



## Policy to Limit 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, the risk of child sexual abuse is reduced. However, one-on-one time with trusted adults is also healthy and valuable for a child. WYSA's Policy to Limit One-on-One Interactions Between Adults and Minors ("Policy to Limit One-on-One Interactions") protects children while allowing for these beneficial relationships. These policies are intended to limit one-on-one interactions between Minor Participants and any Covered Personnel who is not their legal guardian during WYSA sanctioned activities and competitions.

Topics detailed within this policy include:

- One-on-One Interactions, including meetings and individual training sessions
- Massages and rubdowns
- Locker rooms, rest rooms, and changing areas
- Social media and electronic communications
- Local travel
- Team travel

A Minor Participant that reaches the age of majority may not be subject to this policy in their capacity as an athlete, and when interacting with Minor Participants who are aged 16 or older. The Policy to Limit One-on-One Interactions *is* in effect when this now age of majority athlete interacts with Minor Participants aged 15 or younger. Should a Minor Participant reach the age of majority and then obtain a position that presents a potential power imbalance, such as becoming a coach, the individual is subject to the Policy to Limit One-on-One Interactions.

## One-on-One Interactions

### Mandatory Components

- a. Application  
This policy applies to all Covered Personnel.
- b. Observable and interruptible
  - One-on-one interactions between a Minor Participant and a Covered Personnel (who is not the minor's legal guardian) during WYSA sanctioned activities and competitions are permitted, if they occur at an observable and interruptible distance by another adult.
  - Isolated, one-on-one interactions between a Minor Participant and a Covered Personnel (who is not the minor's legal guardian) during WYSA sanctioned activities and competitions are prohibited, except under emergency circumstances.
- c. Meetings
  - Meetings between a Covered Personnel and a Minor Participant during WYSA sanctioned activities and competitions 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 (if available) has windows, with the windows, blinds, and/or curtains remaining open during the meeting.

- d. Meetings with mental health care professionals  
If a mental health care professional meets with a Minor Participant during WYSA sanctioned activities and competitions, 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 WYSA sanctioned activity or competition, (3) the other adult is advised that a closed-door meeting is occurring, and (4) written legal guardian consent is obtained by the mental health care professional, with a copy provided to WYSA.
- e. Individual training sessions  
Individual training sessions between Covered Personnel and Minor Participants are permitted during WYSA sanctioned activities and competitions if the training session is observable and interruptible by another adult. The Covered Personnel must obtain the written permission of the Minor Participant’s legal guardian in advance of the individual training session. Parents, guardians, and other caretakers must be allowed to observe the training session. Permission for individual training sessions must be obtained at least every six months.

## Recommended Components

- f. Monitoring  
When one-on-one interactions between Covered Personnel and Minor Participants occur during WYSA sanctioned activities and competitions, 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.
- g. Out-of-program contacts  
Covered Personnel are prohibited from interacting one-on-one with unrelated Minor Participants in settings outside of the program (including, but not limited to, one’s home, restaurants, and individual transportation), unless parent/legal guardian consent is provided for each out-of-program contact. Such arrangements are nonetheless strongly discouraged.

## Messages and Rubdowns

### Mandatory components

- a. Application  
This policy applies to all Covered Personnel.
- b. Licensed, certified professional
  - Any massage or rubdown performed by a Covered Personnel on a Minor Participant during WYSA sanctioned activities and competitions is prohibited unless such Covered Personnel is a licensed massage therapist.
  - Any massage or rubdown performed during WYSA sanctioned activities and competitions by a licensed professional must be conducted in open and interruptible locations. Any massage of a Minor Participant must be done with at least one other adult present and must never be done with only the Minor Participant and licensed massage therapist in the room.
  - Even if a coach is a licensed massage therapist, the coach shall not perform a rubdown or massage of a Minor Participant under any circumstances.

### Recommended components

- c. Written consent  
Written consent by a legal guardian shall be provided before providing each massage or rubdown on a Minor Participant. Parents must be permitted to be in the room as an observer.

## Locker Rooms, Rest Rooms and Changing Areas

### Mandatory Components

- a. Application  
This policy applies to all Covered Personnel.
- b. 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, rest rooms, changing areas, or similar spaces during WYSA sanctioned activities and competitions is prohibited. Exceptions may be made for media and championship celebrations, provided that such exceptions are approved by WYSA and two or more adults are present.
- c. Undress
  - Under no circumstances shall an unrelated Covered Personnel during WYSA sanctioned activities and competitions be undressed (disrobed or partial or full nudity where private body parts are exposed) in front of Minor Participants.
- d. Isolated one-on-one interactions
  - At no time are unrelated Covered Personnel permitted to be alone with a Minor Participant in a locker room, rest room, or changing area during WYSA sanctioned activities and competitions, except under emergency circumstances.
  - If any WYSA sanctioned activities and competitions require the use of a facility that has access to a single set of such facilities, the WYSA, where applicable, and/or WYSA member organizations, where applicable, will designate times for use by Covered Personnel, if any.
- e. Monitoring  
The WYSA, where applicable, and/or WYSA member organizations, where applicable, regularly and randomly monitor the use of locker rooms, rest rooms, and changing areas at facilities at which WYSA sanctioned activities and competitions are taking place to ensure compliance with these policies.
- f. Non-exclusive facility  
If the WYSA and/or WYSA member organizations use a facility for WYSA sanctioned activities and competitions and that facility is used by multiple constituents, Covered Personnel are nonetheless required to adhere to the rules set forth here.

### Recommended Components

- g. To minimize the risk of bullying and hazing, the WYSA, where applicable, and/or WYSA member organizations, where applicable, use locker room monitors to ensure that minors are not left unattended in locker rooms, rest rooms, and changing areas.
- h. Adults make every effort to recognize when an athlete goes to the locker room or changing area during practice and competition and, if they do not return in a timely fashion, the WYSA, where applicable, and/or WYSA member organizations, where applicable, will check on the athlete's whereabouts.
- i. The WYSA and WYSA member organizations discourage parents from entering locker rooms and changing areas unless it is truly necessary. In those instances, it should only be a same-sex parent. If this is necessary, parents should let a coach or administrator know about this in advance.

## Social Media & Electronic Communications

### Mandatory components

- a. Application  
This policy applies to all Covered Personnel.
- b. Content

All electronic communication originating from Covered Personnel to Minor Participants must be professional in nature.

c. Open and transparent

- If a Covered Personnel needs to communicate directly with a Minor Participant via electronic communications, another Covered Personnel or the minor's legal guardian will be copied.
- If a Minor Participant communicates to the Covered Personnel privately first, the Covered Personnel should respond to the Minor Participant with a copy to another Covered Personnel or the minor's legal guardian.
- A Covered Personnel communicating electronically to the entire team will copy another Covered Personnel.
- Minor Participants may "friend" the WYSA or WYSA member organizations' official page(s).

d. Prohibited electronic communications

- Covered Personnel are not permitted to communicate privately via electronic communications with Minor Participants, except under emergency circumstances.
- Covered Personnel are not permitted to "private message," "instant message," "direct message", or send photos via Snapchat or Instagram to a Minor Participant privately.
- Covered Personnel are not permitted to maintain social media connections with Minor Participants; such Covered Personnel are not permitted to accept new personal page requests on social media platforms from Minor Participants and existing social media connections with Minor Participants shall be discontinued

e. Requests to discontinue

Legal guardians may request in writing that their child, a Minor Participant, not be contacted through any form of electronic communication by the WYSA, WYSA member organizations, or by specific Covered Personnel(s). The respective organization(s) and/or Covered Personnel(s) will abide by any such request that their child, a Minor Participant, not be contacted via electronic communication, absent emergency circumstances.

## Recommended components

f. Hours

Electronic communications with Minor Participants will only be sent between the hours of 8:00 a.m. and 8:00 p.m.

g. Monitoring

- The WYSA, where applicable, and/or WYSA member organizations, where applicable, should monitor their respective social media pages and remove any posts that violate the organization's policies and practices for appropriate behavior.
- The WYSA, where applicable, and/or WYSA member organizations, where applicable, will inform the legal guardian of a Minor Participant of any prohibited posts, as well as the organization's administrator(s).

## Local Travel

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

## Mandatory Components

a. Application

This policy applies to all Covered Personnel.

b. Transportation

- The WYSA and/or WYSA member organizations do not arrange for local travel.

- Covered Personnel 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 may only drive with at least two other Minor Participants or another adult at all times, unless otherwise agreed to in writing by the Minor Participant's parent/legal guardian in advance of each local travel.

### Recommended Components

- c. Shared or Carpool Travel Arrangement  
WYSA encourages parents/legal guardians to pick up their child, a Minor Participant, first and drop off their child, a Minor Participant, last in any shared or carpool travel arrangement.

### Team Travel

Team travel is travel to a competition or other team activity that the WYSA and/or WYSA member organization(s) plan and supervise.

### Mandatory Components

- a. Application  
This policy applies to all Covered Personnel.
- b. Team/competition travel
  - When only one Covered Personnel 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 the Covered Personnel.
- c. Hotel rooms
  - Covered Personnel shall not share a hotel room or other sleeping arrangement with a Minor Participant (unless the Covered Personnel is the legal guardian, sibling, or is otherwise related to the Minor Participant).
- d. Meetings
  - Meetings shall be conducted consistent with the WYSA's policy for one-on-one interactions – i.e., any such meeting shall be observable and interruptible.
  - Meetings shall not be conducted in a hotel room.

### Recommended Components

- e. Team travel policies must be signed and agreed to by all Minor Participants, parents, and Covered Personnel traveling with the WYSA and/or WYSA member organization(s).
- f. Covered Personnel who travel with the WYSA and/or WYSA member organizations must successfully pass a criminal background check and other screening requirements consistent with the organization's policies.
- g. During team travel, when doing room checks, attending team meetings and/or other activities, two-deep leadership and observable and interruptible environments should be maintained.

Approved 07/16/19  
WYSA Board of Directors