



Nebraska Adaptive Sports

Policies and Procedures

Overview of the Nebraska Adaptive Sports Safety System

Because we care for minor athletes and desire to protect them, Nebraska Adaptive Sports requires all volunteer coaches and board members to complete **4 SAFETY STEPS** *before volunteer work begins*.

STEP ONE: Sexual Abuse and Maltreatment Prevention Training

Nebraska Adaptive Sports policies and procedures require that volunteer coaches and board members avoid abusive behavior of any kind. Volunteer coaches and board members are required to report any policy violations to a supervisor or a member of the Nebraska Adaptive Sports Safety Committee, which includes Brent Rasmussen, Koryn Hansen, and Lexi Weisbeck.

Volunteer coaches and board members should have a basic understanding of the characteristics of sexual abusers and their behaviors in ‘grooming’ a minor for sexual abuse. Grooming is the process used by an abuser to select a minor, win the minor’s trust (and the trust of the minor’s parent or ‘gatekeeper’), manipulate the minor into sexual activity and keep the minor from disclosing the abuse.

To equip Nebraska Adaptive Sports volunteer coaches and board members with information necessary to protect a minor from sexual abuse or maltreatment, Nebraska Adaptive Sports requires all volunteer coaches and board members to complete the SafeSport Trained Core program provided online through U.S. Center for SafeSport (www.SafeSportTrained.org; <https://safesporttrained.org/#/curricula/e13f5965-7e12-4d40-9466-2b7fccae360e>). After completing SafeSport Trained Core program, volunteer coaches and board members are required to submit the Certificate of Completion to a member of the Nebraska Adaptive Sports Safety Committee.

SafeSport Trained Core program is required for all volunteer coaches and board members and must be renewed every year.

STEP TWO: Screening Process

Volunteer coaches and board members are required to complete the Nebraska Adaptive Sports Screening Process, which requires volunteer coaches and board members to:

- complete a face-to-face interview, and
- provide references to be checked.

STEP THREE: Policies & Procedures

Volunteer coaches and board members are required to review the policies contained in this manual and sign the last page indicating he or she has read and understood the material, and agrees to comply with policy requirements.

STEP FOUR: Criminal Background Check

Nebraska Adaptive Sports requires that all volunteer coaches and board members undergo a criminal background check. Depending upon position, differing levels or intensity of background check may be required.

Zero Tolerance for Abuse

ABUSE TOLERANCE

Nebraska Adaptive Sports has a **zero tolerance for abuse** in all youth sports teams, programs or activities. It is the responsibility of every coach and volunteer to participate in the effort to create a safe environment for all sports participants.

Definitions

NEBRASKA ADAPTIVE SPORTS ACTIVITY

“**Nebraska Adaptive Sports Activity**” includes any adaptive sport or camp program that is offered or sponsored by Nebraska Adaptive Sports that qualifies any volunteer coach or board member who has direct or indirect contact or influence on a minor athlete.

Reporting Abuse or Suspicions of Abuse

REPORTING RESPONSIBILITIES

Given **Nebraska Adaptive Sports’s zero tolerance for abuse**, **Nebraska Adaptive Sports** encourages a culture of communication regarding matters that place an athlete at risk.

Nebraska Adaptive Sports supports and encourages a culture of communication related to abuse or suspected abuse of athletes. If you see or suspect inappropriate interaction with or between athletes, it is your responsibility to report the inappropriate interaction to the respective team’s head coach or coach or a member of the Nebraska Adaptive Sports Safety Committee.

Because sexual abusers ‘groom’ athletes for abuse, it is possible that a coach or volunteer may witness behavior intended to ‘groom’ a child for sexual abuse. Coaches and volunteers are asked to report any ‘grooming’ behaviors, any policy violations, or any suspicious behaviors to the respective team’s head coach or coach or a member of the Nebraska Adaptive Sports Safety Committee.

All reports of inappropriate behaviors or suspicions of abuse will be taken seriously and will be reported, in accordance with these policies and procedures and state law, to law enforcement, Child Protective Services, or other appropriate agency.

ENFORCEMENT OF POLICIES

Volunteer coaches and board members who supervise other leaders are charged with the diligent enforcement of all athlete safety policies contained in these policies and procedures. A violation of these policies can be grounds for immediate dismissal from **Nebraska Adaptive Sports** Activities. Final decisions related to policy violations will be the responsibility of the **Nebraska Adaptive Sports** Board of Directors.

REPORTING VIOLATION OF POLICY

In order to maintain a safe environment for athletes, coaches and volunteers must be aware of their individual responsibility to report any questionable circumstance, observation, act,

omission, or situation that is a violation of these policies. All questions or concerns related to abuse or should be directed to the respective team's head coach or a member of **Nebraska Adaptive Sports** Board of Directors.

CONSEQUENCES OF VIOLATION

Any person accused of committing a prohibited act or any act considered to be harmful to a child will be immediately suspended from all **Nebraska Adaptive Sports** activities. This suspension will continue during any investigation by **Nebraska Adaptive Sports**, law enforcement, or any child protective agency.

Any person found to have committed a prohibited act may be prohibited from any future **Nebraska Adaptive Sports** Activity.

Failure to report a prohibited act as designated in this policy is a violation of this policy and grounds for dismissal or removal. Volunteer coaches or board members who fail to report a prohibited act may be restricted from participation in any **Nebraska Adaptive Sports** Activity.

REPORTING SUSPICIONS OF ABUSE TO AUTHORITIES

In Nebraska, every person is required to report to a local law enforcement agency (police department or town marshal in incorporated municipalities, the sheriff's office in unincorporated areas, or the Nebraska State Patrol) or the Nebraska Department of Health and Human Services Adult & Child Abuse & Neglect Hotline (1-800-652-1999) if they have reasonable cause to believe a minor has been subjected to child abuse or neglect or observation of a child being subjected to conditions or circumstances which reasonably would result in child abuse or neglect. Whether or not "reasonable cause" exists within the meaning of the statute requires an "exercise of discretion and personal judgment." *Larson by Larson v. Miller*, 76 F.3d 1446, 1457 (8th Cir. 1996). **WHEN IN DOUBT, REPORT!**

In Nebraska, sexual abuse means any sexually oriented act, practice, contact, or interaction in which the child is or has been used for the sexual stimulation of a parent, child, vulnerable adult, or another person.

In Nebraska, sexual exploitation includes, but is not limited to, any person causing, allowing, permitting, inflicting, or encouraging a child to engage in voyeurism, exhibitionism, or sexual acts in exchange for something; or in the production, distribution, or acquisition of pornographic photographs, films, or depiction of the child.

RESPONSE TO REPORT OF ABUSE

When a report of abuse or neglect occurs, the Nebraska Adaptive Sports Board of Directors will take the necessary and appropriate action to ensure a safe environment for the person at risk.

WHEN A MINOR HAS BEEN VICTIMIZED

If a board member or volunteer has knowledge or a suspicion that a minor is a victim of sexual abuse or other maltreatment, the information will be reported to supervisory board and the appropriate authorities as outlined above.

In addition to notifying the appropriate authorities (if required), Nebraska Adaptive Sports will provide the minor or the minor's parent/caregiver/guardian with information to allow the minor (or parent, on the minor's behalf) to obtain assistance and intervention, as well as available counseling options.

Nebraska Alliance of Child Advocacy Centers: 402-933-7422

<https://www.nebraskacacs.com>

Nebraska Coalition: 402-476-6256

https://www.nebraskacoalition.org/get_informed/sexual_assault.html

Nebraska Department of Health and Human Services:

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extension://efaidnbmnnnibpcajpcglclefindmkaj/https://dhhs.ne.gov/Documents/Victim%207s-Guide.pdf

Prohibited Substances and Activities

INTOXICANTS

Volunteer coaches and board members are prohibited from providing alcohol or illegal drugs to minor athletes or any other program participant.

TOBACCO

Volunteer coaches and board members are prohibited from providing tobacco products to minor athletes.

NUDITY

Volunteer coaches and board members that participate in **Nebraska Adaptive Sports Activities** should never be nude in the presence of minor athletes.

SEXUALLY ORIENTED CONVERSATIONS

Volunteer coaches and board members that participate in **Nebraska Adaptive Sports Activities** are prohibited from engaging in any sexually oriented conversations with minor athletes. Volunteer coaches and board members are not permitted to discuss any inappropriate or explicit information about their own personal relationships, dating, or sexual activities with any minor athlete in the program. This provision includes the use of cellular phones, text messages, e-mail, instant messaging, Facebook, and online chat rooms or other social media. See also Electronic Communication and Social Media, below.

POSSESSION OF SEXUALLY ORIENTED MATERIALS

Volunteer coaches and board members that participate in **Nebraska Adaptive Sports Activities** are prohibited from possessing any sexually oriented materials (magazines, videos, etc.) while in the presence of minor athletes.

Physical Contact with Athletes

Appropriate physical contact between minor athletes and coaches or volunteers is a productive and inevitable part of sport. Athletes are more likely to acquire advanced

physical skills and enjoy their sport participation through appropriate physical contact. However, guidelines for appropriate physical contact reduce the potential for abuse and misconduct in athletics – as well as false allegations of abuse.

APPROPRIATE PHYSICAL CONTACT

Nebraska Adaptive Sports, and organizations and individuals affiliated with **Nebraska Adaptive Sports**, acknowledge and adhere to the following principles and guidelines regarding physical contact with minor athletes.

Common Criteria for Appropriate Physical Contact

Physical contact with minor athletes – for safety, consolation and celebration – has multiple criteria that make it both safe and appropriate. These include:

1. The physical contact takes place in public;
2. There is no potential for (or actual) physical or sexual intimacies during the physical contact;
3. The physical contact is for the benefit of the athlete, not to meet an emotional or other need of an adult.

Safety

The safety of minor athletes is paramount, and in many instances the athletic activity is made safer through appropriate physical contact. Examples include:

1. Spotting an athlete so that he or she will not be injured by a fall or piece of equipment;
2. Positioning an athlete's body so that he or she more quickly acquires an athletic skill, gets a better sense of where his or her body is in space, or improves balance and coordination;
3. Making athletes aware that he or she may be in harm's way due to other practicing athletes, or equipment use;
4. Releasing muscle cramps.

Celebration

Sports are physical by definition. **Nebraska Adaptive Sports** recognizes that participants often express a joy of participation, competition, achievement and victory through physical acts. **Nebraska Adaptive Sports** encourages these public expressions of celebration, which include:

1. Greeting gestures such as high-fives, fist bumps, and brief hugs;
2. Congratulatory gestures such as celebratory hugs, "jump-arounds" and pats on the back for any form of athletic or personal accomplishment.

Consolation

It may be appropriate to console an emotionally distressed athlete (e.g., an athlete who has been injured or has just lost a competition). Appropriate consolation includes, publicly:

1. Embracing a crying athlete – in a public place or circumstance;
2. Putting an arm around an athlete while verbally engaging them in an effort to calm them down ("side hugs");
3. Lifting a fallen athlete off the playing surface and "dusting them off" to encourage them to continue competition.

BATHROOM SUPERVISION AND ASSISTANCE GUIDELINE FOR ASSISTING ATHLETES WITH SPECIAL NEEDS

Because minor athletes may require complete assistance with their bathroom activities, all board members and volunteer coaches will observe the following policies:

Special needs

Parents or guardians will offer instruction to board members or volunteer coaches to assist their child with toileting needs and/or diapering needs for individuals who have special needs. If needed, parents or guardians will give consent to board members or volunteer coaches to assist their child with toileting needs and/or diapering needs for individuals who have special needs.

School age minor athletes may be accompanied to the restroom for supervision and assistance when needed. Minor athletes should receive the minimum amount of assistance needed based upon their individual capabilities.

Minor athletes who need catheter assistance may be accompanied and assisted by a volunteer nurse or a caretaker who has parent or guardian consent. Minor athletes who need maximum-moderate assistance transferring for toileting may be accompanied and assisted by a volunteer nurse or a caretaker who has parent or guardian consent.

Board members and volunteer coaches should never take a lone minor to the restroom.

Diapering

Parents or guardians will offer instruction to board members or volunteer coaches to assist their child with toileting needs and/or diapering needs for individuals with special needs.

- 1) Only volunteer nurses or the minor athlete's parent or guardian will undertake the diapering of minor athletes of either sex.
- 2) Minor athletes will never be left unattended in changing areas.
- 3) Any special instructions given by parents leaving minor athletes in the care of NAS will be recorded on the registration cards ("Seth Adams has a medicine in the bag for rash.")
- 4) Minor athletes should be re-diapered and re-clothed immediately upon the completion of changing their soiled diaper.

PROHIBITED PHYSICAL CONTACT

Prohibited forms of physical contact include, without limitation:

1. Asking or having a minor athlete sit in the lap of a coach or volunteer;
2. Lingered or repeated embrace of a minor athlete that goes beyond the criteria set forth for acceptable physical contact;
3. Slapping, hitting, punching, kicking or any other physical contact meant to discipline, punish or achieve compliance from a minor athlete;
4. "Cuddling" or maintaining prolonged physical contact of a minor athlete during any aspect of training, travel or overnight stay;
5. Playful, yet inappropriate contact that is not a part of regular training, (e.g., butt-pats, tickling or wrestling-type "horseplay");
6. Continued physical contact that makes a minor athlete obviously uncomfortable, whether expressed or not;
7. Any contact that is contrary to a previously expressed personal desire by the minor

athlete for decreased or no physical contact, where such decreased contact is feasible in a competitive training environment.

The above physical contact is prohibited between adult and minor athlete AND between minor athletes. Volunteer coaches and board members must model the behavior expected from minor athletes. The above forms of Prohibited Physical Contact will be immediately reported to the respective team's head coach or a member of the **Nebraska Adaptive Sports** Board of Directors.

Some forms of physical contact may constitute physical or sexual abuse that **must be reported to appropriate law enforcement authorities**. When appropriate, the Prohibited Physical Contact will be reported to the appropriate law enforcement authority.

Misconduct

BULLYING

Bullying of any kind is unacceptable at any **Nebraska Adaptive Sports** Activity, and will not be tolerated. Bullying is counterproductive to team spirit and can be devastating to the victim. **Nebraska Adaptive Sports** is committed to providing a safe, caring and friendly environment for all participants. If bullying does occur, incidents will be dealt with promptly and effectively. Any minor athlete who is aware of bullying behavior is expected to tell the respective team's head coach or a member of the **Nebraska Adaptive Sports** Board of Directors.

Objectives of **Nebraska Adaptive Sports's** Bullying Policy and Action Plan:

1. To clearly communicate that **Nebraska Adaptive Sports** will not tolerate bullying in any form.
2. To define bullying and give minor athletes, coaches, volunteers and parents a suitable understanding of those behaviors that constitute 'bullying'.
3. To make it known to minor athletes, coaches and volunteers that a policy and protocol exist should bullying issues arise.
4. To clearly communicate how to report bullying behavior.
5. To communicate to minor athletes, coaches, volunteers and parents that **Nebraska Adaptive Sports** takes bullying seriously, and will immediately investigate and address all reports of bullying.

HARASSMENT

Harassment is the repeated pattern of physical and/or non-physical behaviors that

1. Are intended to cause fear, humiliation or annoyance;
2. Offend or degrade;
3. Create a hostile environment;
4. Reflect discriminatory bias in an attempt to establish dominance, superiority or power over an individual athlete or group based on gender, race, ethnicity, culture, religion or mental or physical disability; or
5. Any act or conduct described as harassment under federal or state law.

Examples of harassment prohibited in **Nebraska Adaptive Sports** Activities include, without limitation:

Physical offenses. Behaviors that include

1. Hitting, pushing, punching, beating, biting, striking, kicking, choking or slapping a minor athlete or participant;
2. Throwing at or hitting a minor athlete with objects including sporting equipment.

Non-physical offenses. Behaviors that include

1. Making negative or disparaging comments about an athlete's disability, religion, skin color, or ethnic traits;
2. Displaying offensive materials, gestures, or symbols; and
3. Withholding or reducing playing time to an athlete based on his or her disability, religion, skin color, or ethnic traits.

HAZING

Hazing is defined as coercing, requiring, forcing or willfully tolerating any humiliating, unwelcome or dangerous activity that serves as a condition for

1. An athlete joining a group;
2. An athlete being socially accepted by a group's members; or
3. Any act or conduct described as hazing under federal or state law.

Hazing does not include group or team activities that are meant to establish normative team behaviors or promote team cohesion.

Examples of hazing prohibited in **Nebraska Adaptive Sports** Activities include, without limitation:

1. Requiring, forcing or otherwise requiring an athlete to consume alcohol or illegal drugs;
2. Tying, taping or otherwise physically restraining an athlete;
3. Sexual simulations or sexual acts of any nature;
4. Sleep deprivation, otherwise unnecessary schedule disruption or the withholding of water and/or food;
5. Social actions (e.g. grossly inappropriate or provocative clothing) or public displays (e.g. public nudity) that are illegal or meant to draw ridicule;
6. Beating, paddling or other forms of physical assault; and
7. Excessive training requirements directed at a particular athlete or a group of athletes.

Activities that fit the definition of hazing are considered to be hazing regardless of an athlete's willingness to cooperate or participate.

WILLFULLY TOLERATING MISCONDUCT

It is a violation of these policies and procedures if a volunteer coach or board member knows of misconduct, but takes no action to intervene on behalf of the minor athlete(s). All forms of misconduct should be reported to the respective team's head coach or a member of the Nebraska Adaptive Sports Board of Directors.

PEER-TO-PEER SEXUAL ABUSE

Approximately 1/3 of all reported sexual abuse occurs at the hands of other children or minors. Volunteer coaches and board members have an obligation to report peer-to-peer sexual abuse in accord with state mandatory reporting requirements. Whether sexual interaction between athletes constitutes ‘sexual abuse’ depends on the existence of an aggressor and whether there is an imbalance of power between the parties (e.g., an age difference between the athletes, disparity in size or the existence of a physical or intellectual disability). **If you have concern that an interaction between minor athletes may constitute sexual abuse, report the interaction to appropriate law enforcement authorities and a coach or a member of the Nebraska Adaptive Sports Board of Directors.**

Peer-to peer sexual abuse risk is highest:

1. Any location that is less easily seen; or
2. Any time minor athletes are unclothed or changing clothes, for any reason.

Due to this risk, volunteer coaches and board members will be aware of locations and facilities that are less easily seen or supervised. These locations and facilities vary per team and activity, and can include practice and competition locations, restrooms, changing areas, locker rooms, and hotels. These areas will be supervised regularly by volunteer coaches or board members, where possible and appropriate.

Local and Team Travel

For some **Nebraska Adaptive Sports** Activities, travel is a standard aspect a competitive season, and **Nebraska Adaptive Sports** provides the following policies to reduce the risk of abuse and misconduct. Adherence to these travel guidelines will increase athlete safety and improve the competitive experience while keeping travel a fun and enjoyable experience.

We distinguish between travel to training, practice and local competition (“**local travel**”), and team travel involving a coordinated overnight stay (“**team travel**”).

Local Travel

Local travel occurs when the team does not sponsor, coordinate, or arrange for travel. For local travel, athletes or their parents/guardians are responsible for making all travel arrangements. In these instances, it is the responsibility of the athlete or their parents/guardians to ensure the person transporting the athlete maintains all safety and legal requirements, including, but not limited to, a valid driver’s license, proper insurance, well maintained vehicle, and compliance with all state laws.

In an effort to minimize one-on-one interactions, a volunteer coach or board member, who is not also acting as a parent, should not drive alone with an unrelated athlete and should drive with at least two other athletes or another adult at all times. In any case where a volunteer coach or board member is involved in the athlete’s local travel, a parental release is required in advance. Efforts must be made to ensure that a volunteer coach or board member is not alone with an athlete or participant, by, e.g., picking up athletes in groups.

A volunteer coach or board member who is also an athlete’s guardian may provide shared

transportation for any athlete(s). We encourage guardians to pick up their athlete first and drop off their athlete last in any shared or carpool travel arrangement. We also recommend completing a shared travel form signed by the parent/guardian of any minor athlete who is being transported as part of such a carpool arrangement.

Team Travel

Team travel is overnight travel that occurs when the team sponsors, coordinates or arranges for travel so that the team can compete locally, regionally, nationally or internationally. Because of the greater distances, volunteer coaches, board members, and chaperones will often travel with athletes. However, no volunteer coach or board member will engage in team travel without the proper safety requirements in place, including a valid driver's license, proper insurance, well-maintained vehicle and compliance with all state laws.

Team travel requires adequate supervision through volunteer coaches, board members, and other adult chaperones.

Athletes will share rooms, with 1-2 athletes assigned per room depending on accommodations. A team representative will notify hotel management regarding any special arrangements. Team meetings do not occur in hotel rooms (of the coach or an athlete); a separate space in the hotel will be used for adults and athletes to socialize.

Unless the contact is observable and interruptible, there will be no male athletes in the rooms of female athletes, and no female athletes in the rooms of male athletes (unless the athletes are siblings accompanied by a parent/guardian). A volunteer coach shall not share a hotel room or other sleeping arrangement with an athlete, unless the coach is the parent, guardian, sibling or spouse of that particular athlete.

When visiting public places such as shopping malls, movie theaters, etc., it is recommended that athletes stay in groups of no less than three persons, and that athletes who are 12 years of age and under will be accompanied by a parent or guardian at all times, unless the minor athlete's parent or guardian has granted permission to another minor athlete's parent or guardian.

Unless the athlete is traveling with their parent or guardian, the athlete is expected to remain with the team at all times during the trip. Athletes are not to leave the competition venue, the hotel, a restaurant, or any other place at which the team has gathered, without the knowledge and permission of the volunteer coach, board member, or chaperone.

TRAVEL NOTIFICATION

A team representative will provide reasonable advance notice before any team travel. Notice will include the dates, location and duration of competition. Travel notice will also include designated team hotels for overnight stays. A team representative will designate a contact person for team travel to help with travel details and provide information to parents.

A team representative will post specific travel itineraries when they become available. These will include a more detailed itinerary as well as contact information for coaches and team travel chaperones.

VOLUNTEER COACH AND BOARD MEMBER RESPONSIBILITIES

During team travel, volunteer coaches and board members will help athletes, fellow coaches and volunteers adhere to policy guidelines, including the travel policies and reporting policies. Volunteer coaches and board members will:

1. Prepare athletes for team travel and make athletes aware of all expectations. Supplemental information will be given to parents/guardians of athletes who are considered inexperienced travelers, new or relatively new to team travel, or who are under the age of 14;
2. Familiarize themselves with all travel itineraries and schedules before the initiation of team travel;
3. Conform to, and monitor for others' adherence, these policies and procedures;
4. Encourage minor athletes to participate in regular communication with their parents/guardians;
5. Help athletes be on time for all team commitments (as possible);
6. Assist with team travel logistical needs (as possible);
7. Support chaperones and/or participate in the monitoring of athletes for adherence to curfew restrictions based on age and competition schedule, as listed in travel itinerary;
8. Ensure athletes are complying with hotel room restrictions based on gender or age requirements;
9. Make certain that athletes are not alone in a hotel rooms with any adult apart from a family member, including coaches, volunteers and chaperones;
10. Refrain from using drugs or alcohol in the presence of minors or be under the influence of alcohol or drugs while performing any program or coaching duty for a minor sport;
11. Immediately report any concerns about physical or sexual abuse, misconduct, or policy violations;
12. Notify parents before taking any significant disciplinary action against a minor athlete if the athlete is traveling without his or her parents.

CHAPERONE RESPONSIBILITIES

Chaperones accompany team travel to ensure that the athletes, volunteer coaches, and board members adhere to schedules and guidelines, including the travel policy and all other relevant policies contained in the Code of Conduct. Each chaperone must undergo a background check screening and follow all **Nebraska Adaptive Sports** policies and procedures.

Electronic Communications & Social Media

All electronic communications between a coach and minor athlete must be professional in nature and for the purpose of communicating information about program activities.

As with any communication, the content of any electronic communication should be readily available to share with the athlete's family. At the request of a parent or guardian, any email, electronic text, social media or similar communication will copy or include the athlete's parents or guardians.

SOCIAL MEDIA SITES/APPS

Volunteer coaches or board members can communicate with minor athletes through social media sites like Facebook/Instagram/X, but all communication needs to be in group form and public (no private communication). Coaches may not have athletes join a personal

social media page. All posts, messages, texts, or media of any kind shared among athletes or between coach and athlete must be professional in nature and for the purpose of communicating information about team activities or for team-oriented motivational purposes.

EMAIL AND SIMILAR ELECTRONIC COMMUNICATIONS

Athletes and coaches may use email to communicate if the athlete is at least 14 years of age. All email content between coach and athlete must be professional in nature and for the purpose of communicating information about program activities. Where possible, the minor athlete's parent should be copied on e-mail communications.

TEXTING AND SIMILAR ELECTRONIC COMMUNICATIONS

Texting is allowed between coaches and a minor athlete if the athlete is at least 14 years of age. Where possible, texts between a coach and an athlete must be a group text – the text should include another athlete, volunteer, a parent, or another coach/assistant. All texts between a coach and an athlete must be professional and for the purpose of communicating information about team activities.

ELECTRONIC IMAGERY

From time to time, digital photos, videos of practice or competition, and other publicly obtainable images of the minor athlete – individually or in groups – may be taken. These photos and/or videos may be used for athlete instruction (i.e. practice and game films), team videos, team websites, or offered to the athletes' families. The use of photos/videos is permissible as long as the athlete or athletes are in public view and such imagery is both appropriate and in the best interest of the athlete and the program. Photo or video imagery must not be contrary to any rules or guidance outlined in these policies and procedures.

No adult participant or minor athlete can use the photographic or recording capabilities of any device in locker rooms, changing areas, or any other area designated as a place for changing clothes or undressing.

GIFTING

Adult participants should not give personal gifts to minor athletes unless an applicable exception exists (Close-in-Age or Dual Relationship). Gifts are permitted if distributed equally for all athletes. Gifts that serve a motivational or educational purpose are permitted.

REQUEST TO DISCONTINUE

The parent or guardian of a minor athlete may request in writing that their athlete not be contacted by volunteer coaches or board members through any electronic communication; that request must be honored. Additionally, a parent or guardian of a minor athlete may request in writing that photographs or videography of their athlete not be posted on program or team websites, understanding that group photography or videography may render this impracticable; to the extent this request is practicable, it should be honored.

MISCONDUCT

Social media and electronic communication can be used inappropriately. (e.g., emotional abuse, sexual abuse, bullying, harassment, and hazing). Such communication by coaches, volunteers, officials, administrators, parents or other athletes will not be tolerated.

Electronic communication should not contain or relate to any of the following:

1. Drugs or alcohol use;
2. Sexually oriented conversation, sexually explicit language or sexual activity;
3. An adult's personal life, social activities, relationship or family issues, or personal problems; and
4. Inappropriate or sexually explicit pictures.

Any communication concerning a minor athlete's personal life, social activities, relationships, family issues or personal problems must be transparent, accessible and professional.

Parental Contact and Involvement

PARENTAL CONTACT

Parents of minor athletes will be contacted if their athlete becomes ill, injured, or has a severe disciplinary problem while participating in a **Nebraska Adaptive Sports** Activity.

PARENTAL INVOLVEMENT

Parents are encouraged to be a part of any and all services and programs in which minor athletes are involved at Nebraska Adaptive Sports. A parent accompanied by a minor to any Nebraska Adaptive Sports program or activity is responsible for their minor's safety.

VOLUNTEER COACHING PARENTS

A parent who desires to participate in such a way as to have ongoing contact with minor athletes in the Program other than his/her own will be considered a Volunteer Coaching Parent. All Volunteer Coaching Parents will be required to complete the SafeSport Core Training and follow the reporting guidelines outlined by these policies and procedures.

Policies and Procedures

Statement of Acknowledgment and Agreement

I have received and read a copy of Nebraska Adaptive Sports's Safety Policies and Procedures Manual and understand the importance of the matters set forth within the manual. I agree to follow and abide by these guidelines during my service at Nebraska Adaptive Sports.

Further, I understand that the manual may be modified at any time, and that any guideline may be amended, revised, or eliminated at any time by Nebraska Adaptive Sports.

I further acknowledge and understand that the materials and guidelines contained in this policy statement in no way express or imply a contractual employment relationship between Nebraska Adaptive Sports and me. If I am applying as a volunteer, I acknowledge and agree that I will receive no compensation for the hours I work.

Finally, I understand that it is my responsibility to review new guidelines that are created and distributed, as well as manual guidelines that are changed or deleted.

I hereby acknowledge receipt of this policies and procedures manual.

Board Member or Volunteer's name (please print)

Board Member or Volunteer's signature

Date: _____