

Athlete Safety Procedures for USA Archery Event Organizers Updated: April 2024

<u>Overview</u>

The Athlete Safety Procedures for USA Archery (USAA) Event Organizers outline what steps event organizers must take to pre-authorize event access for all volunteers, media, vendors, medical personnel, athlete assistants, coaches and judges, etc. (hereafter, "Event Personnel"). Event organizers are encouraged to plan ahead to make sure all "Event Personnel" whose role requires them to have Regular Contact with athletes at a USAA sanctioned event or serve in a position of authority, have completed the proper requirements related to USAA Background Screening, U.S. Center for SafeSport Training and Membership/Non-Athlete Pledge. USAA and/or the U.S. Center for SafeSport may audit any USAA sanctioned event at any time to verify compliance either in person or through a request for compliance information.

This policy also outlines what steps are completed through the event registration process to ensure that all competitors are USAA members in good standing, and to verify they are not listed on the Organizational Exclusion List.

It is the responsibility of each USAA event organizer, club and/or state association to monitor and enforce the requirements set forth in these procedures. As a reminder, the USAA <u>Code of</u> <u>Conduct</u>, which includes provisions for adhering to the USAA <u>Safe Sport Policy and Background</u> <u>Screen Criteria and Review Policy</u>, <u>SafeSport Code</u> and <u>Minor Athlete Abuse Prevention Policies</u> (which includes U.S. Center for SafeSport training requirements), is also included in the USAA Event Sanction form, Non- Athlete Pledge form, member terms and conditions, club and state association member agreement terms and conditions.

The following requirements should be adhered to at all sanctioned USAA events to include local, state, regional, national and international events. Event Organizers should refer to the Athlete Safety Procedures for Event Organizers Decision Making Assistant (Appendix A) at the end of this policy to help determine which requirements Event Personnel will need to complete prior to the event, depending on the structure of their event and that individual's role at the event. Event Organizers should ask themselves the following question when determining which requirements are necessary for which Event Personnel:

1. Do Event Personnel have Regular Contact with or authority over athletes?

EVENT ACCESS FOR COMPETITORS

Section 1: Event Registration through Event Registration Platform

Requirements: All event registration completed through the USAA Event Registration Platform requires the athlete to possess the following:

- Valid USAA Membership
 - Pursuant to the USAA's Membership Terms and Conditions, valid members agree to abide by all USAA policies, to include, but not limited to the Minor Athlete Abuse Prevention Policy (MAAPP) and the SafeSport Code.
 - If an athlete is on the Suspension List, their membership is not valid and this athlete will be unable to register for an event.
 - If an athlete is on the Administrative Hold List, their membership has lapsed or expired prior to allegations being made. If the membership status changes to 'current', USAA will open an investigation or notify the Center, if applicable.

Athletes, when registering, must also agree to abide by the USAA Event Participation Waiver.

Event Organizers are required to provide a communication to all participants with information about the Minor Athlete Abuse Prevention Policies and information on how to report a concern or violation (see Section 4: Communication of the MAAPP.

Section 2: Event Registration not completed in Event Registration Platform

Requirements: All event registrations **NOT** completed through the USAA Event Registration Platform have the same requirements as stated above.

Pursuant to USAA's Event Sanction Terms and Conditions, if events are held outside the USAA membership services platform, event organizer agrees to enforce and collect a USAA waiver and release of liability form from all participants.

The USAA event waiver and release of liability states that the event organizers agree to abide by all USAA policies, to include, but not limited to the MAAPP and the SafeSport Code, and to enforce the same requirements for all event participants.

Event organizers are responsible for manually checking all registered event participants, both competitors and non-competitors, against the USAA Suspension List and the Administrative Hold List.

Section 3: Event Access Requirements for Non-Competitors

<u>Requirement:</u> USAA Sanctioned Event Personnel (including day of event personnel/on-site registrations and/or last-minute event personnel substitutions), depending on their role, may be subject to the following requirements which must be completed **PRIOR** to start date of the event:

- USAA Background Screening
- U.S. Center for SafeSport Training
- USAA Membership or Non-Athlete Pledge Form

Implementation:

The Field of Play must be observable and interruptible, but also restricted. There are no restrictions as to whom may spectate.

The Field of Play should be cordoned off from the spectator area. This can be done with a physical barrier like caution tape, rope or a fence or may be as simple as a taped line on the ground.

Only credentialed personnel may enter the Field of Play. Event Personnel and coaches that meet event access requirements as outlined above in Section 3 and are credentialed, may enter the Field of Play. It is at the discretion of Event Organizers for local, state, and collegiate events whether to issue coach credentials. Indoor Nationals are not permitted to issue coach credentials.

Athletes that meet registration requirements as outlined in Section 1 and Section 2 and are credentialed, may enter the Field of Play.

The Event Organizer may also include signage that states "Athletes Only Area" or "Restricted Area".

Event organizers will implement requirements based on Event Personnel roles as outlined below:

The following individuals are required to complete a USAA Background Screening, U.S. Center for SafeSport Training and must have a current USAA Membership or Non-Athlete Pledge Form on file (if a non-member) prior to serving as Event Personnel:

- Officials USAA Judge and Director of Shooting
- Staff USAA Staff, Event Staff and Contractual Staff
- Scoring Team Responsible for scoring management and results
- Coaches Any individual with a coach credential or whose purpose at the event is
 to coach an athlete on the field of play
- Arrow Agents (Pre-Planned) Assigned to assist athletes to retrieve arrows and/or load arrows
- Interpreters (Pre-Planned)

Membership, Background Screen, and U.S. Center for SafeSport Validation: Event organizers can receive permission to look-up credentials of event personnel in the USAA Membership Services System. To request this permission, contact <u>memberships@usarchery.org</u>. Include the name of the event you are hosting, your role, and that you would like to receive "Validation Lookup Status" for one or more of the following:

• USAA Membership

- Background Screening
- U.S. Center for SafeSport Training

Once your account has been updated with these permissions:

- Login and access your 'Personal Account'
- Select 'Admin' on the left-hand menu
- Select 'Validation'
- Select the add on that you need to validate (USAA Membership, Background Screening, or U.S. Center for SafeSport Training
- Enter the Member ID or First Name/Last Name
- Select 'Validate'
- The results will give you the expiration date for the item you are looking up
 - Note: Membership, Background Screening, and SafeSport Training must be current through the duration of the event.

The following individuals are not required to complete a USAA Background Screening or U.S. Center for SafeSport Training as long as their contact with athletes is incidental and observable. Individuals should have a USAA Membership or Non-Athlete Pledge Form on file (if non-member):

- Media Photographers, videographers and/or reporters
- Field Crew Responsible for field set-up, maintenance and tear down
- Vendors Businesses, sponsors or partners with an event booth
- Water Station Volunteers Provides water bottles to event participants/staff
- Registration Volunteers Processes athlete/event personnel check-in
- Day of Arrow Agent Volunteers
 - Note: For the above roles, to include day-of volunteers, the event layout limits the possibility of impermissible one-on-one interactions to occur. The space is open, observable, and frequently occupied by event personnel, spectators, and competitors throughout the duration of the event. One-on-one interactions between minor athletes and adults are observable and interruptible. Furthermore, the above roles, to include day-of volunteers, do not have regular contact with minor athletes, nor do they have authority over minor athletes.
 - Pre-planned event personnel, although not all have regular contact with minor athletes and do not necessarily have authority over minor athletes, are all checked against the same requirements as their information is available and as is best practice.
- EMTs/Volunteer Medical Provides medical support to event participants/staff
- Day of Interpreters
- *Note: All Event Personnel, including day of event personnel/on-site registrations and/or lastminute event personnel substitutions must:
 - Have their individual names checked against the USAA's Organization Exclusion

Lists, which include the <u>Suspension List</u> and the <u>Admin Hold List</u>. This is a list of all individuals who have been banned, suspended or placed on Administrative Hold by USAA or listed as ineligible on the <u>U.S. Center for SafeSport Centralized Disciplinary</u> <u>Database</u>, hereafter referred to as USAA's Organizational Exclusion List.

- Provided a copy of the Minor Athlete Abuse Prevention Policy upon check-in. The Event Organizer can have the Event Organizer Check-In Resource, Appendix D, available at Check-In so that all competitors and non-competitors can scan a QR Code and access MAAPP and information on how to report a concern or violation directly.
- Event Personnel listed above not required to complete U.S Center for SafeSport Training should be provided a copy of the MAAPP upon check-in and provided information on how to report a concern or violation.

Section 4: Communication of the Minor Athlete Abuse and Prevention Policy (MAAPP)

<u>Requirement:</u> Prior to each event, through the registration process or some other form of communication, all registered competitors and "Event Personnel" noted in Section 1, must receive a copy of the <u>MAAPP</u>.

Implementation:

a. Event organizers must communicate to all registered participants and "Event Personnel" that they will be required to adhere to the MAAPP (see Appendix C for Sample MAAPP Communication Template for Event Organizers) for the duration of the event. Furthermore, this communication will also include information on how to report a concern or violation. **This information must be communicated prior to the start of the event**. Event Organizers can send emails to registered competitors in the USAA Membership Services System by following steps as outlined in Appendix B. Event Organizers can use the example communication as outlined in Appendix C.

b. If event organizers are not utilizing the USAA Membership Services System for event registration, event organizers will need to manually send the email Appendix C to all Event Personnel and registered competitors using their personal email service.

c. Event organizers will be required to provide proof of <u>MAAPP</u> communication to registered participants **and** "Event Personnel" upon request from USAA. Event organizers may send a separate email to Event Personnel using the same text noted above. Event organizers should keep a record of the email to Event Personnel.

d. Event Organizers should post MAAPP signage throughout the venue. Event Organizers should also post information on how to report a concern or violation on any unlocked door that leads to an area that is not observable and interruptible (example restrooms/locker rooms etc.) for which competitors and spectators will utilize. In addition, Event Organizers should conduct random checks in these areas throughout the event to ensure areas remain safe. Please <u>click here</u> to access a customizable form to post at your event in these areas. e. Event Organizers are also highly encouraged to post the MAAPP Communication in published event information.

Section 5: Adherence to the MAAPP

Requirement: Event organizers should proactively complete a risk assessment related to the <u>MAAPP</u> criteria and eliminate all vulnerabilities that may exist as related to the MAAPP when the event has minors registered as competitors.

Implementation: Per the MAAPP, event organizers should actively complete a risk assessment prior to each event to mitigate and/or eliminate applicable risks for:

- One-on-One Interactions
- Massage and Athletic Training Modalities
- Locker Rooms/Changing Areas
- Electronic Communications (Includes Texts, Emails and Social Media)
 - o No event communication should be sent to an individual minor athlete, but rather use group communications only and copy other adults, including the minor's parents.
- Transportation and Lodging

Eliminating risks may include but is not limited to providing the appropriate consent forms, blocking off restricted areas, and conducting bathroom checks.

Event organizers should review Appendix D, USAA's (USAA) Guide to Minor Athlete Abuse Prevention Policies (MAAPP) and Event Audit Compliance, for additional guidance on specific compliance requirements.

Section 6: USAA Organizational Exclusion List – Verification

Requirement: Event organizers will be required to ensure any "Event Personnel" noted in Section 1 and Section 3 and/or competitors (USAA with Minors competing and those without Minors competing), are not currently listed on USAA's Organizational Exclusion Lists.

Implementation:

a. If the event is hosted on the USAA Membership Services System, any competitor who is listed on one of USAA's Organization Exclusion Lists will automatically be prevented from registering for any event because a current USAA membership is required to register for a sanction event. An individual who is listed on one of USAA's Organizational Exclusion lists will have a Suspended or Admin Hold status and will therefore not be able to proceed through the registration form.

b. If the event is <u>not</u> hosted on the USAA Membership Services System, event organizers will need to manually check the final participant registration list against the <u>USAA's Suspension List</u> here and<u>USAA's Admin Hold List here</u>. Any person on these lists should be prohibited from participating at the event and also from serving in an "Event Personnel" role. c. In all instances event organizers should make sure competitors and "Event Personnel" noted in Section 1 and Section 3 are not listed on USAA's Organization Exclusion lists (including day of event personnel/on-site registrations and/or lastminute event personnel substitutions) by manually checking <u>USAA's Suspension List</u> here and <u>USAA's Admin Hold List here</u>.

Section 7: Event Personnel Tracking Tool

All event organizers should maintain a roster of "Event Personnel" for each sanctioned event, to include their role and verification that they have each completed the necessary requirements set forth above, prior to the start date of the event. Please utilize the USAA "<u>Event Personnel Tracking Tool"</u> to record this information. USAA Event Organizers must submit an Event Tracking tool to USAA for every sanctioned event (send to: <u>athletesafety@usarchery.org</u>) and retain the "Event Personnel Tracking Tool" for a minimum of 5 years for purposes of USAA audit, upon request. For lookup permissions for USAA Membership, Background Screening, and US Center for SafeSport, please email <u>clubs@usarchery.org</u>.

<u>a.</u> <u>USAA Non-Athlete Pledge</u>: "Event Personnel" who are not members of USAA will be required to sign the USAA Non Athlete Pledge <u>here</u>. This pledge will be good for one year and must be signed annually. The event organizer should verify all "Event Personnel" have a Non-Athlete Pledge (or current USAA Membership) on file prior to the event. Event organizers will be required to provide proof of Non-Athlete Pledge verification for "Event Personnel" upon request from USAA.

<u>b. U.S. Center for SafeSport Training</u>: "Event Personnel" that are required to complete the online U.S. Center for SafeSport Training (see Section 1) can do so by logging in to the USAA membership services platform <u>here</u>. If the "Event Personnel" is not a USAA member, they will be required to create a profile before the training will be accessible. This90-minute training is FREE to all USAA members and "Event Personnel". Upon completion of the training, "Event Personnel" will receive a certificate of completion, which can be shared with the event organizer. The event organizer should verify the U.S. Center for SafeSport training will be current through the date of the event.

<u>c. USAA Background Screen</u>: "Event Personnel" that are required to complete a USAA Background Screen (see Section 1 and Section 5) may do so by logging in to the USAA membership services platform <u>here</u>. If the "Event Personnel" is not a USAA member they will be required to create a profile before a background screen may be added. The cost will be \$35* and the Background Screen will be good for two years from date of completion. Upon completion of the Background Screen, "Event Personnel" will receive a red or green light status update in their USAA account, which can be shared with the event organizer. The event organizer should verify the USAA Background Screen will be current through the date of the event.

USAA Organization Exclusion List: Event organizers will be required to ensure any "Event

Personnel" are not currently listed on the USAA Organizational Exclusion lists.

<u>d. Photographers and Media</u>: To determine what requirements Photographers and Media must have, event organizers should review and adhere to the USAA <u>Photo and</u> <u>Media Policy</u>.

e. <u>Visual Identifier:</u> Event organizers must issue a wristband, or similar item, to Event Personnel to identify these individuals and monitor access to the field of play for those required to complete U.S. Center for SafeSport Training and/or a USAA Background Screening.

A checklist to assist Event Organizers in completing Sections 3 through 7 of this policy is included as Appendix E for assistance.

For more information on these procedures please contact <u>athletesafety@usarchery.org.</u>

Section 8: Communication of this Policy

At a minimum, annually, USAA will communicate this policy to Event Organizers through targeted email communications.

USAA automatically communicates this policy to Event Organizers at time of event sanction requests via the automated email and it is also included in the event terms and conditions Event Organizers agree to at time of event sanction.

ATHLETE SAFETY PROCEDURES FOR EVENT ORGANIZERS DECISION ASSISTANT APPENDIX A



before the start date of each event and remain on file in your records for 5 years.

Appendix B: Sending a MAAPP Communication in Sport:80

- 1. Login to your USAA Account and select your club/state association
- 2. In the left-hand menu, scroll down and select Events Admin
- 3. Select "Tournaments"
- 4. Search and select event
- 5. Select "Entries"
- 6. Filter to Entry Status "Complete"
- 7. Select All (Top Left Box)
- 8. Click to select all items
- 9. Select "Email"
- 10. Enter your email Subject, "USAA Minor Athlete Abuse Prevention Policy," click Next
- 11. Copy and paste template below into body of email
- 12. Update Event Name and Event Host Name
- 13. Click "Send"

Appendix C: Sample MAAPP Communication Template for Event Organizers

Dear (Archer or Event Personnel),

In preparation for the upcoming [Insert Event Name], this email is a formal reminder that all registered competitors and event personnel at a USA Archery sanctioned event, are required to adhere to the <u>Minor Athlete Abuse Prevention Policies (MAAPP)</u> for the duration of the event.

What is MAAPP?

- MAAPP is a proactive prevention policy that aims to prevent abuse of Minor Athletes in sport. MAAPP attempts to accomplish this by providing guidelines for one-on-one interactions between Adult Participants and Minor Athletes during In-Program activities (i.e. Events, Tournaments, Camps, etc.).
- MAAPP is based on the premise that by limiting one-on-one contact and interactions between Adult Participants and Minor Athletes, we are providing a greater opportunity to ensure the safety of our Minor Athletes.
- MAAPP also requires specific credentialing of Adult Participants that will have regular contact with and/or authority over minors (i.e. Coaches, Judges, Event Organizers, etc.).
 - These Adult Participants must have a current USAA Membership or Non-Athlete Pledge, a current SafeSport training, and a current Background Screen on file. Furthermore, they must not be prohibited from participating in sport.
- MAAPP provides information on how to report an actual or suspected violation.
- MAAPP is the policy, and the SafeSport Code is what holds individuals or organizations accountable for policy violations.

*MAAPP does not apply to Adult-Only Programs

To Report a Concern or Violation:

Reporting misconduct is vital to protecting athletes and preventing further incidents.

• **To Report Sexual Misconduct:** If you have a reasonable suspicion that child sexual abuse or neglect has occurred, the first step should be to make a report to law enforcement. Please also report sexual misconduct to the U.S. Center for SafeSport <u>here.</u>

• To Report Emotional and Physical Misconduct Including Minor Athlete Abuse Prevention

Policies: please complete the USAA Athlete Safety Reporting Form.

For more information on MAAPP Requirements and Reporting Information, to include policies on Electronic Communications, Meetings, Athlete Training Modalities, Massages,

and Rubdowns, please review the MAAPP as stated above.

If you would like more information on the MAAPP or need to access Consent Forms, you can

visit <u>USAA's Resource Center</u>, under the Athlete Safety category or visit <u>USAA's SafeSport</u> <u>Page</u>.

Please contact USAA at <u>memberships@usarchery.org</u> for more information. If you registered on behalf of your family or team member, please forward this message to them to review.

Kind Regards, USAA [Event Host Name]

EVENT ORGANIZER CHECK-IN RESOURCES QR CODE FOR EVENT ORGANIZER USE ONLY

Appendix D

Scan the QR code below to view our event organizer check-in resources.

RESOURCES INCLUDE:

- Admin Hold List for Event Organizers
- Minor Athlete Abuse Prevention Policy (MAAPP)
- Suspension List for Event Organizers
- USA Archery Safesport: Reporting







MINOR ATHLETE ABUSE AND PREVENTION POLICY



USA ARCHERY'S (USAA) GUIDE TO MINOR ATHLETE ABUSE PREVENTION POLICIES (MAAPP) AND EVENT AUDIT COMPLIANCE

Appendix E

PURPOSE

The U.S. Center for SafeSport's ('the Center') Minor Athlete Abuse Prevention Policies (MAAPP) list several requirements to ensure athlete safety at events. This tool was modified from the Center's checklist to be specific to USA Archery (USAA) in order to assist Event Organizers and compliance with MAAPP Requirements.

If you require assistance or have any questions, the points of contact are as follows:

- Local, State, Regional, Collegiate: <u>clubs@usarchery.org</u>
- National: <u>athletesafety@usarchery.org</u>

If you would like to review the Center's references, they are available by topic as listed below:

- MAAPP At-A-Glance
- MAAPP Transportation
- MAAPP Meeting and Training Sessions
- MAAPP In-Program Contact
- MAAPP Electronics Communication
- MAAPP Locker Room and Changing Areas
- MAAPP Athletic Training, Massages, and Rubdowns

If you would like additional information as to why the below listed tasks are required, please contact **athletesafety@usarchery.org**.

Day-Of Participants and Event Personnel:

All Day-Of Participants and Event Personnel, to include Volunteers, Vendors, Coaches, and Officials, must be recorded on the event tracking tool, provided a copy of MAAPP, and information on how to report violations. An updated Event Tracking Tool may be submitted after the tournament.

USAA highly recommends maintaining a copy of the Event Organizer Check-In Packet on-site during the event, so that Event Organizers may access and utilize the event personnel tracking tool, MAAPP communications, organizational exclusion lists, and other resources.

REQUIRED ITEMS

CHECKLIST	TOOLS & RESOURCES	
AT LEAST THREE DAYS PRIOR TO EVENT		
Finalize the Event Tracking Tool	Resource Location: USAA Resource Center. Event Personnel Tracking Tool USAA Event Organizer Resource Packet Send a Copy to: athletesafety@usarchery.org Organizational Exclusion Lists: Admin Hold List Suspension List 	
Send the MAAPP Communication	Resource Location: Athlete Safety Procedures for USA Archery Event Organizers USAA Event Organizer Resource Packet Send a Copy to: athletesafety@usarchery.org If you are not using the USAA Membership Services Platform, you will need to generate an email distribution manually. If not using the MAAPP Communication Sample Template, please be advised that the communication you send must explicitly provide information on how to report all forms of misconduct (sexual, physical, emotional misconduct and violations of the MAAPP) and should be communicated along with the MAAPP policy.	
DURING EVENT SETUP		
Conduct Pre-Event Walk- Through	Identify and Restrict Areas that are not public, observable or interruptible	
Post Athlete Safety Flyers and Posters at Your Event	 MAAPP How to Report a Concern MAAPP Event Signage MAAPP Locker Room Event Signage 	
DURING CHECK IN		
Implement Visual Identifiers to those with Access to Field of Play	 Provide wristbands, lanyards, or stickers, etc. Non-Competitors with a Visual Identifier have a: Current Background Screen Current SafeSport Training USAA Membership or Non-Athlete Pledge Have received information on MAAPP and how to report a concern or violation Competitors with a Visual Identifier have a: USAA Membership in Good Standing Are not on any Organizational Exclusion List Have received information on MAAPP and how to report a concern or violation *Event Organizer is under no obligation to permit access to restricted areas to anyone other than athletes and pre-approved event staff. *This includes athletes and all persons listed on the Event Personnel Tracking Tool. 	
Provide copy of MAAPP and Information on How to Report to Vendors	Event Organizers can also utilize the Event Organizer Check-In Resource QR Code Tool included as an Appendix in the Athlete Safety Procedures for USA Archery Event Organizers Procedures	

REQUIRED IMPLMENTATION STEPS, AS APPLICABLE

CHECKLIST	TOOLS & RESOURCES	
PRIOR TO EVENT		
Provide Minor Consent Forms	Provide for each situation that applies.	
	Minor Consent Forms:	
	Dual Relationship	
	Personal Care Assistant	
	Electronic Communications	
	Individual Training Sessions	
	Meetings	
	Locker Rooms and Changing Areas	
	Transportation	
	Lodging	
	Athletic Training Modalities, Massages, and Rubdowns	
Pre-Event Meeting Discussion Items	MAAPP Requirements	
	Reporting Information	
	 Policies on Electronic Communications, Meetings, Athlete Training Modalities, Massages & Rubdowns 	
	*This should be a review of information provided in the MAAPP communication.	

BEST PRACTICES

CHECKLIST	TOOLS & RESOURCES	
PRIOR TO EVENT		
Lodging	If you are suggesting or providing Lodging for the event, you must also advise of MAAPP and Consent Forms.	
	Local/State: Must advise of MAAPP requirements and location of Consent Forms, in conjunction with Lodging Information and Availability	
	National: No Further Action Required, Completed by Main Office (MAAPP requirements posted on each individual event page under Related Resources)	
DURING THE EVENT		
MAAPP Announcements	Ensure MAAPP Requirements and Reporting Information are included in Field of Play or Day-Of Event Announcements and Event Program	
	Local/State: For script templates or event program recommendations, contact athletesafety@ usarchery.org	
	National: No Further Action Required, Completed by USA Archery	
Bathroom Checks	Conduct routine bathroom checks if staffing allows.	
	Bathroom Tracking Spreadsheet	