



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

This policy applies to all In-Program Contact between Covered Personnel and Minor Athletes.

a. 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, unless:
 - A Dual Relationship exists; or
 - The Close-in-Age Exception applies; or
 - A Minor Athlete needs a Covered Personnel Personal Care Assistant ("PCA"), and:
 1. The Minor Athlete's parent/guardian has provided written consent to the WYSA for the Covered Personnel PCA to work with the Minor Athlete; and
 2. The Covered Personnel PCA has complied with WYSA's Education & Training Policy; and
 3. The Covered Personnel PCA has complied with WYSA's Background Check Policy.

b. Meetings and Training Sessions

Covered Personnel must follow the one-on-one interaction policy in all meetings and training sessions where Minor Athletes are present.

c. Meetings with mental health care professionals

If a mental health care professional meets with a Minor Participant at a WYSA event or a facility, which is partially or fully under our jurisdiction, the meeting must be observable and interruptible except if: (1) the door remains unlocked, (2) another adult is present at the facility, (3) the other adult is advised that a closed-door meeting is occurring, although the minor's identity need not be disclosed; (4) the organization is notified that the provider will be meeting with a Minor Athlete, and (5) written legal guardian consent consistent with applicable laws and ethical standards is obtained by the mental health care professional, with a copy provided to WYSA.

d. Individual training sessions

One-on-one, In-Program, individual training sessions must be observable and interruptible except if:

- A Dual Relationship exists; or
- The Close-in-Age Exception applies; or
- A Minor Athlete needs a Covered Personnel Personal Care Assistant ("PCA"), and:
 1. The Minor Athlete's parent/guardian has provided written consent to the WYSA for the Covered Personnel PCA to work with the Minor Athlete; and
 2. The Covered Personnel PCA has complied with WYSA's Education & Training Policy; and
 3. The Covered Personnel PCA has complied with WYSA's Background Check Policy.

The Covered Personnel providing the individual training must obtain the written permission of the minor's legal guardian at least annual, which may be withdrawn at any time. Parents, guardians, and other caretakers must be allowed to observe the training session.

Recommended Components

e. Monitoring

When one-on-one interactions between Covered Personnel and Minor Participants occur at a facility partially or fully under WYSA's jurisdiction, another Covered Personnel will monitor each meeting or training session. Monitoring includes reviewing the parent/guradian consent form, knowing that the one-on-one interaction is occurring, knowing the approximate planned duration of the interaction, and randomly dropping in on the one-on-one.

Parent Training

Parents/guardians receive the U.S. Center for SafeSport's education and training on child abuse prevention before providing consent for their Minor Athlete to have a meeting or training session with an Adult Participant subject to these policies.

Massages and Rubdowns

Mandatory components

a. Application

This policy applies to all In-Program athletic training modalities, massages, or rubdowns of Minor Athletes.

b. Licensed, certified professional

- Any athletic training modalities, massages, or rubdowns performed by a Covered Personnel on a Minor Participant at our facilities or a training or competition venue is prohibited unless such Covered Personnel is a licensed massage therapist.
- Any athletic training modalities, massages, or rubdowns performed at our facilities or a training or competition venue by a licensed professional must be observable and interruptible. 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

- Written consent
Written consent by a legal guardian shall be obtained at least annually before providing any athletic training modalities, massages, or rubdowns each massage or rubdown on a Minor Participant. Parents must be permitted to be in the room as an observer.
- Parent training
Parents/guardians receive the U.S. Center for SafeSport education and training on child abuse prevention before providing the consent for their Minor Athlete to receive an athletic training modality, massage, or rubdown.
- The provider should narrate the steps in the massage, rubdown, or athletic training modality before taking them, seeking assent of the Minor Athlete throughout the process.

Locker Rooms, Rest Rooms and Changing Areas

Mandatory Components

- Application
This policy applies to:
 - All In-Program Contact between Covered Personnel and Minor Athlete(s) in a locker room, changing area, or similar space
 - Staff and board members of an Amateur Organization Member
- 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 at a facility under WYSA's jurisdiction is prohibited. Exceptions may be made for media and championship celebrations, provided that: parent/legal guardian consent has been obtained, such exceptions are approved by WYSA, everyone is fully clothed, and two or more Covered Personnel are present.
- Isolated one-on-one interactions
 - All one-on-one, In-Program contact between Covered Personnel and a Minor Athlete in a locker room, restroom, or changing area must be observable and interruptible, except if:
 - A Dual Relationship Exists; or
 - The Close-In-Age Exception applies; or
 - A Minor Athlete needs and Adult Participant Personal Care Assistant ("PCA"), and:
 - The Minor Athlete's parent/guardian has provided written consent to WYSA for the Covered Personnel PCA to work with the Minor Athlete; and
 - The Covered Personnel PCA has complied with WYSA's education and training policy; and
 - The Covered Personnel PCA has complies with WYSA's screening policy.
 - If WYSA is using a facility that has access to a single set of facilities, we will designate times for use by Covered Personnel, if any.
- Undress
 - Under no circumstances shall Covered Personnel shower with Minor Athletes or otherwise be undressed (disrobed or partially or fully unclothed where private body parts are exposed) in front of

minor athletes unless: a Dual Relationship exists; the Close-in-Age Exception applies, or a minor athlete requires a Personal Care Assistance (“PCA”) and the PCA requirements set forth in above have been fulfilled.

e. Monitoring

The WYSA, where applicable, and/or WYSA member organizations, where applicable, regularly and randomly monitors the use of locker rooms, restrooms, and changing areas at facilities under our jurisdiction to ensure to ensure compliance with these policies. WYSA and/or WYSA member organizations will provide a private or semi-private place for minor athletes to change clothes or undress at sanctioned events that include lockers rooms and/or changing areas for athlete use.

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 open and transparent, and professional in nature.

c. Open and transparent

All electronic communications between Covered Personnel and a Minor Athlete must be open and transparent except if:

- A Dual Relationship Exists; or
- The Close-In-Age Exception applies; or
- A Minor Athlete needs and Adult Participant Personal Care Assistant (“PCA”), and:
 - The Minor Athlete’s parent/guardian has provided written consent to WYSA for the Covered Personnel PCA to work with the Minor Athlete; and
 - The Covered Personnel PCA has complied with WYSA’s education and training policy; and
 - The Covered Personnel PCA has complies with WYSA’s screening policy.

d. Open and transparent means:

- 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).
 - Only platforms that allow for open and transparent communication may be used to communicate with Minor Athletes.
- e. Prohibited electronic communications
- Covered Personnel are not permitted to communicate privately via electronic communications with Minor Participants, except the exceptions above.
 - Covered Personnel are not permitted to “private message,” “instant message,” “direct message”, or send photos via Snapchat or Instagram to a Minor Participant privately, except under the exceptions above.
 - 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, except under the exceptions above.
- f. 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

- g. Hours
 Electronic communications with Minor Participants will only be sent between the hours of 8:00 a.m. and 8:00 p.m.
- h. 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).
- i. Social Media Connections
 Covered Personnel are not permitted to maintain private social media connections with minor athletes and should discontinue existing social media connections with minor athletes.

Transportation

Transportation 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

- A Covered Personnel cannot transport a Minor Athlete on-on-one during In-Program travel, except if:
 - A Dual Relationship Exists; or
 - The Close-In-Age Exception applies; or
 - A Minor Athlete needs and Adult Participant Personal Care Assistant (“PCA”), and:
 - The Minor Athlete’s parent/guardian has provided written consent to WYSA for the Covered Personnel PCA to work with the Minor Athlete; and
 - The Covered Personnel PCA has complied with WYSA’s education and training policy; and
 - The Covered Personnel PCA has complies with WYSA’s screening policy.
 - The Covered Personnel has advance, written consent to transport the Minor Athlere one-on-one obtained at least annually from the Minor Athlete’s parent/guardian.
- Minor Athlete(s) or their parent/guardian can withdraw consent at any time.
- Covered Personnel may transport Minor Athletes if accompanied by at least one other Covered Personnel or at least two minors.
- Written consent from a Minor Athlete’s parent/guardian is required for all transportation arranged by WYSA or WYSA member organizations.

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.

d. Parent Training

Parents/legal guardians receive education concerning child abuse prevention before providing consent for their minor to travel alone with an Adult Participant.

Lodging

Lodging is team travel to a competition or other team activity that the WYSA and/or WYSA member organization(s) plan and supervise, and that requires an overnight stay or use of hotel

Mandatory Components

a. Application

This policy applies to all Covered Personnel.

b. Team/competition travel

- c. 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. Hotel rooms and Other Sleeping ArrangementsAll

- In-Program Contact at a hotel or lodging site between Covered Personel and a Minor Athlete must be observable and interruptible, and a Covered Personnel cannot share a hotel room or otherwise sleep in the same room with a Minor Athlete, except if:
 - A Dual Relationship Exists; or
 - The Close-In-Age Exception applies; or
 - A Minor Athlete needs and Adult Participant Personal Care Assistant (“PCA”), and:

- The Minor Athlete's parent/guardian has provided written consent to WYSA for the Covered Personnel PCA to work with the Minor Athlete; and
 - The Covered Personnel PCA has complied with WYSA's education and training policy; and
 - The Covered Personnel PCA has complies with WYSA's screening policy.
- The Covered Personnel has advance, written consent to transport the Minor Athlere one-on-one obtained at least annually from the Minor Athlete's parent/guardian.
- Written consent from a Minor Athelte's parent/guradian must be obtained for all In-Program lodging at least annually
- d. Monitoring or Room Checks During In-Program Travel: If the WYSA, club or team performs room checks during In-Program lodging, the one-on-one interaction policy must be followed and at least two adults must be present for the room checks.
- e. Additional Requirements for Lodging Authorized of Funded by WYSA an/or WYSA member organizations
 - Any Participating Adult traveling with the organization must agree to and sign WYSA's Lodging policy at least annually.
 - Covered Personnel that travel overnight with Minor Athleres are assumed to have authority of Minor Athlete's and thus must comply with the WYSA education and training policy.
- f. 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

- g. 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.
- h. 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.