

# Diablo Diamonds Fastpitch Inc. - MAAPP

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## Diablo Diamonds Minor Athlete Abuse Prevention Policies (MAAPP)

### Background Checks:

Criminal background checks will be run with a third party vendor on all paid and/or volunteer staff with access to youth or who are put in positions of authority over youth. The primary way these will be handled is through team registration with USA/PGF or like organization (may use other vendor if these are not available). Any background check that does not pass (i.e., indicates that a potential member/volunteer is unfit to work with youth), will result in disqualification of the member/volunteer, and they will not be allowed to volunteer coach or fill another position with access to youth athletes. Background checks will be completed annually (to align with organizational registration) and considered up to date for 12 months.

The President is the Diablo Diamonds "Point of Contact" and will maintain admin rights for all teams to track background checks and confirm when they have been completed and passed.

### General Provisions:

Diablo Diamonds Fastpitch Inc. drafted policies are based on US Center for SafeSport MAAPP requirements (1/23/2019), and we will also follow those for the organizations each team is registered and insured with (if there are conflicts in guidance, the more stringent guidelines will be followed).

It is incumbent on all team staff/volunteers to be aware of the warning signs of abuse/molestation and each staff/volunteer member is charged with communicating potential abuse/molestation situations to the team/organization "Point of Contact" and/or SafeSport and/or the police as outlined by the SafeSport training. Any individual accused of an incident will be suspended from coaching until the incident can be investigated and settled.

### Prevention Expectations:

1. Limit one-on-one contact between a single unrelated child and adult
2. Prohibition of overnight sleepovers
3. Touch is acceptable only if it is respectful and appropriate
4. Inappropriate comments of sexual nature and suggestive jokes are prohibited

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5. Take home/pick up of youth by team staff is strongly discouraged because of difficulty in limiting one on one contact

### Training:

All adult Board members and volunteers for Diablo Diamonds teams which work with Minor Athlete's will be required to complete SafeSport Core training and keep current with refresher training and present certificates to confirm completion. This training will be required:

- Before regular contact with an amateur athlete who is a minor begins; or
- Within the first 45 days of initial membership, or upon beginning a new role subjecting the adult to this policy

Each year/annual season this information will be confirmed that each adult subject to this policy is current and has provided updated completion information.

On an annual basis Diablo Diamonds will provide its members information on SafeSport training and how they can take the training for both Minor Athletes and their parent/guardians.

With the exception of athletes who are members of the same team, minor athletes who reach the age of majority (i.e. 18 years of age) must adhere to the provisions found in the Minor Athlete Abuse Prevention Policies when interacting with Minor Athletes who are 14 years of age or younger. For the purposes of these policies the "same team" is intended to include athletes who regularly train and compete together in the same sport. Minor athletes who reach the age of majority and then obtain a position of authority that presents a power imbalance, such as becoming a coach or official, must also comply with these policies regardless of the age of Minor Athletes with whom they will interact.

### Required Prevention Policies:

#### Required policies:

1. One-on-one interactions, including meetings and individual training sessions
2. Massages and rubdowns/athletic training modalities
3. Locker rooms and changing areas
4. Social media and electronic communications
5. Local travel
6. Team travel

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### ONE-ON-ONE INTERACTIONS

#### A) Application

- This section applies to all adult Board members, adult team staff (volunteer coaches) who are working with minor athletes, "Applicable Adult"

#### B) Observable and interruptible

- One-on-one interactions between a Minor Athlete and an Applicable Adult (who is not the minor's legal guardian) at a facility partially or fully under our jurisdiction are permitted if they occur at an observable and interruptible distance by another adult.
- One-on-one interactions between Minor Athletes and an Applicable Adult (who is not the minor's legal guardian) at a facility partially or fully under our jurisdiction are prohibited, except in the circumstances described in subpart d of this section and under emergency circumstances.

#### C) Meetings

- Meetings between Applicable Adults and Minor Athletes at a facility partially or fully under our jurisdiction may only occur if another adult is present, except under emergency circumstances. Such meetings must occur where interactions can be easily observed and at an interruptible distance from another adult.
- If a one-on-one meeting takes place in an office at a facility partially or fully under our jurisdiction, the door to the office must remain unlocked and open. If available, it will occur in an office that has windows, with the windows, blinds, and/or curtains remaining open during the meeting.

#### D) Meetings with mental health care professionals and health care providers

- If a mental health care professional and/or health care provider meets with Minor Athletes at a facility partially or fully under our jurisdiction, a closed-door meeting may be permitted to protect patient privacy provided that:
  - (1) the door remains unlocked;
  - (2) another adult is present at the facility;
  - (3) the other adult is advised that a closed-door meeting is occurring; and
  - (4) written legal guardian consent is obtained in advance by the mental health care professional and/or health care provider, with a copy provided to our organization.
- The consent may be given by via email or text, when necessary. Consent may be provided at the beginning of each season provided that the professionals and health care providers are specifically named in the consent. Consent is not required in the event of an emergency and the parents or legal guardian cannot be contacted timely and the athlete is deemed to need immediate medical/mental health attention.

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### C) Individual training sessions

- Individual training sessions between Applicable Adults and Minor Athletes are permitted at a facility partially or fully under our jurisdiction if the training session is observable and interruptible by another adult. It is the responsibility of the Applicable Adult to obtain the written permission of the minor's legal guardian in advance of the individual training session if the individual training session is not observable and interruptible by another adult. Such permission for individual training sessions that are not observable and interruptible by another adult, must be obtained at the beginning of each season. Parents, guardians, and other caretakers must be allowed to observe the training session.

### MASSAGES AND RUBDOWNS/ATHLETIC TRAINING MODALITIES

#### A) Application

- This section applies to all adult Board members, adult team staff (volunteer coaches) who are working with minor athletes, "Applicable Adult"

#### B) Massage or rubdown/athletic training modality

- Any massage or rubdown/athletic training modality performed at a facility or a training or competition venue must be conducted in an open and interruptible location. Any massage of a Minor Athlete must be done with at least one other adult present and must never be done with only the Minor Athlete and the person performing the massage or rubdown/athletic training modality in the room.

### LOCKER ROOMS AND CHANGING AREAS

#### A) Application

- This section applies to all adult Board members, adult team staff (volunteer coaches) who are working with minor athletes, "Applicable Adult"

#### B) Non-exclusive facility

- If our organization uses a facility not fully under our jurisdiction (for, e.g., training or competition or similar events) and the facility is used by multiple constituents, Applicable Adults are nonetheless required to adhere to the rules set forth herein.

#### C) Use of recording devices

- Use of any device's (including a cell phone's) recording capabilities, including voice recording, still cameras and video cameras in locker rooms, changing areas, or similar spaces at a facility under our organization's jurisdiction is prohibited. Exceptions may be made for media and championship celebrations, provided that such exceptions are approved by the Covered Organization or the LAO and two or more Applicable Adults are present.

#### D) Undress

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- Under no circumstances shall an unrelated Applicable Adult at a facility under our organization's jurisdiction intentionally expose his or her breasts, buttocks, groin, or genitals to a Minor Athlete.

### E) One-on-one interactions

- Except for athletes on the same team, at no time are unrelated Applicable Adults permitted to be alone with a Minor Athlete in a locker room or changing area when at a facility under our partial or full jurisdiction, except under emergency circumstances.
- If our organization is using a facility that only has a single locker room or changing area, we will designate separate times for use by Applicable Adults, if any.

### F) Monitoring

- Our organization regularly and randomly monitors the use of locker rooms and changing areas at facilities under our jurisdiction to ensure compliance with these policies.
- Applicable Adults make every effort to recognize when a Minor Athlete goes to the locker room or changing area during practice and competition and, if they do not return in a timely fashion, will check on the Minor Athlete's whereabouts.

## SOCIAL MEDIA & ELECTRONIC COMMUNICATIONS

### A) Application

- This section applies to all adult Board members, adult team staff (Volunteer coaches) who are working with Minor Athletes, "Applicable Adult"

### B) Content

- All electronic communication originating from Applicable Adults to Minor Athletes must be professional in nature.

### C) Open and transparent

- Absent emergency circumstances, if an Applicable Adult with authority over Minor Athletes needs to communicate directly with a Minor Athlete via electronic communications (including social media), another Applicable Adult or the minor's legal guardian will be copied.
- If a Minor Athlete communicates to the Applicable Adult (with authority over the Minor Athlete) privately first, said Applicable Adult should respond to the Minor Athlete with a copy to another Applicable Adult or the minor's legal guardian.
- When an Applicable Adult with authority over Minor Athletes communicates electronically to the entire team, said Applicable Adult will copy another adult.
- Minor Athletes may "friend" the organization's official page.

### D) Requests to discontinue

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- Legal guardians may request in writing that their Minor Athlete not be contacted through any form of electronic communication by the organization or by the Applicable Adults subject to this policy. The organization will abide by any such request that their Minor Athlete not be contacted via electronic communication, absent emergency circumstances.

### LOCAL TRAVEL

#### A) Application

- This section applies to all adult Board members, adult team staff (volunteer coaches) who are working with minor athletes, "Applicable Adult"

#### B) Transportation

- Applicable Adults who are not also acting as a legal guardian, shall not ride in a vehicle alone with an unrelated Minor Athlete, absent emergency circumstances, and must have at least two Minor Athletes or another adult at all times, unless otherwise agreed to in writing by the Minor Athlete's parent/legal guardian in advance of each local travel. The parent/legal guardian may provide the written agreement at the beginning of each season, provided the agreement contains the specific names of the Applicable Adults, and the specific dates, location and types of travel.

### TEAM TRAVEL

#### A) Application

- This section applies to all adult Board members, adult team staff (volunteer coaches) who are working with minor athletes, "Applicable Adult"

#### B) Team/competition travel

- When only one Applicable Adult and one Minor Athlete travel to a competition, the Minor Athlete must have his/her legal guardian's written permission in advance and for each competition to travel alone with said Applicable Adult. The legal guardian's written permission may be provided for all competitions at the beginning of the season, provided the permission contains the specific names of the Applicable Adults, and the specific dates, location and types of travel.

#### C) Hotel rooms

- Applicable Adults shall not share a hotel room or other sleeping arrangement with a Minor Athlete (unless the Applicable Adult is the legal guardian, sibling, or is otherwise related to the Minor Athlete). However, a parent/legal guardian may consent to such an arrangement in advance and in writing. Furthermore, a parent/legal guardian may consent in advance and in writing to the Minor Athlete sharing a hotel room or other sleeping arrangement with an adult athlete. The parent/legal guardian's written consent may be provided at the beginning of the

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season, provided the consent contains the specific names of the Applicable Adults, and the specific dates, location and types of lodging. A separate enclosed bedroom in a condominium or house will be treated the same as a separate hotel room, provided that a Minor Athlete has the opportunity to utilize bathroom facilities alone.

### D) Meetings

- Meetings shall be conducted consistent with the organization's policy for one-on-one interactions (i.e., any such meeting shall be observable and interruptible).