



BTB Sexual Abuse Prevention Policy & Procedures

Bethel Travel Basketball ("BTB") considers the safety and well-being of the youth in our programs a top priority. Abuse within our organization is prohibited (this includes, without limitation, the type of behavior outlined as prohibited below). By way of the policy and procedures outlined herein, we strive to proactively prevent abuse and adequately address allegations of such conduct by the reporting measures included herein. We encourage communication and reporting of any concerns of possible abuse and will strive to act on such concerns in an equitable way in accordance with our policies. BTB will report suspected abuse to the proper law enforcement agency(ies), as determined by BTB's Executive Board of Directors.

Policy and Procedures:

BTB has adopted the following Policy and Procedures in an effort to provide a safe environment for our coaches, athletes, and their families. The BTB Board of Directors will review this policy with coaches, volunteers and parents annually.

The Coach hiring and volunteer appointment process shall include the following in an effort to prevent abusive behavior within our organization:

Application – Prior to being selected to coach a BTB team, each applicant must complete BTB's written application (which sets forth appropriate background information and requires disclosure of any prior claims or allegations of sexual abuse or other inappropriate conduct) and provide the names of at least two individuals, aged 18 or older, as personal references.

Background Check – All current and potential coaches will be subject to a background check, including, without limitation, appropriate inquiries regarding any previous record of sexual abuse or other unlawful activity. Background checks must be updated at least every two (2) years for each coach.

Abuse Prevention Training – Prior to being selected to coach a BTB team, each applicant will be required to take the National Alliance for Youth Sports (NAYS) *Protecting Against Abuse Training*.

Prohibited Behavior:

- Use of degrading language or behavior. Coaches are also responsible for stopping disrespectful behavior by a team member, or from another coach on the team, including, without limitation, sexual harassment.
- Threatening to, or intentionally inflicting, physical injury upon any person, especially a minor. Coaches are also responsible for stopping this behavior by a team member, or from another coach on the team.
- Committing any sexual offense against a minor, or engaging in any sexual contact with a minor.
- Making any sexual advance, or engaging in any other verbal or physical conduct of a sexual nature with a minor.
- Non-related one-adult/one-child interaction except in an emergency where not allowing such interaction would, in the opinion of a reasonable person, be dangerous to the child. In an emergency situation, the coach or volunteer must promptly contact a representative of BTB to inform him or her of this contact and the reason for it. Individual instruction between a coach and a minor participant is allowed if requested by a parent or guardian; however, this activity must be in a visible, public setting with open doors.



Reporting of Suspected Child Sexual Abuse or Other Inappropriate Conduct:

A member of BTB's Executive Board of Directors will be designated to receive reports of sexual abuse or other inappropriate conduct. In the event of an allegation of abuse, this BTB representative will promptly notify the proper law enforcement agency(ies), as determined by BTB's Executive Board of Directors.

All coaches, volunteers, parents and program participants are directed and encouraged to report any incident of abuse or suspected abuse that they witness or that is reported to them to the designated BTB Executive Board of Directors representative. ***This does not preclude individuals from reporting abuse or suspected abuse to the proper law enforcement authorities.***

The designated BTB Executive Board of Directors representative will keep the BTB Executive Board of Directors fully informed as to any allegation of abuse and the measures being taken, including the reporting of such allegation of abuse to proper law enforcement authorities. Should a suspected incidence of abuse be reported to BTB, the coach/volunteer in question may be temporarily suspended from duties while an investigation takes place.