

METRO WARRIORS CHILD PROTECTION PROGRAM

Reporting requirements to sports organizations:

Any staff member or parent who has a suspicion of child abuse or other misconduct should report their concerns to the sports organization within 24 hours. The report should be made to the conduct official or board member.

Reporting requirements to law enforcement:

In addition to reporting to the sports organization, staff members are usually required under state and/or federal law to directly report suspicions of child sexual abuse or physical abuse to law enforcement with consequences for failure to do so. The reason is because many sports organizations have tried to suppress the findings of their own internal investigations.

Parents Must Proactively Protect Their Own Children

Parents need to insist that the sports organization adopts and fully implements a written child abuse and other misconduct risk management plan. However, it is not enough to depend on the sports organization solely for protection and parents should in addition take the following steps:

- Have an age-appropriate conversation with the child on sexual abuse and the types of tactics predators use to lure unsuspecting youth.
- Encourage the child to have another youth “buddy” who is with their child at all times.
- Always either monitor their own child and their interaction with staff at practices and events or arrange for another parent to do the same.
- Understand that it is a red flag any time a staff member offers or is paying too much attention to a child.
- Be aware of grooming tactics and be an extra set of eyes to protect not only their own child, but others as well.

Abuse / Molestation Risk Management Program

Metro Warriors Athletic Association has adopted and will implement the following risk management elements:

1. Criminal background checks will be run with a third party vendor on coaches. Any background check that indicates that a potential staff member is unfit to work with youth should result in disqualification of such staff member. Prior to running background checks, the following steps should be taken*:
 - a. All prospective staff to complete written application to include question about whether the applicant has ever been convicted of a crime involving physical violence / sex offenses, and a consent provision to run a background check.

Warning Signs of Abuse / Molestation

The following warning signs should be reported to the Board president or vice president:
Attitudes/behaviors expressed on the part of an adult that may be associated with inappropriate or abusive behavior (racist, poor sense of athlete development, raging temper, extremely controlling, jealous, hypersensitive, poor sexual boundaries, bullying, intimidating manner, unrealistic or inappropriate training practices and risks, etc.)

- Unexplained/unlikely explanation of injuries.
- Extreme fear of an adult or athlete
- A child's attachment to a coach/staff to the point of isolation from others.

Child safety policies:

- Limit one on one contact between a single unrelated child and adult by use of buddy system where two adults are always present.
- Touch is acceptable only if it is "respectful and appropriate"
- Inappropriate comments of a sexual nature and suggestive jokes are prohibited
- When coaches share a room with players, they will have their own bed unless the coach shares with a sister.
- Families will have a room to themselves. No athlete will stay in a room with a non-family member male.
- When girls share a room with a non-family member, there will be at least 3 in the room. Moms will share a bed with their daughters.
- Children under 8 must always be attended to by a parent or guardian.
- No athlete or child should be alone with an adult who is not their parent.
- If an athlete is waiting for a parent to pick her up, 2 adults should wait with her. We should avoid a situation of 1 adult waiting with 1 athlete.
- What Is Required In Event Of An Allegation? Notify the Warrior board president and vice president. They will conduct a confidential investigation and determine if police involvement is necessary.

This policy is adapted from:

<https://www.sadlersports.com/riskmanagement/sports-insurance-parents.php>