

First Tee SafeSport Prevention Policies

January 2020

REQUIRED PREVENTION POLICIES

First Tee and its chapters are committed to creating and maintaining a safe and welcoming environment for amateur athletes, children, and all participants affiliated with the organization. As recent events have shown, youth sports can be a high-risk environment for misconduct, including, but not limited to, child physical and sexual abuse. First Tee adamantly opposes all forms of abuse. As such, it is imperative that all persons involved with First Tee actively participate in the protection of youth. To that end, First Tee is committed to fully complying with all elements of The Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017 (the “**Act**”), which was enacted to curtail and prevent abuse found at various youth sports organizations by elevating the standard of care by which sports organizations must act.

As part of our compliance efforts associated with the Act, effective immediately, First Tee hereby adopts the following Prevention Policies for itself and all chapters as guidelines to promote appropriate behaviors and activities. These Policies relate to the following areas:

- One-on-one Interactions, including meetings and individual lessons (First Tee is required to establish reasonable procedures to limit one-on-one interactions)
- Bathrooms and changing areas
- Social media and electronic communications
- Local travel
- Chapter travel/Participant Opportunities

Application

These Policies shall apply to the following categories of adults:

1. Adults who have regular contact with participants who are minors
2. Any adult authorized by First Tee to have regular contact with or authority over a participant who is a minor
3. Adult staff, all volunteers and board members of First Tee.

POLICIES FOR ONE-ON-ONE INTERACTIONS

The majority of child sexual abuse is perpetrated in isolated, one-on-one situations. By reducing such interactions between children and adults, programs reduce the risk of child sexual abuse. However, one-on-one time with trusted adults is also healthy and valuable for a child. Policies concerning one-on-one interactions protect children while allowing for these beneficial relationships.

A. Mandatory Components

Observable and interruptible

- One-on-one interactions between a minor participant and an adult (who is not the minor's legal guardian) are permitted if they occur at an observable and interruptible distance by another adult except under emergency circumstances.

Meetings

- Meetings between adults and minor participants 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, 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.
- Individual lessons between adults and minor participants are permitted if the lesson is observable and interruptible by another adult. It is the responsibility of the adult to obtain the written permission of the minor's legal guardian in advance of the individual lesson if it is not observable and interruptible by another adult. Permission for individual lessons must be obtained at least every six months. Parents, guardians, and other caretakers must be allowed to observe the lesson.

B. Recommended Components

Monitoring

- When one-on-one interactions between adults and minor participants occur, other adults will monitor these interactions. Monitoring includes: knowing that the one-on-one interaction is occurring, the approximate planned duration of the interaction, and randomly dropping in on the one-on-one.

Out-of-program contacts

- Adults are prohibited from interacting one-on-one with unrelated minor participants in settings outside of the program that are not observable and interruptible (including, but not limited to, one's home and individual transportation), unless parent/legal guardian's written consent is provided for each out-of-program contact. Nonetheless, such arrangements are strongly discouraged.

BATHROOM AND CHANGING AREAS

A. Mandatory Components

Non-exclusive facility

- If a chapter uses a facility (e.g., program location or competition or similar events) and the facility is used by multiple constituents, adults in categories 1 through 4 are nonetheless required to adhere to the rules set forth herein.

Use of recording devices

- Use of any device's (including a cell phone) recording capabilities, including voice recording, still cameras and video cameras in bathrooms, changing areas, or similar spaces is prohibited.

Undress

- Under no circumstances shall an unrelated adult intentionally expose his or her breasts, buttocks, groin, or genitals to a minor participant.

One-on-one interactions

- Except for participants on the same team, at no time are unrelated adults permitted to be alone with a minor participant in a bathroom or changing area, except under emergency circumstances.
- If a chapter is using a facility that only has a single bathroom or changing area, designate separate times for use by adults, if any.

Monitoring

- First Tee chapters will regularly and randomly monitor the use of bathrooms and changing areas to ensure compliance with these policies.

B. Recommended Components

- To minimize the risk of bullying and hazing, chapters should use bathroom monitors to ensure that minor participants are not left unsupervised in bathrooms and changing areas.
- Adults make every effort to recognize when a minor participant goes to the bathroom 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. Mandatory Components

Content

- All electronic communication originating from adults to minor participants must be professional in nature.

Open and transparent

- Absent emergency circumstances, if an adult needs to communicate directly with a minor participant via electronic communications (including social media), another adult or the minor's legal guardian will be copied.
- If a minor participant communicates to the adult privately first, said adult should respond to the minor participant with a copy to another adult or the minor's legal guardian.
- When an adult communicates electronically to the entire team, said adult will copy another adult.

Prohibited Electronic Communications

- Adults with authority over minor participants are not permitted to maintain private social media connections with unrelated minor participants and such adults are not permitted to accept new personal page requests on social media platforms from minor participants, unless the adult has a fan page, or the contact is deemed a celebrity contact vs. regular contact. Existing social media connections on personal pages with minor participants shall be discontinued.
- Minor participants may "friend" the organization's official page and are discouraged from "friending" personal social media pages of adults.

Requests to discontinue

- Legal guardians may request in writing that their minor participant not be contacted through any form of electronic communication by the organization or by the adults subject to this policy. First Tee will abide by any such request that their minor participants not be contacted via electronic communication, absent emergency circumstances.

B. Recommended Components

Hours

- Electronic communications should generally only be sent during normal waking hours, i.e. not at night, unless emergency circumstances exist, or while traveling for competition.

Monitoring

- First Tee monitors its social media pages and removes any posts that violate the organization's policies and practices for appropriate behavior.
- First Tee will inform the legal guardian of a minor participant of any prohibited posts, as well as the organization's administrator.

LOCAL TRAVEL

A. Mandatory Components - Local travel consists of travel to training, practice, and competition that occurs locally and does not include coordinated overnight stay(s).

Transportation

- Adults who are not also acting as a legal guardian, shall not ride in a vehicle alone with an unrelated minor participant, absent emergency circumstances, and must have at least two minor participants or another adult at all times, unless otherwise agreed to in writing by the minor participants parent/legal guardian in advance of each local travel.

B. Recommended Components

Shared or Carpool Travel Arrangement

- Parents/legal guardians are encouraged to pick up their minor participant first and drop off their minor participant last in any shared or carpool travel arrangement.
- Parents/legal guardians should receive education concerning child abuse prevention before providing consent for their minor participant to travel alone with an adult who is subject to these policies.

CHAPTER TRAVEL

A. Mandatory Components - Chapter travel is travel to a competition or other team activity that the organization plans and supervises, such as a national participant opportunity.

Travel

- When only one adult and one minor participant travel to a competition, the minor participant must have his/her legal guardian's written permission in advance and for each competition to travel alone with said adult.

Hotel rooms

- Adults shall not share a hotel room or other sleeping arrangements with a minor participant (unless the Adult is the legal guardian, sibling, or is otherwise related to the minor participant).

B. Recommended Components

- Team travel policies must be signed and agreed to by all minor participants, parents, and adults traveling with the organization.
- Adults who travel with First Tee must successfully pass a criminal background check and other screening requirements consistent with First Tee policies.
- During team travel, when conducting room checks, attending team meetings and/or other activities, two adults should be present and observable and interruptible environments should be maintained.
- Meetings should not be conducted in a hotel room.
- Parents/legal guardians should receive education concerning child abuse prevention before providing consent for their minor participant to travel alone with an adult who is subject to these policies.