in BAYBA-sanctioned activities.

**3. Definitions**

Sexual Abuse:

Any sexual act or behavior directed toward a minor (under age 18) without consent, including but not limited to inappropriate touching, sexual comments, exploitation, or coercion.

Grooming:

A pattern of behaviors used by an adult or older youth to gain a minor’s trust and break down boundaries in order to sexually abuse them. Grooming behaviors often seem harmless at first but serve to manipulate or isolate the child.

**4. Prohibited Conduct**

The following behaviors are strictly prohibited under all BAYBA activities:

**a.** **Sexual or Inappropriate Physical Contact**

* Touching of private areas (genitals, buttocks, chest) or any other contact that could be perceived as sexually suggestive.
* Giving massages, back rubs, or lap sitting.

**b.** **Verbal and Non-Verbal Misconduct**

* Sexual jokes, comments, or innuendo.
* Sharing sexually explicit materials, stories, or media.
* Commenting on a minor’s body in a sexual or inappropriate way.

**c. Grooming Behaviors**

* Giving gifts, money, or special privileges to a player not equally extended to others.
* Isolating a player from the group or developing a secretive relationship.
* Texting, messaging, or calling players privately without parental involvement or purpose related to team activity.
* Favoritism or “special attention” inconsistent with team dynamics.

**d. One-on-One Interactions**

* One-on-one interactions between adults and minors must occur in an observable and interruptible setting.
* Private meetings must be avoided unless absolutely necessary and must be documented and approved by a board member or parent.

**5. Prevention Practices**

* All BAYBA coaches and volunteers are required to undergo annual background checks and complete child abuse prevention training (e.g., SafeSport or similar).
* Parents are encouraged to be active observers of practices, games, and team communications.
* Team communication must include at least one other adult (e.g., another coach or parent). No private communication with minors is allowed.
* Transportation of individual athletes by non-family adults is prohibited unless written parental consent is given and at least two players or two adults are present.

**6. Reporting Suspected Abuse**

**a. Mandatory Reporting**

Any coach, volunteer, or adult affiliated with BAYBA who suspects or becomes aware of possible sexual abuse or grooming is required by law and by BAYBA policy to report it immediately.

**b. How to Report**

* Immediate danger? Call 911.
* Report to Child Protective Services (PA ChildLine): 1-800-932-0313
* Report to BAYBA Board: Contact the BAYBA President or designated Child Safety Officer in writing or by phone. Reports may be made anonymously but must contain sufficient detail to act on.

**c. No Retaliation**

BAYBA prohibits retaliation against anyone who makes a good-faith report of suspected abuse.

**7. Response to Reports**

* Upon receipt of a report, BAYBA will take immediate action to protect the child and remove the accused from any youth contact pending investigation.
* BAYBA will fully cooperate with law enforcement or child protective investigations.
* Internal review will determine whether permanent removal from BAYBA activities is appropriate, even if legal action is not pursued.

**8. Enforcement**

Violations of this policy will result in disciplinary action, including but not limited to suspension, termination, and permanent ban from BAYBA activities.

**9. Resources**

* [PA ChildLine](https://www.dhs.pa.gov/KeepKidsSafe): 1-800-932-0313
* [SafeSport](https://uscenterforsafesport.org/)
* [National Sexual Assault Hotline](https://www.rainn.org/): 1-800-656-HOPE (4673)

Approved by:

Matt DeChicko

President, Blackhawk Area Youth Baseball Association

July 25, 2025