



**ALBANY ROWING CENTER**  
**SafeSport Policy**



## INTRODUCTION

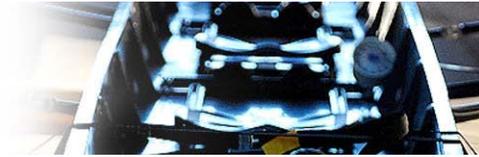
There are a lot of reasons to row – at any level. A life-long activity, people often row to have fun and spend time with friends. Rowing also encourages a healthy lifestyle and builds self-confidence off the water. They learn goal-setting, teamwork and time management skills. Athletes are less likely to use cigarettes, drugs and alcohol; they have higher graduation rates and are more likely to attend college.

Unfortunately, any sport can be a high-risk environment for misconduct as defined by any conduct that results in harm, the potential for harm or the imminent threat of harm. Age is irrelevant to misconduct. There are six primary types of misconduct in most sports: emotional, physical and sexual misconduct, bullying, harassment and hazing.

**All forms of misconduct are intolerable and in direct conflict with ARC's mission.**

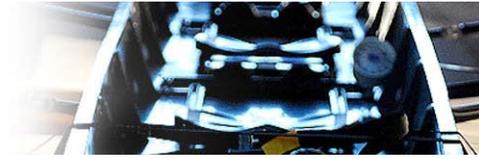
Misconduct of any kind, may damage an athlete's psychological well-being. Athletes who have been mistreated experience social embarrassment, emotional turmoil, psychological scars, loss of self-esteem and negative impacts on family, friends and athletics. Misconduct often hurts an athlete's competitive performance and may cause him or her to drop out entirely.

Albany Rowing Center is committed to improving the development and safety of its athletes and participants. This document outlines ARC's policies and practices related to our strategy for recognizing, reducing and responding to child abuse, misconduct and policy violations.



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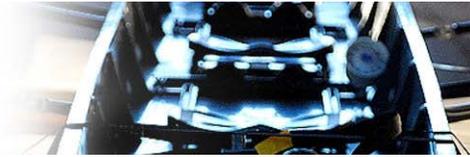
## I. TRAINING AND EDUCATION

ARC requires staff members and contractors to report abuse, misconduct and violations as detailed in the SafeSport Policy. To do so, staff members and contractors should have a basic understanding of sexual abusers, as well as “grooming,” the most common strategy offenders use to seduce their victims. Using a combination of attention, affection and gifts, offenders select a child, win the child’s trust (and the trust of the child’s parent or guardian), manipulate the child into sexual activity, and keep the child from disclosing abuse.

Accordingly, staff members and contractors complete an awareness training concerning misconduct in sport before performing services for ARC. Training covers the following area of misconduct:

- Sexual misconduct, including child sexual abuse.
- Emotional misconduct
- Physical misconduct
- Bullying
- Harassment
- Hazing

Staff members and contractors must successfully complete the athlete Awareness Training and test prior to contact with athletes and every two (2) years thereafter.



## II. SCREENING STAFF MEMBERS AND CONTRACTORS

Staff members and contractors must consent to, and pass a formal applicant screening process before performing services for ARC. Elements of our screening process include, as applicable, successful completion of the following:

### **Written Employment Application**

Each applicant for a position will complete an application form consisting of personal, identifying information and ask about previous work and/or volunteer experiences.

### **Personal Interview**

ARC will interview applicants whose experience and credentials are considered a fit for available positions. During this interview, ARC will ask questions to encourage discussion, clarify responses and expand on the applicant's answers to questions from the written application.

### **Professional Reference Check**

References of applicants will be contacted (either by phone or in writing) and asked specific questions regarding the applicant's professional experiences, demeanor and appropriateness for involvement with minor athletes and all participants.

### **Criminal Background Check**

All applicants will be asked to undergo a criminal background check that complies with the Fair Credit Reporting Act before providing services for ARC. The criminal background check will be performed through National Center for Safety Initiatives' (NCSI). As part of its criminal background check, NCSI will, at a minimum and without limitation search:

- 2 National Criminal Database searches covering 50 states plus DC, Guam and Puerto Rico
- 2 Sex Offender Registries covering 50 states plus DC, Guam and Puerto Rico
- 1 real time County search; and
- verify a person's identification against his or her social security number or other personal identifier.

### **Potentially Disqualifying Factors**

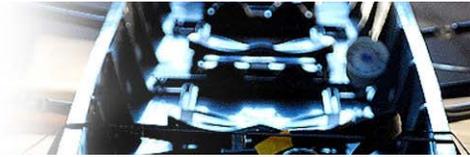
The information revealed by the criminal background check may disqualify an applicant from serving as a staff member or contractor. Information that could disqualify an applicant includes, but is not limited to, arrests, pleas of no contest and criminal convictions – especially if the underlying criminal behavior involved sex or violence.

### **Full Disclosure**

Each applicant has the affirmative duty to disclose his or her criminal history. Failing to disclose or intentionally misrepresenting an arrest, plea or conviction history in an application or any other information provided by an applicant during the screening process is grounds for employment, volunteer and/or membership revocation or restriction, regardless of when the offense is discovered.

### **Findings**

National Center for Safety Initiatives' (NCSI) criminal background check report will return a "red light" or "green light" score. A green light score means that the background check vendor located no records that



would disqualify the applicant. A green light score, however, is not a certification of safety or permission to bypass/ignore other screening efforts. Other disqualifying factors may exist, and can be revealed through an interview, reference checks and a completed application.

A red light finding means the criminal background check revealed criminal records which suggest the applicant “does not meet the criteria” and is not suitable for organization employment or contractor assignment.

Individuals who are subject to disqualification under a “red light” finding may challenge the accuracy of the reported information reported directly with the criminal background check vendor. Disqualified individuals are automatically excluded from participation in any ARC sanctioned events and/or activities.

If any discretion is exercised in the application of this policy, it shall be exercised in a uniform manner so that substantially similar convictions and circumstances result in substantially similar treatment of applicants.

**Frequency**

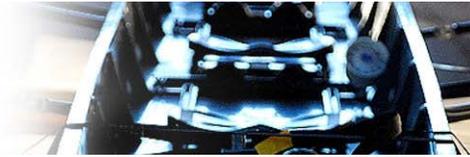
Criminal background checks will be refreshed every 2 years or as otherwise required by law, for staff members and contractors who are 18 years of age or older and have direct contact with ARC athletes.

**Duty to Disclose**

If an ARC staff member or contractor is accused, arrested, indicted or convicted of a criminal offense during the course of employment, it is the duty and responsibility of the staff member or contractor to notify an immediate supervisor or an ARC Board Member.

**Records**

Background check records are maintained by NCSI for a period of time as indicated by applicable law or until the applicant is no longer affiliated with ARC, whichever date is later.



### III. ESTABLISHING BOUNDARIES

In the event that any staff member or contractor observes inappropriate behaviors (i.e., policy violations), suspected physical or sexual abuse, or misconduct, it is the personal responsibility of each staff member and contractor to immediately report his or her observations to an immediate supervisor or an ARC Board Member. ARC is committed to creating a safe and positive environment for athletes' physical, emotional and social development and to ensuring that it promotes an environment free of misconduct.

Staff members and contractors should not attempt to evaluate the credibility or validity of child physical or sexual abuse allegations as a condition for reporting to appropriate law enforcement authorities. Instead, it is the responsibility of each staff member and contractor to immediately report suspicions or allegations of child physical or sexual abuse to an immediate supervisor or an ARC Board Member.

ARC recognizes that the process for training and motivating athletes will vary with each coach and athlete, but it is nevertheless important for everyone involved in sport to support the use of motivational and training methods that avoid misconduct. This Policy applies to:

- Staff members and contractors;
- ARC's athletes, participants and parents.

Staff members, contractors, athletes and participants shall refrain from all forms of misconduct, which include:

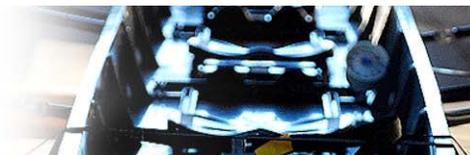
- Sexual misconduct, including child sexual abuse.
- Emotional misconduct
- Physical misconduct
- Bullying
- Harassment
- Hazing

#### **Child Sexual Abuse**

Defined as any sexual activity with a child where consent is not or cannot be given. This includes sexual contact with a child that is accomplished by deception, manipulation, force or threat of force, regardless of the age of the participant, and all sexual interactions between an adult and a child, regardless of whether there is deception or the child understands the sexual nature of the activity and any act or conduct described as child sexual abuse under federal or state law.

**\* Note concerning peer-to-peer child sexual abuse.** Sexual contact between minors also can be abusive. Whether or not a sexual interaction between children constitutes child sexual abuse turns on the existence of an aggressor, the age difference between the children, and/or whether there is an imbalance of power and/or intellectual capabilities.

Examples of sexually abusive acts may include sexual penetration, sexual touching or non-contact sexual acts such as verbal acts, sexually suggestive electronic or written communications, exposure or voyeurism.



## Emotional Misconduct

Defined as a pattern of deliberate, non-contact behavior that has the potential to cause emotional or psychological harm to an athlete. Including non-contact behaviors include verbal, physical and acts that deny attention or support; and any act or conduct described as emotional abuse or misconduct under federal or state law (e.g. child abuse, child neglect).

Examples of emotional misconduct prohibited by this policy include, without limitation:

- **Verbal Acts:** A pattern of verbal behaviors that (a) attack an athlete personally (e.g., calling them worthless, fat or disgusting) or (b) repeatedly and excessively yelling at a particular participant or participants in a manner that serves no productive training or motivational purpose.
- **Physical Acts:** A pattern of physically aggressive behaviors, such as (a) throwing sport equipment, water bottles or chairs at, or in the presence of, participants; or (b) punching walls, windows or other objects.
- **Acts that Deny Attention and Support:** A pattern of (a) ignoring an athlete for extended periods of time or (b) routinely or arbitrarily excluding participants from practice.

Emotional misconduct does not include professionally accepted coaching methods of skill enhancement, physical conditioning, team building, discipline or improving athletic performance.

## Physical Misconduct

Including contact or non-contact conduct that results in, or reasonably threaten to, cause physical harm to an athlete or other participants; or any act or conduct described as physical abuse or misconduct under federal or state law (e.g. child abuse, child neglect, assault).

Examples of physical misconduct prohibited by this policy include, without limitation:

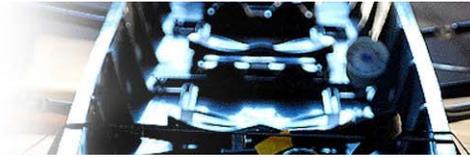
### Contact offenses:

- punching, beating, biting, striking, choking or slapping an athlete;
- intentionally hitting an athlete with objects or sporting equipment;
- providing alcohol to an athlete under the legal drinking age (under U.S. law);
- providing illegal drugs or non-prescribed medications to any athlete;
- encouraging or permitting an athlete to return to play pre-maturely following a serious injury (e.g., a concussion) and without the clearance of a medical professional;
- prescribing dieting or other weight-control methods (e.g., weigh-ins, caliper tests) without regard for the nutritional well-being and health of athlete.

### Non-contact offenses:

- isolating an athlete in a confined space (e.g., locking an athlete in a small space);
- forcing an athlete to assume a painful stance or position for no athletic purpose (e.g. requiring an athlete to kneel on a harmful surface);
- withholding, recommending against or denying adequate hydration, nutrition, medical attention or sleep.

Physical misconduct does not include professionally-accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline or improving athlete performance. For example, hitting, punching, and kicking are well-regulated forms of contact in combat sports, but have no place in rowing.



## Sexual Misconduct

Any touching or non-touching sexual interaction that is (a) nonconsensual or forced, (b) coerced or manipulated, or (c) perpetrated in an aggressive, harassing, exploitative or threatening manner; any sexual interaction between an athlete and an individual with evaluative, direct or indirect authority. Such relationships involve an imbalance of power and are likely to impair judgment or be exploitative. Including any act or conduct described as sexual abuse or misconduct under federal or state law (e.g. sexual abuse, sexual exploitation, rape)

Types of sexual misconduct include sexual assault; sexual harassment; sexual abuse; or any other sexual intimacies that exploit an athlete. Minors cannot consent to sexual activity with an adult, and all sexual interaction between an adult and a minor is strictly prohibited.

Examples of sexual misconduct prohibited under this Policy include, without limitation:

**Touching offenses.** Behaviors that include:

- fondling an athlete's breasts or buttocks
- exchange of reward in sport (e.g., team placement, scores, feedback) for sexual favors
- genital contact
- sexual relations or intimacies between persons in a position of trust, authority and/or evaluative and supervisory control over athletes or other participants.

**Non-touching offenses.** Behaviors that include:

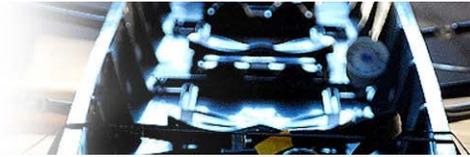
- a coach discussing his or her sex life with an athlete
- a coach asking an athlete about his or her sex life
- coach requesting or sending a nude or partial-dress photo to athlete
- exposing athletes to pornographic material
- sending athletes sexually explicit or suggestive electronic or written messages or photos (e.g. "sexting")
- deliberately exposing an athlete to sexual acts
- deliberately exposing an athlete to nudity (except in situations where locker rooms and changing areas are shared)
- sexual harassment; specifically, the sexual solicitation, physical advances, or verbal or nonverbal conduct that is sexual in nature, and
  - is unwelcome, offensive or creates a hostile environment, and the offending individual knows or is told this
  - is sufficiently severe or intense to be harassing to a reasonable person in the context.

## Bullying

Defined as an intentional, persistent and repeated pattern of committing or willfully tolerating physical and non-physical behaviors that are intended, or have the reasonable potential, to cause fear, humiliation or physical harm in an attempt to socially exclude, diminish or isolate the targeted athlete(s), as a condition of membership. Including any act or conduct described as bullying under federal or state law.

Examples of bullying prohibited by this Policy include, without limitation:

**Physical behaviors** that include (a) hitting, pushing, punching, beating, biting, striking, kicking, choking, or slapping an athlete; (b) throwing at, or hitting an athlete with, objects such as sporting equipment.



**Verbal and emotional behaviors** that include (a) teasing, ridiculing, intimidating; (b) spreading rumors or making false statements; or (c) using electronic communications, social media, or other technology to harass, frighten, intimidate or humiliate (“cyber bullying”).

*Exceptions:* Bullying does not include group or team behaviors that (a) are meant to establish normative team behaviors, or (b) promote team cohesion. For example, bullying does not include verbal admonitions to encourage team members to train harder and to push through a difficult training regimen.

*\* Note: An imbalance of power is always assumed between a coach and an athlete.*

### **Harassment**

A repeated pattern of physical and/or non-physical behaviors that (a) are intended to cause fear, humiliation or annoyance, (b) offend or degrade, (c) create a hostile environment or (d) reflect discriminatory bias in an attempt to establish dominance, superiority or power over an individual athlete or group based on gender, race, ethnicity, culture, religion, sexual orientation, gender expression or mental or physical disability; or any act or conduct described as harassment under federal or state law.

Examples of harassment prohibited by this Policy include, without limitation:

**Physical offenses.** Behaviors that include (a) hitting, pushing, punching, beating, biting, striking, kicking, choking or slapping an athlete or participant; (b) throwing at or hitting an athlete with objects including sporting equipment.

**Non-physical offenses.** Behaviors that include (a) making negative or disparaging comments about an athlete’s sexual orientation, gender expression, disability, religion, skin color, or ethnic traits; (b) displaying offensive materials, gestures, or symbols; (c) withholding or reducing playing time to an athlete based on his or her sexual orientation.

### **Hazing**

Coercing, requiring, forcing or willfully tolerating any humiliating, unwelcome or dangerous activity that serves as a condition for (a) joining a group or (b) being socially accepted by a group’s members; or any act or conduct described as hazing under federal or state law.

Examples of hazing prohibited by this Policy include, without limitation:

- requiring, forcing or otherwise requiring the consumption of alcohol or illegal drugs
- tying, taping or otherwise physically restraining an athlete
- sexual simulations or sexual acts of any nature
- sleep deprivation, otherwise unnecessary schedule disruption or the withholding of water and/or food
- social actions (e.g. grossly inappropriate or provocative clothing) or public displays (e.g. public nudity) that are illegal or meant to draw ridicule
- beating, paddling or other forms of physical assault
- excessive training requirements focused on individuals on a team

*Exception:* Hazing does not include group or team activities that (a) are meant to establish normative team behaviors or (b) promote team cohesion.



## **Additional Types of Abuse**

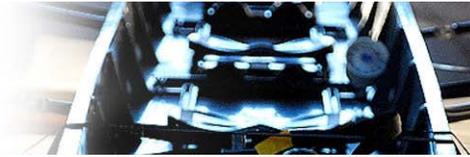
### **Grooming**

Because sexual abusers “groom” children for abuse – the process used by offenders to select a child, to win the child’s trust (and the trust of the child’s parent or guardian), to manipulate the child into sexual activity and to keep the child from disclosing abuse – it is possible that a staff member and contractors may witness behavior intended to groom a child for sexual abuse.

### **Peer-to-Peer Sexual Abuse**

Approximately 1/3 of all child sexual abuse occurs at the hands of other children and the obligation to report extends to peer-to-peer child sexual abuse. Whether or not a sexual interaction between children constitutes child sexual abuse turns on the existence of an aggressor, the age difference between the children, and/or whether there is an imbalance of power or intellectual capabilities.

All questions or concerns related to inappropriate, suspicious or suspected grooming behavior should be directed to an immediate supervisor or an ARC Board Member.



## IV. MANAGING TRAINING AND COMPETITION

### Supervision of Athletes

During training and competition, ARC strives to create two-deep leadership and minimize one-to-one interactions to create a safe training environment and to protect athletes and participants.

### Individual Meetings

An individual meeting may be necessary to address an athlete's concerns, training program, or competition schedule. Under these circumstances, staff members and contractors are to observe the following guidelines:

- Any individual meeting should occur when others are present and where interactions can be easily observed
- Where possible, an individual meeting should take place in a publicly visible and open area
- If an individual meeting is to take place in an office, the door should remain unlocked and open
- If a closed-door meeting is necessary, the staff member or contractor must inform another staff member or contractor and ensure the door remains unlocked

### Individual Training Sessions

An individual training session(s) with an athlete or participant may also be desired or necessary. Under these circumstances, written permission of a minor athlete's parents or guardians is required in advance of the individual training session(s).

### Appropriate Physical Contact

Appropriate physical contact between athletes and staff members or contractors is a productive and inevitable part of sport. Athletes are more likely to acquire advanced physical skills and enjoy their sport participation through appropriate physical contact. However, guidelines for appropriate physical contact reduce the potential for misconduct in sport. ARC adheres to the following principles and guidelines in regards to physical contact with our athletes.

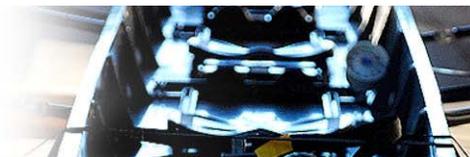
### Common Criteria for Appropriate Physical Contact

Physical contact with athletes for safety, consolation and celebration has multiple criteria in common which make them both safe and appropriate. These include the physical contact takes place in public; there is no potential for, or actual, physical or sexual intimacies during the physical contact; and the physical contact is for the benefit of the athlete, not to meet an emotional or other need of an adult.

### Safety

The safety of our athletes is paramount and in many instances we make the athletic space safer through appropriate physical contact. Examples include:

- spotting an athlete so that they will not be injured by a fall or piece of equipment
- positioning an athlete's body so that they more quickly acquire an athletic skill, get a better sense of where their body is in space, or improve their balance and coordination
- making athletes aware that they might be in harm's way because of other athletes practicing around them or because of equipment in use
- releasing muscle cramps



### **Celebration**

Sports are physical by definition and we recognize participants often express their joy of participation, competition, achievement and victory through physical acts. We encourage these public expressions of celebration, which include:

- greeting gestures such as high-fives, fist bumps, and brief hugs
- congratulatory gestures such as celebratory hugs, “jump-arounds” and pats on the back for any form of athletic or personal accomplishment

### **Consolation**

It may be appropriate to console an emotionally distressed athlete (e.g., an athlete who has been injured or has just lost a competition). Appropriate consolation includes publicly:

- embracing a crying athlete
- putting an arm around an athlete while verbally engaging them in an effort to calm them down (“side hugs”)
- lifting a fallen athlete off the playing surface and “dusting them off” to encourage them to continue competition

### **Prohibited Physical Contact**

Prohibited forms of physical contact, which shall be reported immediately include, without limitation:

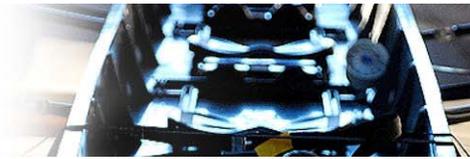
- asking or having an athlete sit in the lap of a coach, administrator or staff member.
- lingering or repeated embraces of athletes that go beyond the criteria set forth for acceptable physical contact
- slapping, hitting, punching, kicking or any other physical contact meant to discipline, punish or achieve compliance from an athlete
- “cuddling” or maintaining prolonged physical contact during any aspect of training, travel or overnight stay
- playful, yet inappropriate contact that is not a part of regular training, (e.g., tickling or “horseplay” wrestling)
- continued physical contact that makes an athlete obviously uncomfortable, whether expressed or not
- any contact that is contrary to a previously expressed personal desire for decreased or no physical contact, where such decreased contact is feasible in a competitive training environment.

### **Social Media and Electronic Communications**

As part of ARC’s emphasis on athlete safety, all social media and electronic communications (email, texting, Facebook, Twitter and similar social media) between athletes and staff members or contractors must be professional in nature and for the purpose of communicating information about team activities.

From time to time, digital photos, videos of practice or competition, and other publicly obtainable images of the athlete, individually or in groups may be taken. These photos and/or videos may be submitted to local, state or national publications, used in club videos, posted on club or club associated websites, or offered to the club families seasonally on disc or other electronic form.

Social media and electronic communications can also be used to commit misconduct (e.g., emotional, sexual, bullying, harassment, and hazing). Such communications between athletes and staff members or contractors will not be tolerated and are considered violations of our SafeSport Policy.



## **V. RESPONDING TO ABUSE, MISCONDUCT AND POLICY VIOLATIONS**

It is a violation of the SafeSport Policy if a staff member or contractor knows of misconduct, but takes no action to intervene. Staff members and contractors are required to report suspicions or allegations of child sexual abuse by a colleague or co-worker to their immediate supervisor, an ARC Board Member or where applicable, appropriate law enforcement authorities.

As a matter of policy, ARC does not investigate suspicions or allegations of child physical or sexual abuse or attempt to evaluate the credibility or validity of such allegations as a condition for reporting to the appropriate law enforcement authorities.

### **Reporting Misconduct and Policy Violations**

If any staff member or contractor receives an allegation or observes misconduct or other inappropriate behavior, such as grooming, it is the responsibility of each staff member or contractor to report his or her observations to an ARC Board Member.

ARC also encourages member parents, athletes and other participants to communicate violations of the SafeSport Policy and/or allegations and suspicions of child physical and sexual abuse to an ARC Board Member.

### **How to Report**

ARC will take a report in the way that is most comfortable for the person initiating a report including in-person, verbal or written report. Regardless of how you choose to report, it is helpful to ARC for individuals to provide, at a minimum, (1) the name of the complainant(s); (2) the type of misconduct alleged and the name(s) of the individual(s) alleged to have committed the misconduct.

### **Confidentiality**

To the extent permitted by law and as appropriate, ARC will keep confidential the complainant's name on request, not make public the names of potential victims, the accused perpetrator or the people who made a report of child physical and sexual abuse to the authorities.

### **"Whistleblower" Protection**

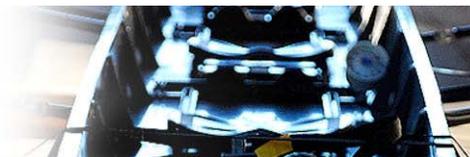
Regardless of outcome, ARC will support the complainant(s) and his or her right to express concerns in good faith. ARC will not encourage, allow or tolerate attempts from any individual to retaliate, punish, allow or in any way harm any individual(s) who reports a concern in good faith. Such actions against a complainant will be considered a violation of our SafeSport Policy and grounds for disciplinary action.

### **Bad-Faith Allegations**

A report of abuse, misconduct or policy violations that is malicious, frivolous or made in bad faith is prohibited. Such reports will be considered a violation of the SafeSport Policy and grounds for disciplinary action. Depending on the nature of the allegation, a person making a malicious, frivolous or bad-faith report may also be subject to civil or criminal proceedings.

### **Suspicions or Allegations of Child Physical or Sexual Abuse**

An independent investigation can harm youth and/or interfere with the legal investigative process. ARC does not attempt to evaluate the credibility or validity of child physical or sexual abuse as a condition for reporting to appropriate law enforcement authorities. As necessary however, ARC may ask a few clarifying



questions of the minor or person making the report to adequately report the suspicion or allegation to law enforcement authorities. For mandatory reporting laws, visit [www.childwelfare.gov](http://www.childwelfare.gov).

When an allegation of child physical or sexual abuse is made against a staff member or contractor, ARC may immediately remove that individual from contact with any children in the program until the allegation has been investigated by an official agency. Additionally, ARC may suspend or change the assignment of a staff member and/or contractor as necessary.

### **Misconduct and Policy Violations**

Alleged policy violations and misconduct (bullying, harassment, hazing, emotional, physical and sexual) that are not reportable under relevant state or federal law, will be investigated internally. Staff members and/or contractors must report policy violations and misconduct to an immediate supervisor or an ARC Board Member.

### **Notifications**

Following ARC's notice of a credible allegation that results in the removal of a staff member or contractor, ARC may consider the circumstances in which it will notify other parents of athletes with whom the accused individual may have had contact. In ARC's discretion, as appropriate, and after consultation with counsel, ARC may notify its staff members, contractors, parents, and/or athletes of any allegation of child physical or sexual abuse or other criminal behavior that (1) law enforcement authorities are actively investigating; or (2) that ARC is investigating internally. Advising others of an allegation may lead to additional reports of child physical or sexual abuse and other misconduct.

### **Disciplinary Rules and Procedure**

ARC recognizes that there are varying levels of misconduct. For example, physical and sexual misconduct are serious violations that may have legal implications. In contrast, a youth participant who tells a single sexually risqué joke constitutes less serious misconduct and depending on the circumstances, might be dealt with more appropriately through dialogue and a verbal warning. In all cases, ARC's disciplinary procedures and actions will be proportionate, reasonable and applied fairly and equally.

ARC's disciplinary response will depend on the nature and seriousness of the incident. On receipt of an allegation, ARC will determine in its discretion the appropriate steps to address the conduct based on several factors, including (i) the age of the complainant or victim, (ii) the age of the accused and (iii) the nature, scope, and extent of the allegations.

Sanctions for violations of the SafeSport Policy will be proportionate and reasonable under the circumstances. In addition to day-to-day guidance, ARC may take the following disciplinary actions, without limitation:

- Inform the individual's direct-line supervisor or, in the case of a youth participant, the youth's parent or guardian
- Provide the individual with guidance, redirection and instruction
- Temporary suspension from competition
- Issue a written and/or verbal warning
- Implement a limited access agreement (e.g., limiting an individual's access to certain buildings or to youth)
- Provide informed supervision, where at least one staff member is informed of the allegation and is



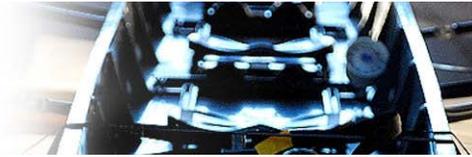
instructed to vigilantly supervise the accused participant or stakeholder in his or her interactions with the program and/or organization

- Engage in restorative practices, i.e., creation of a respectful and safe dialogue when a misunderstanding or harm has occurred
- Suspend or terminate employment or membership

### **Ongoing Employment**

On receipt of a credible and specific allegation of child abuse or other serious misconduct (e.g., physical and sexual abuse as defined in our SafeSport Policy), ARC may immediately suspend or terminate the accused individual to ensure participant safety.

A staff member or contractor's failure to report an allegation of child abuse or other serious misconduct to his/her supervisor or an ARC Board Member is a violation of this policy and grounds for dismissal.



## **VI. MONITORING**

ARC works to prevent, recognize and respond to inappropriate and harmful behaviors as set forth in our SafeSport Policy by monitoring the interactions among staff members, contractors, athletes, and all other participants while reinforcing appropriate behaviors. Inappropriate behaviors should be redirected to promote positive behaviors, confront inappropriate or harmful behaviors, and report behaviors if necessary.

ARC utilizes multiple monitoring methods to observe how individuals are interacting, including without limitation (1) informal supervision, including regular and random observation (e.g., roving and checking interactions throughout practices), and (2) maintaining frequent contact with staff members, contractors and athletes who interact off-site.