

PART I: EDUCATION AND TRAINING POLICY

Mandatory Child Abuse Prevention Training Components:

Abuse Prevention Education

1. Club Owners must take the Screening and Hiring Education Course provided by Safe At All Star. To access:
 - a. Visit www.SafeatAllStar.com.
 - b. Click the "Training Tab" from the menu
 - c. If new user to site, you must request a new password (*username is the same as USASF Coach profile email username*)
 - d. Login with username and password
 - e. Click the "Owners" portal box
 - f. Click "Best Practices in Hiring and Screening"

Member Clubs will need to work with their legal counsel to develop their Club's screening and hiring policies that adhere to the best practices for youth serving organizations in their state. It is important to note that some states (e.g., Pennsylvania, Florida, etc.) may have specific requirements for employers who provide services to Minors.

2. Member Clubs must require Adult Participants under their jurisdiction, that are not USASF Members to:
 - a. Complete an abuse prevention training.
 - b. Member Clubs must track the Adult Participants who completed such training and, upon request by USASF, provide a list of compliant Adult Participants.
3. Member Clubs with Adult Participants under their jurisdiction, that are USASF Members:
 - c. Abuse prevention training of Adult Participants who are Members or Applicants of the USASF is tracked by USASF as part of Membership and satisfies the Member Club's obligation to USASF with respect to this training policy.
 - d. Member Clubs may provide training *in addition to* the USASF required training but cannot substitute their training for the USASF required course(s) for Membership.
4. Member Clubs must, on an annual basis, offer and give training to Minor Athletes, subject to parental consent, and parents on the prevention and reporting of Child Abuse.
 - e. For training to Minor Athletes and parents, the Member Club must be able to provide a description of the training and how the training was offered to Minor Athletes and parents, at USASF's request.
 - f. The Member Club is not required to track individual course completions of Minor Athletes and/or parents.

The USASF offers youth and parent courses that meet the above requirement at no cost, as a Member benefit to Member Clubs, located at www.SafeatAllStar.com.

- i. <https://safeatallstar.com/training-front-page/>;
- ii. Login using their Minor Athlete's USASF email username;
- iii. Create a new password; and
- iv. Click the training tab.

Mandatory Reporter Training

Annually, Member Clubs must provide training to all employees and volunteers identified as Mandatory Reporters on the legal requirements and reporting procedures for their state. In addition to the annual training, Member Clubs must:

1. Provide a tool for all participants to make a confidential report to the Club if they suspect abuse and/or misconduct;
2. Provide a tool for Mandatory Reporters to immediately report suspicions of abuse; and
3. Post the legal requirements and specific reporting procedures for their state for all Coaches and Adult Participants to reference.

Abuse Prevention Policy Notifications & Education

Member Clubs must:

1. Post a summary of their Abuse and Prevention Policy & Procedures in a conspicuous place for all Members, parents/guardians, and Adult Participants to see;
2. Share and make available resources for parents to educate themselves and their Minor Athlete(s) on preventative measures and steps to take if they believe misconduct has occurred;
3. Disclose those persons in their facility that are not Members of the USASF to the parent(s) and legal guardian(s) of Athletes.

Concussion Education

Each USASF Club Member must have a concussion policy that includes its approach, policies, and procedure in connection with concussion recognition, care, and return-to-play guidelines.

1. All competitive team Adult Athlete(s) and parents or guardians of each Minor Athlete must sign the Club Member's concussion policy.
2. Parents/guardians or the signing Athlete should be given a copy of the policy.
3. All Coaches must be trained in the Club Member's concussion policy.
4. The Club Member must update their Member Profile with confirmation of completion and/or compliance of this section.

Exemptions & Accommodations

- 1) Exemptions from this Education & Training Policy may be made on a case-by-case basis for victims/survivors. Requests may be made directly to the USASF Member Conduct and Compliance Department at conduct@usasf.net.

- 2) The USASF will work with the Member Clubs on appropriate accommodations for persons with disabilities and individuals with limited English proficiency to satisfy these training requirements. Each Member Club must provide reasonable accommodations and track any exemptions for individuals with disabilities and individuals with limited English proficiency.

Recommended Components (non-reportable offenses)

- 1) Adult Participants serving in a volunteer capacity, who will not have Regular Contact with or Authority over Minor Athletes, should take a training course on abuse prevention before engaging or interacting with any Minor Athlete(s).
- 2) Parents/guardians of Minor Athletes are provided free online access to the USASF's parent course and are encouraged to take the training.