



SafeSport

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CAHA SafeSport Program 2014-2015

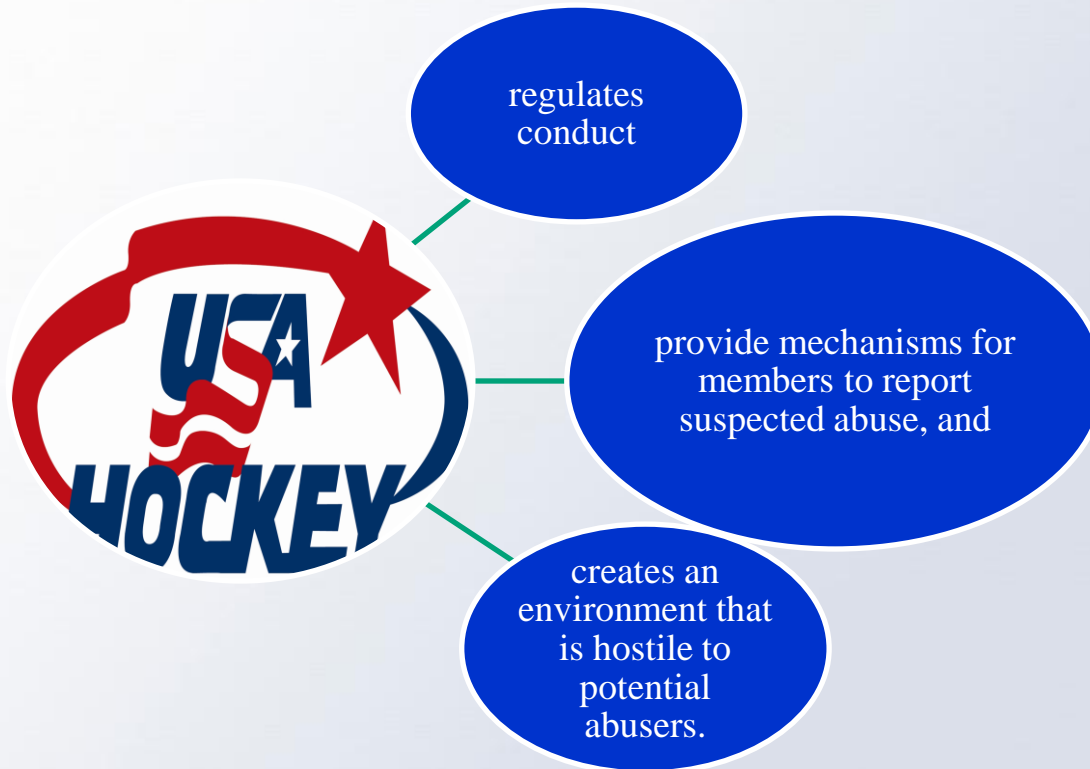


Today's Agenda

- What to expect
- Role of team manager
- What to do next
- Overview of Safesport



What is Safe Sport?



Why SafeSport?

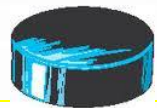
To prevent known offenders from joining our program and deter offenders that have not yet been caught.

To protect our participants by creating an environment that puts the potential offender at risk and deters them from becoming involved.

To protect the reputations of USA Hockey, its Affiliates and local programs as organizations that are safe from abuse.

To prevent negligence (*guide our programs and volunteers about expectations from our membership*) and help insulate USA Hockey, its affiliates, local programs and volunteers from liability.





Education and Awareness Training

- Awareness training available to all ***at no cost***
- Training produced by the United States Olympic Committee
- A membership number is required, but those not registered with USA Hockey may do so ***at no cost*** by registering as a manager/volunteer
- **SafeSport Policy requires training for those that:**
 - Have regular, routine or frequent access to or supervision over youth participants
 - Are responsible for enforcing child abuse and misconduct policies
 - Are in managerial or supervisory roles
 - Are employees or volunteers
- Affiliate is responsible for confirming and certifying compliance
- Training is effective for two years
- Club Safesport Liaison must confirm by November 30th of each year that all coaches and managers are Safesport compliant, and maintain copy of each certificate.

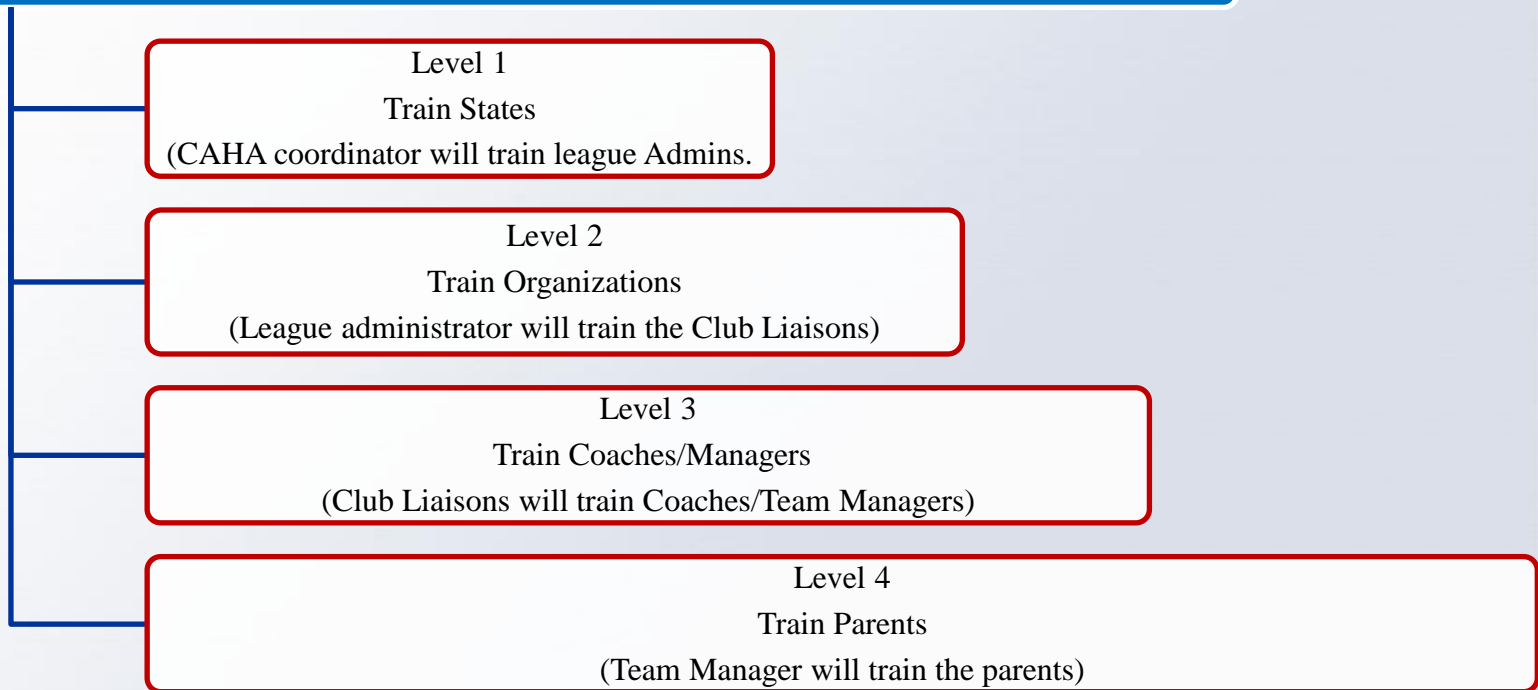




Train the Trainer



Policies should be disseminated from top down



Mandatory Reporters

- Some people in our organizations may be mandatory reporters

https://www.childwelfare.gov/systemwide/laws_policies/statutes/manda.pdf

CALIFORNIA Penal Code Section 11165.7

- Any teacher, administrator, etc. of public or private school, Day camp and youth center employees, State and County Office of Education employees, Daycare operators, public assistance workers, foster parents and administrators, social workers, probation officers, peace officers, health care providers, EMTs and paramedics, psychologists and psychiatrists, licensed therapists, State and County public health employees, film and photographic print processors, animal control officers, clergy, alcohol and drug counselors, employees of most State and County organizations, **and individuals providing services to minor children.**

THIS MEANS YOU!



Safe Sport Module



<http://www.usahockey.com/page/show/908023-usa-hockey-safesport-program>

Off-Ice Training | On-Ice Skills & Drills DVD-ROMs

Safety

SafeSport

Making a Report

Training

Affiliate Coordinators

RELATED PAGES

USA HOCKEY SAFESPORT PROGRAM



The safety of its participants is of paramount importance to USA Hockey. This includes not only on-ice safety, but also off-ice safety in any part of USA Hockey's programs.

USA Hockey has long had systems in place to protect its participants from physical abuse, sexual abuse and other types of abuse and misconduct that can be harmful to youth hockey players and other participants. These

Downloads



SafeSport Handbook



SafeSport Poster

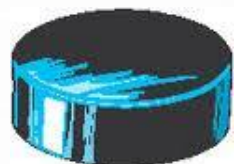


Sample Approaches for Co-ed Locker Room

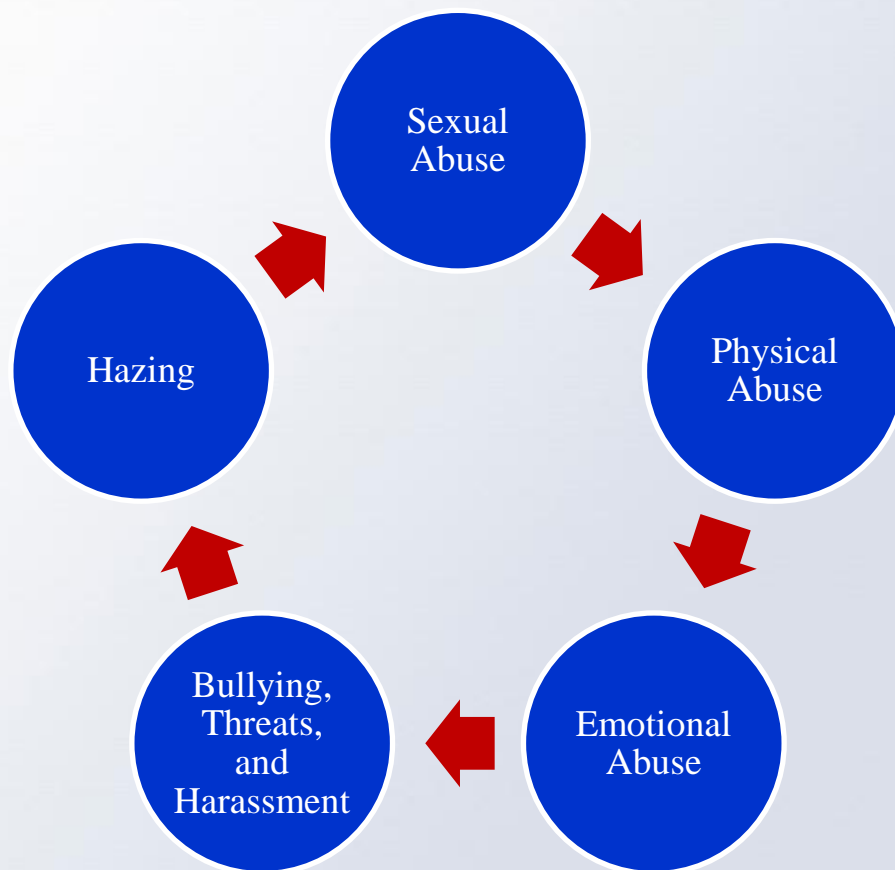


Sample Locker Room Policy





Policies Prohibiting Abuse



Policies Reducing Risks for Potential Abuse

Managing Hockey Environments

**Locker Room
Policy**

**Electronic
Communications
Policy**

Travel Policy

Billeting Policy



Samples of Complaints

Bullying complaints... player to player... some significant, some less significant

Hazing... locker boxing

Whistleblower concerns and allegations or threats to dissuade reporting

Cell phones/pictures taken in locker room

Emotional abuse by coaches

Non-hockey related abuse (Social Media, Electronic Communication, etc.)

On-ice (practice) incidents (rough play, screaming coach, etc.)



Sexual Abuse Policy

Prohibits sexual abuse of any participant

Sexual contact between children can be abusive if significant disparity in age, development, size or intellectual capacity

Neither consent of minor, mistake as to age, nor fact that contact occurred outside of hockey are defenses to a complaint

Sexual abuse may also occur between adults if nonconsensual, coerced or manipulated

May include “non-touching” offenses, such as sexual harassment, sending nude pictures, sexually explicit emails, exposing minors to pornography, etc.



Physical Abuse Policy

Prohibits physical abuse of any participant in our programs

Includes physical contact that causes or has potential to cause harm, or creates the threat of bodily harm

Includes throwing or threatening to throw objects or sports equipment

Also includes providing alcohol to a minor participant, or providing drugs to any participant

Physical abuse does not include physical contact that is reasonably designed to coach, teach, demonstrate or improve a hockey skill, including physical conditioning, team building and appropriate discipline



Emotional Abuse Policy

Involves *a pattern* of deliberate, non-contact behavior that has the potential to cause emotional or psychological harm to a participant

May be verbal acts, physical acts or acts that deny attention or support

Examples include *a pattern* of verbal abuse or physically aggressive behaviors, such as throwing equipment, water bottles, or chairs, or punching walls, windows, or other objects.

Does not include generally-accepted and age appropriate coaching methods of skill enhancement, physical conditioning, motivation, team building, appropriate discipline, or improving athletic performance.



Bullying, Threats & Harassment Policy

Coaches and other adults cannot ignore and must intervene

Bullying – *Involves a pattern of physical or non-physical behaviors intended to cause, fear, humiliation or harm in an attempt to **exclude, diminish or isolate** another person; Includes written, verbal or Cyber-bullying*

Threats – *Involves any written, verbal, physical or electronically transmitted expression of intent to harm*

Harassment – *Involves a pattern of physical/non-physical behaviors that (1) are intended to cause fear, humiliation or annoyance, (2) offend or degrade, (3) create hostile environment, or (4) reflect discriminatory bias*

Sexual Harassment- *Examples include (a) comments about a participant's sexual orientation, gender expression, disability, religion, skin color, or ethnic traits; (b) displaying offensive materials, gestures, or symbols; and (c) withholding or reducing playing time based on sexual orientation.*



Hazing Policy

Coaches and other adults cannot ignore and must intervene

Includes any conduct which is intimidating, humiliating, offensive, or physically harmful

Hazing is typically an activity that *serves as a condition for joining a group* or being socially accepted by a group

Examples include requiring or forcing the consumption of alcohol or drugs; physical restraint; sexual simulations/acts; social actions (e.g. grossly inappropriate or provocative clothing) or public displays (e.g. public nudity); beating, paddling, or other forms of physical assault.

“Locker Boxing” is also a form of hazing

A person’s consent to participation does not mean it is not hazing

Hazing does not include group or team activities that are meant to establish normative team behaviors, or promote team cohesion, so long as they do not have reasonable potential to cause emotional or physical distress



Locker Room Policy

Locker room supervision is one of the most critical elements to reducing risk of abuse or misconduct

Requires at least one properly screened adult

At lower age groups, numerous adults may be present

Team may prohibit parents in locker room (subject to common sense)

Each local program shall publish their specific locker room policy

Coach and team administrators are responsible for compliance with locker room supervision requirements

Cell phones and recording devices/cameras may not be used in the locker room

Avoid situations where an adult is alone with minor participants

With Co-Ed teams both female and male privacy rights must be given consideration and appropriate arrangements made. It is not acceptable for persons to be observing the opposite gender while they dress or undress.



Electronic Communications Policy



Electronic communications are often used to bully, threaten or harass other participants



Increases the possibility for improprieties and misunderstandings and also provides potential offenders with unsupervised and potentially inappropriate access to participants.



Communications involving participants should be appropriate, productive, and transparent



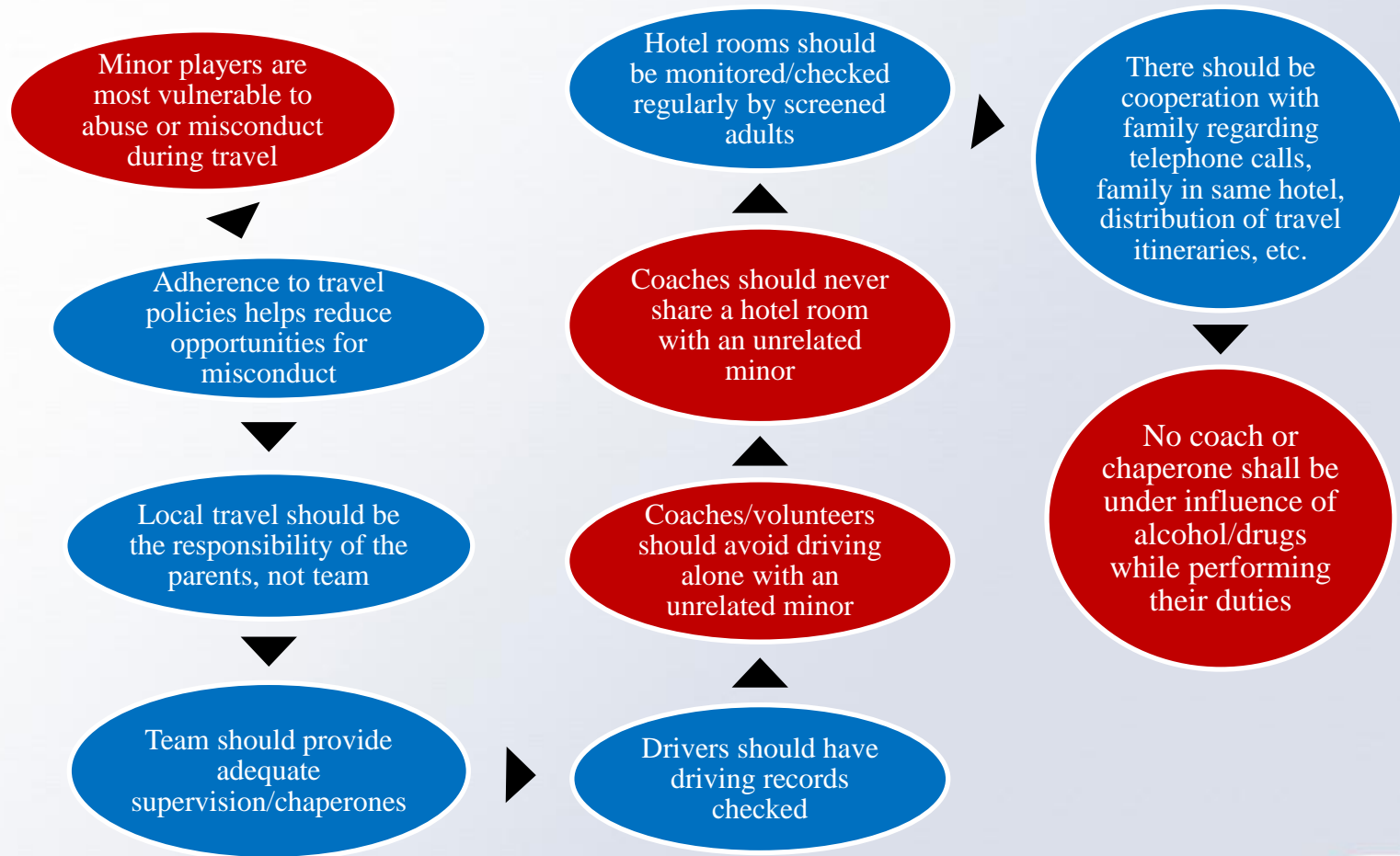
Social media should be used for communicating team activities, not personal



Should be readily available to share with the public or families of the player or coach.
If the player is under the age of 18, any email, text, social media, or similar communication must also copy the player's parents.



Travel Policy



What should be reported?

- *All cases involving suspicions or allegations of child physical or sexual abuse must be reported to the appropriate law enforcement authorities*
- *USA Hockey and its programs should not investigate or try to judge the credibility of an allegation of suspected child physical or sexual abuse as a condition of reporting to the authorities*



Responsible Reporting

Employees / Volunteers

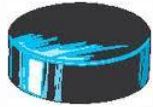
All must and can report confidentially and anonymously

All subject to suspension or termination

All provided whistleblower protection

Malicious, frivolous or bad faith reports are grounds for disciplinary action and/or civil or criminal action





Responding to Reports of Abuse

SafeSport does not create a new disciplinary program or system

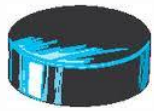
Follow USA Hockey Bylaw 10

- Summary Suspensions
- Hearings
- Notifications

When in doubt about the process, ask...

“In all cases, the disciplinary procedures and actions of USA Hockey and its Affiliates and local programs shall be proportionate, reasonable and applied fairly and equally.”





Reporting Concerns of Abuse

1. Incidents may be reported in any of the following ways:

- a) Report to Club SafeSport Liaison
- b) Report to League SafeSport Administrator
- c) Report to CAHA SafeSport Coordinator
- d) Report directly to USA Hockey:
 - By clicking on the “Report to USA Hockey” link on the USA Hockey SafeSport Program webpage
 - By emailing to SafeSport@usahockey.org, or
 - By calling 800-888-4656.

2. Complete the CAHA Incident Reporting Form:

- a) Completed by Club SafeSport Liaison (in Excel)
- b) E-mailed to League SafeSport Administrator or CAHA Affiliate Safesport Coordinator



Reporting Concerns of Abuse: Contacts

NORCAL:

Laura Cahn
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LauraCahn@yahoo.com

SCAHA:

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CAHAJaime@gmail.com

CAHA:

Lance Burrow
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lance.burrow@farmersinsurance.com

USA Hockey:

Casey Jorgensen
USA Hockey General Counsel
719-538-1143
cjorgensen@usahockey.org

USA Hockey:

Joyce Kulpinski
USA Hockey SafeSport and
Legal Administrator
719-538-1145
joycek@usahockey.org



Next steps

- Get trained – now!
- Know your Safesport Liaison
- Hold each other accountable
- Communicate with us
- Use the manual – it's your Safesport Bible



Questions?

