

USA Ultimate SafeSport Contact And Webinar Instructor

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**Protecting Young Victims from Sexual
Abuse and Safe Sport Authorization
Act of 2017
And
Local Disc Organizations**

Disclaimer

- I am not a lawyer. This is not legal advice. This is our understanding of the law as it currently stands. Please recognize that, over time, definitions, policies and best practices can change.
- This is not the SafeSport Training itself.

Today's Webinar

- Background
- To Whom Does the Law Apply?
- Requirements
 - Examples of SafeSport Recommended Policies
 - To Whom Do the Requirements/Policies Apply?
- What Does the Law Mean for You?
- What USA Ultimate is Doing

USA

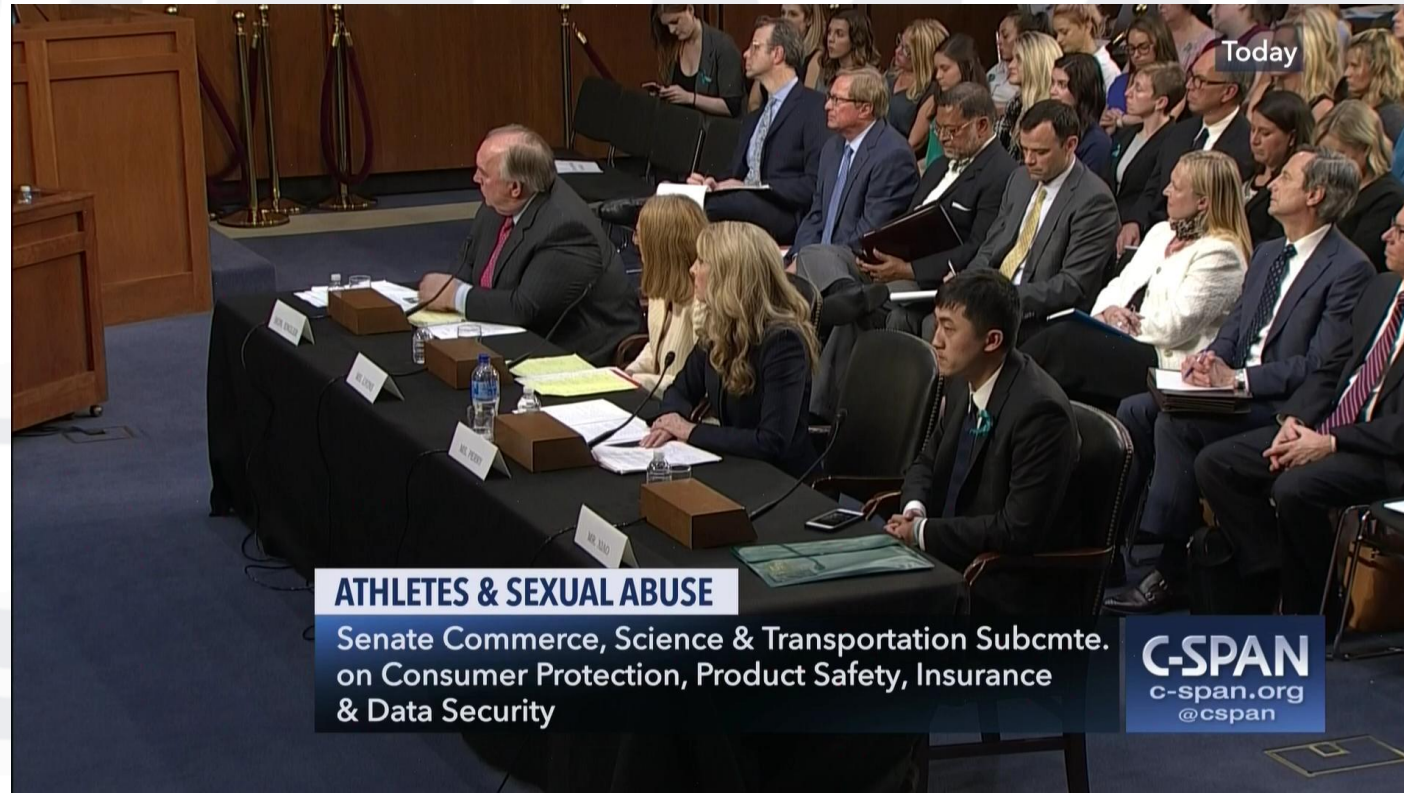
Background

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Background

- On Feb. 14, 2018, the Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017 was signed into law.



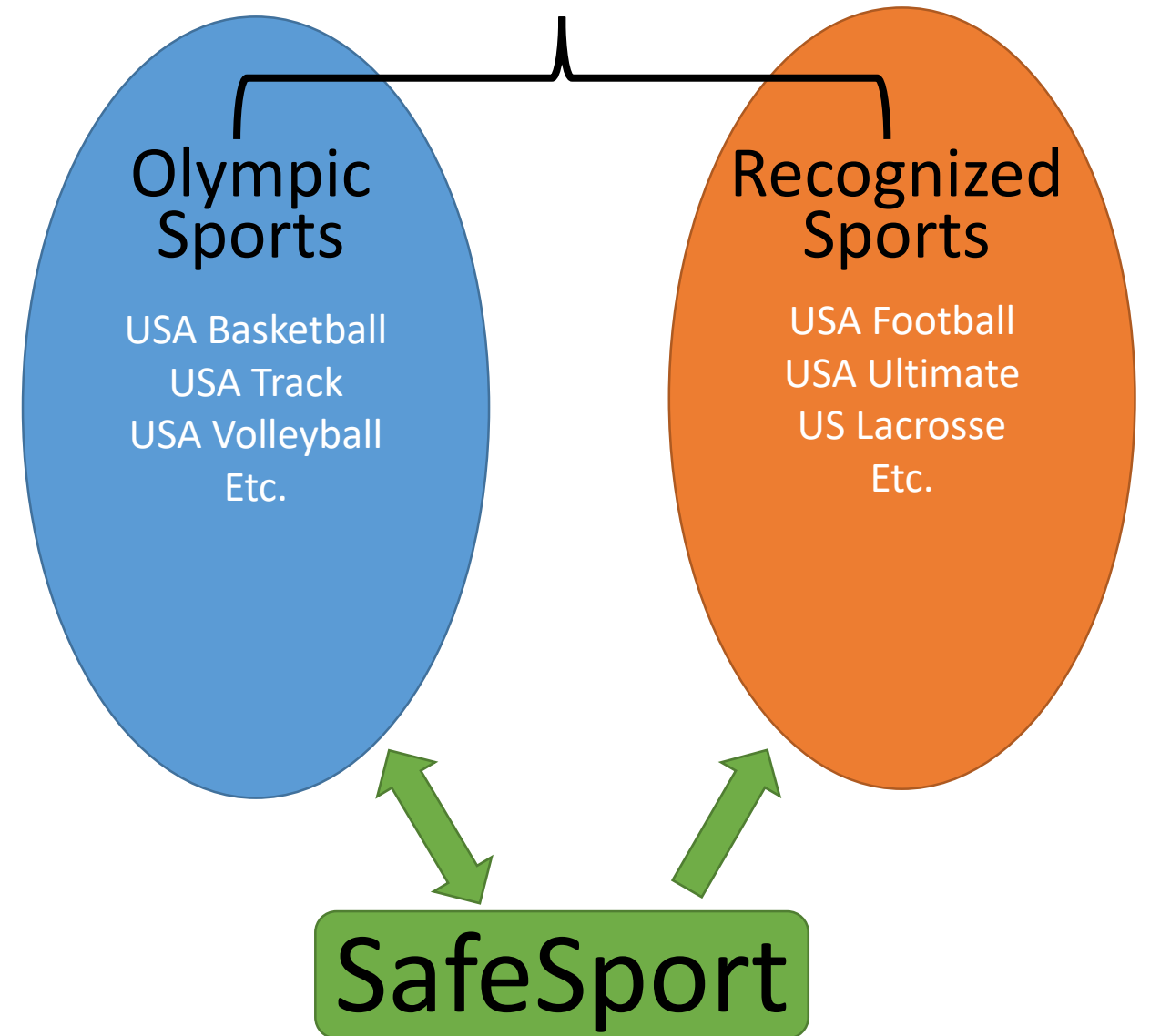
Background

- This law was designed to prevent the abuse of minors and amateur athletes by requiring the prompt reporting of abuse to law enforcement authorities, training of adults and the creation of policies by organizations.
- Yes, this law will make running ultimate events and programs more difficult.
- However, this law is important for our community to be aware of and to comply.

Background

- The law also designates SafeSport as the provider of education for National Governing Bodies (NGBs) and the organization which will investigate abuse cases.
 - The U.S. Center for SafeSport is an independent non-profit committed to ending all forms of abuse in sport, including bullying, harassment, hazing, physical abuse, emotional abuse, sexual misconduct and sexual abuse.
 - The Center is the first and only national organization of its kind.
 - The Center provides services to sport entities on abuse prevention techniques, policies and programs and provides a safe, professional and confidential place for individuals to report sexual abuse within the U.S. Olympic and Paralympic Movements.

USOC



As a Recognized sport, USA Ultimate follows the regulations and policies set forth by SafeSport, but we cannot send conduct complaints to SafeSport for investigation.

USA

To Whom Does The Law Apply?

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To Whom Does The Law Apply?

- The law states that the following groups are covered by this law, known as Covered Organizations:
 - National Governing Bodies (NGBs): example - USA Ultimate
 - NGB Affiliated organizations: State-Based Organizations (SBOs) and Affiliates
 - Amateur Athletic Organizations that participate in international or interstate competition
- Adults who are authorized by a covered organization (as defined above) and interact with minors or amateur athletes are called Participating Adults.

To Whom Does The Law Apply?

- What does this mean for your organization?
 - Even if your organization may not be considered to be a Covered Organization, this law creates a new industry standard to which any amateur athletic organization can be held.
 - There are also opinions that states will follow up with their own legislation to create the same standards.
- The basic message is that all amateur sport organizations, in one way or another, will be held to the general standards presented within this legislation.

Requirements



Requirements

- This legislation has three major requirements:
 - Mandatory Reporting
 - Mandatory Prevention Training
 - Prevention Policies

Requirements

Mandatory Reporting

- Participating Adults are now mandatory reporters. This means that these individuals are **required** to report suspicion of child abuse (sexual, emotional, or physical) as soon as possible (within a 24-hour period) to the appropriate law enforcement agency.
 - Any easy starting point is the police in the location where the incident occurred.
- Individuals are no longer allowed to say:
 - “I don’t think cops do a good job handling these cases.”
 - “I know this person, and they would never do this.”
 - “I am not sure, and I don’t want to create trouble.”

Requirements

Mandatory Reporting (cont.)

- This will require education and, for portions of our community, a change in culture and beliefs.
- Within the law, there is a provision that limits liability for compliance with the reporting requirements (Sec. 202.d).

Requirements

Mandatory Prevention Training

- This training should cover preventing, identifying and reporting sexual, emotional or physical abuse.
- USA Ultimate (including SBOs and Affiliates) will do this through the SafeSport training.
- All other youth ultimate organizations must provide an equivalent training or use SafeSport.
- Organizations are responsible to require and track these trainings.

Requirements

Prevention Policies

- Amateur sport organizations must implement and abide by the policies and procedures to prevent emotional, physical, and child abuse of amateur athletes.
- SafeSport will be publishing their policies. Based on draft versions, we can expect prevention policies for the following areas:
 - One-on-one interactions
 - Massage and rubdowns
 - Locker rooms, rest rooms and changing areas
 - Social media and electronic communication
 - Local travel
 - Team travel

Examples of SafeSport Recommended Policies

- Create and enforce policies that limit one-on-one interactions between adults and minors.
- Massages and rubdowns must be done by licensed professionals.
 - Even if the coach is licensed, they are not permitted to perform the massage or rubdown.
- All electronic communication must be professional in nature.
- Participating Adults are not permitted to communicate privately via electronic communication with minors.

Examples of SafeSport Recommended Policies

- In all electronic communication, there must be multiple adults copied, even if the initial communication was private.
- Participating Adults are not permitted to maintain social media connections with minors.
- Participating Adults are not permitted to “private message,” “instant message,” “direct message” or send photos via Snapchat, Instagram or any other social media outlet to minors.

To Whom Do the Requirements/Policies Apply?



To Whom Do the Requirements/Policies Apply?

Current Assumption:

- Coaches
- Tournament Directors
- Trainers, medical staff, massage therapists
- Chaperones
- Disc association leadership
- Youth clinic organizers and volunteers
- Anyone with direct and repeated contact with minors and/or contact with authority

Possibly Include:

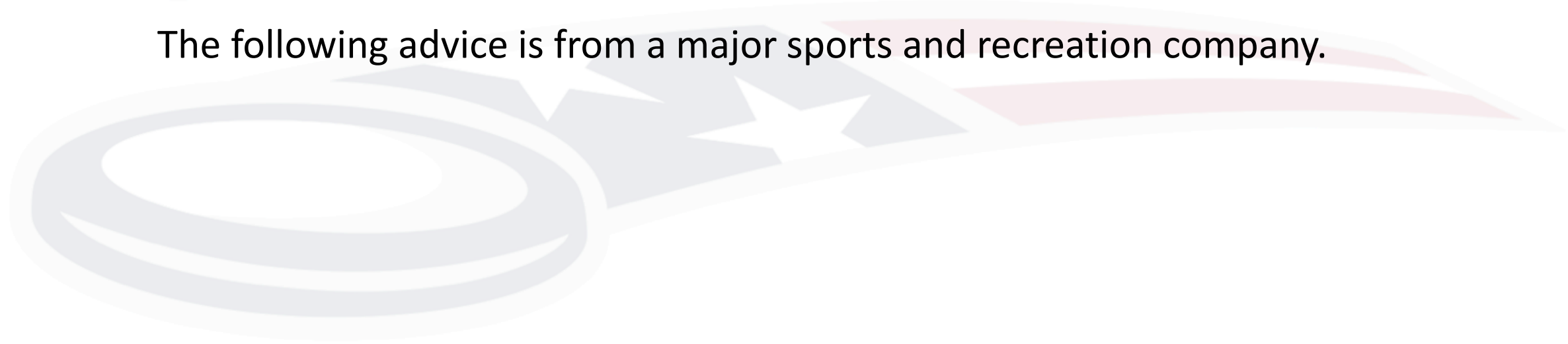
- Team Support
- Volunteers
- Vendors
- Media

USA

What Does This Mean For You?

ULTIMATE

The following advice is from a major sports and recreation company.



What Does This Mean For You?

- Failure to comply may result criminal charges under Section 2258 of title 18, United States Code.
- Under the new legislation, the claimant may also bring a civil lawsuit in U.S. District Court. They can recover actual damages or liquidated damages in the amount of \$150,000 and the costs of the action including reasonable attorney's fees. The court may also allow punitive damages.

What Does This Mean For You?

- Insurance carriers offering coverage for sex abuse / molestation may demand compliance with the Safe Sport Act as an underwriting requirement as a pre-condition of coverage.

What Does This Mean For You?

Recommendation for compliance with the Safe Sport Act:

1. Your sports organization should have a written child abuse risk management plan that satisfies the mandatory reporting, education, and prevention policies.
2. Distribute the plan via paper or electronic format on an annual basis to all participating adults who are in regular contact with minor amateur athletes. Be able to obtain their written acknowledgment that they have received and completed the training.
3. Document compliance with 1 and 2 above so that it can be introduced into evidence in the event of an allegation covered by the Safe Sport Act.

What is USA Ultimate Doing?

What is USA Ultimate Doing?

- Providing educational webinars to local disc organizations.
- Ensuring that our sanctioned events and programs meet the standards required by this law.
- Building a tracking system so that local organizations, teams, members or events can ensure that they are compliant with the law.

What is USA Ultimate Doing?

In the USA Ultimate tracking system:

- We have added a SafeSport Status section with an expiration date showing if someone's SafeSport training is current or expired.

The screenshot displays the 'Welcome to Your USA Ultimate Account!' page. On the left, a 'QUICK LINKS' sidebar lists various resources. The main content area shows account details, including a 'VIEW / EDIT YOUR INFORMATION' button and three status boxes: 'Adult (Staff for 1 calendar year)' with an expiration date of 12/31/2018 (Active), 'Background Check Status: Passed' with an expiration date of 3/1/2019, and 'SafeSport Status: Passed' with an expiration date of 12/31/2019. The 'SafeSport Status' box is highlighted with a pink circle, and a 'VIEW TRAINING' button is located below it. The top right corner features a 'MANAGE ACCOUNT' and 'LOG OUT' button, along with a welcome message for Daniel Raabe (USAU Account ID# 90057). The bottom of the page has a 'YOU ARE ULTIMATE' banner.

MANAGE ACCOUNT | **LOG OUT**
WELCOME BACK, DANIEL RAABE (USAU
ACCOUNT ID# 90057)

QUICK LINKS

- [Team Search](#)
- [Published Team Rankings](#)
- [Tournament Calendar](#)
- [League Calendar](#)
- [Clinic Calendar](#)
- [Help Documents \(for all members\)](#)
- [Event Admin/Organizer Help](#)

Home > **Membership** > **Online Account Access**

Welcome to Your USA Ultimate Account!

If you have any questions about your account features, please see the [Members Help](#) listed in the Quick Links on the left of this page or contact membership@usultimate.org.

VIEW / EDIT YOUR INFORMATION

Adult (Staff for 1 calendar year)
Expires: 12/31/2018 **(Active)**
UPGRADE MEMBERSHIP

Background Check Status:
Passed (Expiration date: 3/1/2019)

SafeSport Status:
Passed (Expiration date: 12/31/2019)
VIEW TRAINING

YOU ARE ULTIMATE

What is USA Ultimate Doing?

In the USA Ultimate tracking system:

- For Coach-level memberships, we require mandatory background checks, concussion training and SafeSport Training.
- We have also added background checks and SafeSport training as requirements to be a chaperone.

What is USA Ultimate Doing?

We have worked to make it easier for team managers to track the eligibility of their staff by adding Background Check and SafeSport status to Team Personnel Pages.

Memorial Ultimate

[BACK TO TEAM LISTING](#)[EMAIL ALL TEAM PERSONNEL](#)[EXPORT ALL PERSONNEL](#)

Chaperones

#	Name (USAU ID#)	Confirmed	Waiver Status	Age	Background Check Status	SafeSport
1	Fok, Jonathan (114746)	✓	!	30	✓	!
2	Raabe, Daniel (90057)	✓	✓	51	✓	✓

Coaches

#	Name (USAU ID#) Membership Status	Confirmed	Waiver Status	Age	Certifications	Background Check Status	SafeSport
1	Fok, Jonathan (114746) Adult (2 calendar years) Expires: 12/31/2018 (Active)	✓	!	30		✓	!
2	Raabe, Daniel (90057) Adult (Staff for 1 calendar year) Expires: 12/31/2018 (Active)	✓	✓	51		✓	✓

Future Initiatives

- In the USA Ultimate tracking system:
 - We will be providing methods to take and track the SafeSport training and refresher courses on an **annual basis**, as is being required by SafeSport.
 - We will be adding the ability to track SafeSport training and/or background checks with other rostered positions, such as team support.
- We will continue to update our member organizations and the community on relevant changes.
- Towards this end, we will be updating our Athlete Protection page.

What is USA Ultimate Doing?

**Our goal is to build a system that makes it easier to
comply with these requirements.**



USA Ultimate SafeSport Contact

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