

USA Surfing is committed to protecting
the well-being of its participants by
creating a safe and positive environment
free of physical, emotional or sexual
misconduct

USA Surfing SurfSafe Policy

Protecting Surfers from
Misconduct

usasurfing.org



USA Surfing SurfSafe Policy: Protecting Surfers from Misconduct

January 31, 2025

Applies to: Participants

PART I: OVERVIEW

A. Purpose

USA Surfing is committed to protecting the well-being of its Participants by creating a safe and positive environment free of physical, emotional or sexual misconduct. This policy defines what conduct is strictly prohibited and sets forth the education requirements, prevention methods, reporting process, resolution procedure and outlines potential consequences for violations. There are 7 sections to this policy, which are:

- Part I: Overview
- Part II: Prohibited Conduct
- Part III: Reporting
- Part IV: Adjudication
- Part V: MAAPP Overview
- Part VI: SafeSport Education and Training Requirements
- Part VII: MAAPP: One-on-one Interaction Protections
- Part VIII: MAAPP: Surfing Obligations

Although USA Surfing is not under the jurisdiction of the U.S. Center for SafeSport (the “Center”), USA Surfing, the governing body for surfing, an Olympic sport, has adopted various definitions of the Center’s SafeSport Code (the “Code”) to align with the broader Olympic and Paralympic Movement. Additionally, USA Surfing is not under the jurisdiction but will report to the United States Olympic & Paralympic Committee (USOPC) in instances when the allegation/violation occurred under the USOPC’s jurisdiction. USA Surfing will always report to law enforcement when required.

B. Definitions

The below definitions are applicable to this policy:

- “Adult Participant” – An individual who is 18 years of age or older.
- “Claimant” – The person who is reported to have experienced conduct that constitutes a SurfSafe violation.
- “Minor Participant” – An individual who or is believed by the Respondent to be, under the age of 18.
- “Respondent:” A Participant who is alleged to have violated the SurfSafe policy.

C. Applicability

This policy applies to the following individuals defined as a “Participant” by USA Surfing. A Participant will be included under this policy as long as he/she is seeking to be, currently is, or was at the time of any alleged violation of Prohibited Conduct:



- Board Members
- Standing Committee Members
- Employees¹
- Individual Members:
 - Athletes
 - Coaches
 - Judges
 - Supporting Members
- Individuals associated with an Affiliated Organization member
- Authorized, approved, or appointed by USA Surfing to have regular contact with or authority over Minor Athletes, including but not limited to independent contractors and vendors²
- Individuals credentialed by USA Surfing at any USA Surfing Training site or competition
- Volunteers officially recognized as such by USA Surfing
- Personal Care Assistants officially recognized as such by USA Surfing
- Within the governance or disciplinary jurisdiction of USA Surfing
- Other individuals who have regular contact with athletes as determined by USA Surfing, at its discretion.

D. Jurisdiction

USA shall have jurisdiction to investigate and resolve all allegations of Prohibited Conduct, including sexual misconduct, if the Respondent is a Participant and the Prohibited Misconduct took place at a:

- USA Surfing-sanctioned competition
- USA Surfing training Site
- Any other event or activity, including but not limited to, travel, lodging, practice, competition, and health or medical treatment which is organized, operated, formally sanctioned or formally authorized by USA Surfing

USA Surfing shall also have jurisdiction over any alleged Prohibited Conduct if it took place during proceedings, including investigations and hearings, address in this policy.

¹ Allegations of Prohibited Conduct against USA Surfing employees may also be addressed through USA Surfing's employment policies.

² Allegations of Prohibited Conduct against independent contractors or vendors may also be addressed through their contracts.



PART II: PROHIBITED CONDUCT

A. Overview

The following constitutes “Prohibited Conduct” under this Policy, as adopted and incorporated herein from the definition of Prohibited Conduct as defined in the Center’s Code, which can be found at: [SafeSport Code](#), with the exception that anything that refers to the Center or the Code will be replaced by USA Surfing or the SurfSafe Policy.

SurfSafe sets forth the below list of conduct that will not be tolerated in the sport of surfing. This includes conduct related to emotional, physical and sexual misconduct, along with bullying, hazing and harassment. The privilege of participation in surfing may be limited, conditioned, suspended, terminated, or denied if a Participant’s conduct is or was inconsistent with the SurfSafe Policy or the best interest of surfing. ==

B. Types of Prohibited Conduct

Prohibited conduct will be assessed at the time of the alleged violation. Prohibited conduct, as mirrored from the Code, includes:

- Criminal Charges or Dispositions
- Child Abuse
- Sexual Misconduct
- Emotional and Physical Misconduct, including Stalking, Bullying, Hazing, and Harassment
- Other Inappropriate Conduct
- Aiding and Abetting
- Misconduct Related to Reporting
- Misconduct Related to USA Surfing’s Process (Abuse of Process)
- Retaliation
- Violation of USA Surfing Minor Athlete Abuse Prevention Policies (MAAPP)

USA Surfing will not tolerate Prohibited Conduct and will treat each allegation with the utmost attention and responsiveness.



PART III: REPORTING

A. Overview

This section addresses: (i) how to report allegations of Prohibited Conduct, (ii) reporting obligations and (iii) USA Surfing investigation of reports.

B. How to Report Allegations of Prohibited Conduct Reporting

1. Reporting Process. Any individual may submit a report for alleged violations of the SurfSafe Policy through the following methods:
 - i. Online Submission form (and click “Athlete Safety) at: <https://www.usasurfing.org/dispute-resolution.html>
 - ii. Email: admin@usasurfing.org.
 - iii. Phone: 949-391-1010
2. Recommended Information in the Report. Information that an individual should report includes the name and contact information for any witnesses and Claimant(s), the alleged prohibited conduct that was violated, and any and all information related to the incident, whether material or not. The more information that is included will help the investigation.
3. Anonymous Reporting. Reports may be made anonymously. Individuals must understand that reporting anonymously may hinder USA Surfing’s ability to conduct a thorough investigation, but USA Surfing will never prohibit an anonymous report.
4. Fees. There is no cost or fee associated with filing a report for any allegation of prohibited conduct under this policy.
5. Investigation Prior to Reporting. Participants should not investigate or attempt to evaluate the credibility or validity of allegations involving Sexual Misconduct or Child Abuse. Participants making a good faith report are not required to prove the reports are true before reporting to the USA Surfing or appropriate authorities.

C. Reporting Obligations

1. Mandatory Reporters. Adult Participants shall report:
 - a. Observed or reasonably suspected violations of the SurfSafe Policy, and USA Surfing’s Minor Athlete Abuse Prevention Policy (MAAPP).
 - b. Observed or reasonably suspected allegations of child abuse. This includes incidents that involve a victim who was a minor at the time of the alleged incident but may now be an adult.



- c. All cases of suspected child abuse, to include emotional, physical or sexual abuse of a minor (under the age of 18) must be reported to law enforcement and any applicable state law requirements immediately. Mandatory reporters must comply with any other applicable reporting requirements under state and federal law.
2. Permissive Reporters. Any individual may report: observed or suspected violations of this Policy, the Code, the MAAPP, or reasonably suspected allegations of child abuse.
3. Non-obligated Reporters. Nothing herein shall be construed to require a victim of child abuse or other misconduct to self-report.
4. Reporting to Law Enforcement. Adult Participants must adhere to any other reporting requirements under federal or state law.
5. Ongoing reporting obligation. Adult Participants have an on-going obligation to report, any new information that may arise.
6. Bad Faith Reports. Any report which the individual made that was knowingly false, with good reason to believe that it was false will in itself be a violation of this Policy. Any such report may be subject to disciplinary action.
7. USOPC Athlete Safety Reporting.
 - a. Individuals Receiving USOPC funds/benefits. Surfing will notify the USOPC's Security and Athlete Safety Office via email at athlete.safety@usopc.org as soon as possible, and in any case within 24 hours of imposing its own sanction(s) and/or temporary measure(s) that affecting any surfers who receive USOPC funds/benefits. Notification will also be provided to the USOPC's Security and Athlete Safety Office via e-mail at athlete.safety@usopc.org in the event of any change or removal of any such sanction and/or temporary measures within 24 hours of such change.
 - b. Prohibited Conduct under USOPC Jurisdiction. USA Surfing will notify the USOPC's Security and Athlete Safety Office via e-mail at athlete.safety@usopc.org as soon as possible, and in any case within 24 hours of learning of an allegation of Prohibited Conduct, that occurred at an Olympic & Paralympic Training Center or at any third party-sponsored event in which the USOPC sends a delegation. Any temporary measures imposed by USA Surfing in response to the allegation must be included in the required notification.

D. USA Surfing Investigation of Report

1. Initial Evaluation.

Once USA Surfing receives a report of an alleged violation of this policy, it will immediately look into the report to determine its next steps and whether a full investigation or warranted, or if it should be dismissed. Dismissal at this stage will only be warranted when it is egregiously outside the scope of the purview of this policy, or has absolutely no basis. *For example*, if someone mistakenly clicked the "athlete safety" button on the online portal and the incident relates to a personal physical injury (with no external misconduct on the matter), USA Surfing may contact the reporter to clarify the report and may determine that it does not fall within the purview of this policy.



2. Investigation.

- a. Disinterested Investigator. In all cases, matters will be investigated by a disinterested party, which may be a member of the Ethics Committee or USA Surfing may engage an external investigator.
- b. Investigation Process. The investigator will conduct a thorough review of the report and the laws/policies/procedures alleged to have been violated, along with gathering any relevant information including interviewing individuals who have pertinent information. The investigator will, at a minimum, allow the Respondent to provide a statement (verbal or written) and any supporting documentation.
- c. Written Determination. The investigator will provide a written report of the factual findings to the Ethics Committee. The Ethics Committee, after review of the report, will determine on a probable cause basis whether a violation of this policy occurred.
- d. USA Surfing Pursuit of Claim. If the Ethics Committee determines probable cause for a violation, USA Surfing will pursue the matter and file a formal Complaint against the Respondent, pursuant to the USA Surfing Complaint Resolution Policy. USA Surfing will inform the Reporter (if known) that it will pursue the Complaint.
- e. USA Surfing Declines to Pursue Claim. If the Ethics Committee determines there was not probable cause for a violation, USA Surfing will not pursue the matter. USA Surfing will inform the Reporter (if known) of this decision. Then, and only then, may the Reporter³ elect to pursue the matter and file a formal Complaint against the Respondent, pursuant to the filing process in the USA Surfing Complaint Resolution Policy. The Reporter will be responsible for all aspects of pursuing the matter.

3. Interference.

USA Surfing and any participants shall not interfere in, attempt to interfere in, or attempt to influence the outcome of any investigation.

³ The Reporter must also fall under the grouping of individuals allowed to file a Complaint under the Complaint Resolution Policy.



PART IV: ADJUDICATION

A. Overview

USA Surfing is committed to efficiently and effectively resolve allegations of a SurfSafe violation in a manner that is fair and just to all involved. Due to the sensitive nature of some SurfSafe alleged violations, special safeguards may be implemented during the hearing process. USA Surfing is unwavering in its priority to protect any victim/survivor or vulnerable person, including minors. The hearing process is outlined in USA Surfing's Complaint Resolution Policy found at usasurfing.org.

B. Temporary Measures

1. ***Definition.*** USA Surfing adopts the same terminology for a "Temporary Measure," from the Code, along with the standards for implementing a Temporary Measure. A Temporary Measure is a restriction, limitation, condition, or suspension of a Respondent's ability to participate in the Movement that is imposed or adopted by USA Surfing.
2. ***Implementation of a Temporary Measure.*** USA Surfing may implement Temporary Measures at any time. A Temporary Measure shall be effective immediately upon notice, unless stated otherwise. Temporary Measure(s) will remain in effect until USA Surfing expressly removes the Temporary Measure(s).
3. ***Considerations.*** When implementing a Temporary Measure, USA Surfing evaluates:
 - a. The seriousness of the allegations and the circumstances of the case;
 - b. Whether the Respondent's continued participation in sport poses an ongoing or potential risk to the physical, emotional, or psychological well-being or safety of others, including but not limited to the Claimant, other Athletes, or the sport community; and
 - c. Whether the allegations against the Respondent are sufficiently serious that the Respondent's continued participation in the sport could be detrimental to the best interest of surfing and those who participate in it. When the allegations involve child sexual abuse, the age of those allegations shall not be considered and are not relevant to the assessment of Temporary Measures.
4. ***Measures.*** Temporary Measures may include, but are not limited to, altering training schedules, providing or requiring chaperones, implementing contact limitations, implementing measures prohibiting one-on-one interactions, and suspensions from participation in some or all aspects of sport activity. If measures require monitoring or chaperoning, the Respondent may be required to locate, arrange, and pay for some or all of those services as a condition of continued participation pending completion of the investigation.



5. Temporary Measures Hearing. See the USA Surfing Complaint Resolution Policy regarding information about the right to, and the process for, a Temporary Measures hearing.

C. Setting Matters Aside

1. Insufficient Information: Case on Hold. There may be instances where there is insufficient information to proceed with the case. For example, if a Claimant declines to participate, is non-responsive, or there is an unidentified Claimant. There may also be a lack of relevant documentary evidence. In such instances, the case will be placed on “Hold.”
2. Re-opening a Case. USA Surfing may re-open a case on Hold at any time that new material evidence is brought forward or a change in circumstances that could substantially impact the original finding.

D. Opportunity for a Hearing

1. Notification of Determination. If the Ethics Committee determined that a violation occurred, USA Surfing will send notice to the Respondent that it will initiate a formal Complaint against him/her if so requested pursuant to the USA Surfing Complaint Resolution Policy. This notification will also include a proposed consequence.
2. Acceptance of Proposed Consequence. The Respondent may accept the proposed consequence as set forth in the notice and the matter will be closed. It will be a final and binding determination of the matter with no further right of review.
3. Rejection of Violation or Proposed Consequence. If the Respondent wants to challenge the violation and/or proposed consequence, the Respondent may request a hearing. The hearing process will be initiated in accordance with USA Surfing’s Complaint Resolution Policy. A list of possible consequences is listed within that policy.
4. No Answer. If the Respondent does not reply to USA Surfing’s notice within 15 days, the proposed consequence will then go into effect.
5. Informal Resolution. USA Surfing and the Respondent may agree to informally resolve the matter at any time prior to a final decision by the hearing panel.

E. Hearing & Appeals Process

The hearing and appeals process, if applicable, is outlined in USA Surfing’s Complaint Resolution Policy which can be found online at usasurfing.org.



PART V: MINOR ATHLETE ABUSE PREVENTION POLICIES (MAAPP)

A. OVERVIEW

The U.S. Center for SafeSport (the “Center”) developed the Minor Athlete Abuse Prevention Policies (MAAPP). Although USA Surfing is not under the jurisdiction of the Center, USA Surfing has developed this policy as its testament and devotion to keeping athletes safe. The MAAPP is a collection of proactive prevention and training policies for the U.S. Olympic & Paralympic Movement. It has three primary components:

1. An Education & Training Policy that requires training for certain Adult Participants within the Olympic & Paralympic Movement;
2. Required Prevention Policies, focused on limiting one-on-one interactions between Adult Participants and Minor Athletes, that Organizations within the Olympic & Paralympic Movement must implement to prevent abuse;
3. Recommended Prevention Policies.

USA Surfing will share these policies with Participants and with parents/guardians of minor athletes, and will consider the physical and cognitive needs of all athletes when implementing these policies.

The MAAPP focuses on just two important aspects of a much larger comprehensive abuse prevention strategy. These policies address training requirements and limiting one-on-one interactions between adults and minor athletes. These policies are intended to be enforceable and reasonable, acknowledging, for example, that when a 17-year-old athlete turns 18, they become an adult athlete, and a complete prohibition of one-on-one interactions may not be necessary or practical. Additionally, there may be other instances when one-on-one interactions could occur, and in those cases, these policies provide strategies so parents/guardians can provide informed consent if they choose to allow a permitted interaction. **USA Surfing recommends that parents first complete training on abuse prevention to be informed about potential boundary violations and concerns before consenting to the interaction. The complimentary training can be accessed at [SafeSportTrained.org](https://www.safesporttrained.org).**

While the MAAPP will help organizations implement these policies to greatly improve minor athlete safety, in no way can they guarantee athlete safety in all circumstances, especially when the policies are not fully implemented, followed, or monitored. These policies are not comprehensive of all prevention strategies, nor are they intended to be. These policies should be implemented alongside the USA Surfing’s SurfSafe Policy. Additionally, other resources are available that may assist organizations in improving athlete safety.⁴

B. Compliance with MAAPP

⁴ Saul, J., & Audage, N. C. (2007). Preventing Child Sexual Abuse Within Youth-serving Organizations: Getting Started on Policies and Procedures. Atlanta, GA: Centers for Disease Control and Prevention.

Canadian Centre for Child Protection. (2014). Child Sexual Abuse: It Is Your Business. Winnipeg, Manitoba: Canadian Centre for Child Protection. T

he Australian Royal Commission Into Institutional Responses to Child Sexual Abuse. (2017). Final Report.



it is the responsibility of USA Surfing and Adult Participants to comply with the MAAPP. USA Surfing can address violations of the MAAPP by Adult Participants in their respective programs. Adult Participants also have an independent responsibility to comply with these MAAPP provisions. Violations of these provisions can result in sanctions under USA Surfing’s SurfSafe Policy.

C. MAAPP and USA Surfing’s SurfSafe Policy

USA Surfing’s SurfSafe Policy works alongside the MAAPP to prevent abuse. The MAAPP includes proactive prevention policies for organizations and individuals, while the USA Surfing’s SurfSafe Policy contains misconduct policies for individuals. However, violations of the MAAPP can violate the USA Surfing’s SurfSafe Policy, and violators who are also Participants can be sanctioned. Both of these components are incorporated together.

D. Scope and Definitions

The MAAPP is a required component of USA Surfing’s minor abuse prevention policy.

Some policies within the MAAPP impose requirements on USA Surfing at sanctioned events and facilities partially or fully under USA Surfing’s jurisdiction. For example, USA Surfing must monitor locker rooms at their facilities and sanctioned events. Other policies impose certain requirements on Adult Participants under USA Surfing jurisdiction when the Adult Participant is having “In-Program Contact.” For example, Adult Participants cannot have one-on-one meetings with a USA Surfing Minor Athlete unless it is observable and interruptible.

1. Minor Athlete

A Minor Athlete is an athlete under 18 years of age who participates in, or participated within the previous 12 months in, an event, program, activity, or competition that is part of, or partially or fully under the jurisdiction of, USA Surfing.⁵

2. Adult Participant

An Adult Participant is any adult (18 years of age or older) who is:

- i. A member of USA Surfing;
- ii. USA Surfing employee/staff;
- iii. Member of the USA Surfing Board of Directors;
- iv. Member of USA Surfing Standing Committees;
- v. Volunteers officially recognized as such by USA Surfing;
- vi. Within the governance or disciplinary jurisdiction of USA Surfing;
- vii. Contractors, vendors and other individuals who are authorized, approved, or appointed by USA Surfing to have regular contact with and/or authority over athletes; or
- viii. Personal Care Assistants officially recognized as such by USA Surfing.

⁵ This term shall also include any minor who participates in, or participated within the previous 12 months in, a nonathlete role partially or fully under the jurisdiction of USABS. Examples include, but are not limited to: officials, coaches, or volunteers.



3. *In-Program Contact*

In-Program Contact includes sanctioned events and facilities, but it also applies more broadly to sport-related interactions. “In-Program Contact” is defined as: Any contact (including communications, interactions, or activities) between an Adult Participant and any Minor Athlete(s) related to participation in sport. Examples of activities related to participation in sport that could be identified as In-Program Contact include, but are not limited to: competition, practices, camps/clinics, training/instructional sessions, pre/post-game meals or outings, team travel, review of game film, team- or sport-related relationship building activities, celebrations, award ceremonies, banquets, team- or sport-related fundraising or community service, sport education, or competition site visits



PART VI: MINOR ATHLETE ABUSE PREVENTION POLICIES (MAAPP): SAFESPORT EDUCATION AND TRAINING REQUIREMENTS

A. Overview

Certain Adult Participants within USA Surfing who have (i) regular contact with athletes who are minors, (ii) authority over athletes who are minors, or (iii) are employees, staff or board members of USA Surfing, are required to take SafeSport education and training. This section outlines who must take training, the timing of the training, and additional optional training.

B. Mandatory Training for Adult Participants

1. Adult Participants Required to Complete Training.

The following Adult Participants must complete the SafeSport Trained Core either through the Center's online training or USA Surfing approved, in-person training:

- i. Adult Participants who have regular contact with any athlete(s) who is a minor;
- ii. Adult Participants who have authority over any athlete(s) who is a minor;
- iii. Adult Participants who are an employee, staff or board member of USA Surfing

2. Timing of Training.

Adult Participants must complete this training:

- i. Before regular contact with an athlete who is a minor begins; and
- ii. Within the first 45 days of either initial membership or upon beginning a new role subjecting the adult to this policy

3. Refresher Training.

The above listed Adult Participants must complete a refresher course on an annual basis, beginning the calendar year after completing the SafeSport Trained Core or USA Surfing's approved in-person training. Every four years, Adult Participants will complete the SafeSport Trained Core training. Medical providers can take the Health Professionals Course in lieu of the SafeSport Trained Core and are required to take the refresher courses on an annual basis if they meet the criteria for A(1).

C. Minor Athlete Training

USA Surfing will on an annual basis offer and, subject to parental consent, give training to Minor Athletes on the prevention and reporting of child abuse. The Center offers youth courses, located at www.athletesafety.org, that meet this requirement.



D. Parent Training

USA Surfing will on an annual basis offer training to parents on the prevention and reporting of child abuse. The Center offers a free online parent course, located at www.athletesafety.org, that meets this requirement and are encouraged to take the training.

E. Volunteer Training

Adult Participants serving in a volunteer capacity, who will not have regular contact with or authority over Minor Athletes, should take the Center's brief Volunteer Course (or SafeSport Trained Core) before engaging or interacting with any Minor Athlete(s).

F. Optional Training

USA Surfing may provide training in addition to the SafeSport Trained Core, although USA Surfing will not refer to this training as "SafeSport" training. Training other than the SafeSport Trained Core or Refresher does not satisfy the training requirements of this policy.

G. Exemptions and Accommodations

1. Victims/Survivors.

Exemptions from this Education & Training Policy may be made on a case-by-case basis for victims/survivors. Requests may be made directly to USA Surfing.

2. Persons with Disabilities.

USA Surfing will take all reasonable steps to make appropriate accommodations for persons with disabilities and individuals with limited English proficiency to satisfy these training requirements. USA Surfing will track any exemptions for individuals with disabilities and individuals with limited English proficiency.



PART VII: MINOR ATHLETE ABUSE PREVENTION POLICIES (MAAPP): ONE-ON-ONE INTERACTION PROTECTIONS

A. Overview

USA Surfing is committed to building a sport community where Participants can work and learn together in an atmosphere free of emotional, physical, and sexual misconduct. This Minor Athlete Abuse Prevention Policy (MAAPP) contains reasonable procedures to limit unobservable and uninterruptible one-on-one interactions between a minor athlete and an adult, who is not the minor's legal guardian, at facilities under the jurisdiction of USA Surfing.

B. One-on-one Interactions

1. Observable and Interruptible

All one-on-one In-Program Contact between an Adult Participant and a Minor Athlete must be observable and interruptible.

C. Exceptions

The following exceptions may apply (except **never** for athletic training Modalities, massages and rubdowns)

1. Emergency situations. Adult Participants must carefully consider whether specific circumstances meet the threshold of "emergency." Adult Participants should document emergency situations and email admin@usasurfing.org.
2. Dual Relationship. A "Dual Relationship" exists when the Adult Participant has a relationship with a Minor Athlete that is outside of the sport program. The exception requires USA Surfing to receive written consent from the Minor Athlete's parent/guardian at least annually. The consent must identify for which Required Prevention Policies the parent/guardian is allowing the one-on-one In-Program Contact.
3. Close-in-Age. The "Close-in-Age" Exception applies when:
 - a. The Adult Participant has no authority over the Minor Athlete; and
 - b. The Adult Participant is not more than 4 years older (determined by birth date) than the Minor Athlete.
4. Personal Care Assistant. If a Minor Athlete needs a "Personal Care Assistant Exception", an exception may apply if:
 - a. the Minor Athlete's parent/guardian has provided written consent to USA Surfing, as the case may be, for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
 - b. the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and



- c. the Adult Participant Personal Care Assistant has complied with USA Surfing's Background check policy
5. Other. In other circumstances that allow for certain one-on-one interactions if USA Surfing receives parent/ guardian consent.

USA Surfing recommends parents take training on child abuse prevention before providing consent to the above exceptions. The Center offers a free Parent Course at safesporttrained.org.

D. Meetings

Sexual abuse often happens when children are alone with their abusers. This section provides policies for meetings to limit one-on-one interactions between children and adults, including mental health care professionals and licensed health care providers.

1. Observable and Interruptible. Adult Participants must ensure that all In-Program meetings with Minor Athletes be observable and interruptible, unless an exception exists.
2. Exceptions. If a Minor Athletes has a meeting with a licensed mental health care professional, licensed health care provider, or a student under the supervision of a licensed mental health care professional or licensed health care provider a USA Surfing sanctioned event or activity (which is partially or fully under USA Surfing's jurisdiction), the meeting must be observable and interruptible except:
 - i. If the door remains unlocked;
 - ii. Another adult is present at the facility and notified that a meeting is occurring, although the Minor Athlete's identity needs not be disclosed;
 - iii. USA Surfing is notified that the professional or provider will be meeting with a Minor Athlete; and,
 - iv. The professional or provider obtains consent consistent with applicable laws and ethical standards, which can be withdrawn at any time.

E. Training

Some abusers will single out athletes for special one-on-one instruction. This kind of isolation provides opportunities for abuse to occur. This section establishes rules for individual training sessions to protect youth athletes from uncomfortable or unsafe situations.

1. Observable and Interruptible. Adult Participants must ensure all In-Program individual training sessions with a Minor Athlete be observable and interruptible unless an exception exists (in Section B above).
2. Consent. The Adult Participant providing the individual training session must receive advance, written consent from the Minor Athlete's parent/guardian at least annually, which can be withdrawn at any time;
3. Parent Observation. A Parent/guardian must be allowed to observe the individual training session.



F. Athletic Training Modalities, Massages and Rubdowns⁶

1. Requirements for Athletic Training Modalities, Massages or Rubdowns. All In-Program athletic training modalities, massages, or rubdowns of a Minor Athlete must:
 - i. Be observable and interruptible;
 - ii. Have another Adult Participant physically present for the athletic training modality, massage, or rubdown;
 - iii. Have documented consents, when applicable, at least annually from Minor Athletes' parents/guardians before providing any athletic training modalities, massages, or rubdowns (Minor Athletes or their parents/guardians can withdraw consent at any time);
 - iv. Be performed with the Minor Athlete fully or partially clothed, ensuring that the breasts, buttocks, groin, or genitals are always covered;
 - v. Allow parents/guardians in the room as an observer, except for competition or training venues that limit credentialing; and
 - vi. The provider must narrate the steps in the modality before taking them, seeking assent of the Minor Athlete throughout the process.

3. Exceptions. No exceptions to this will be permitted.

G. Locker Rooms and Changing Areas

1. Requirements for Locker Rooms, Changing Areas, or Similar Spaces. Adult Participants must ensure that all one-on-one In-Program Contact with Minor Athlete(s) in a locker room, changing area, or similar space where Minor Athlete(s) are present is observable and interruptible.
2. Exceptions. Exceptions will follow Section C, above.
3. Prohibited Conduct in Locker Rooms, Changing Areas, and Similar Spaces
 - i. Recording. 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.
 - ii. Intentional/Reckless Displays of Nudity. Adult Participants must not change clothes or behave in a manner that intentionally or recklessly exposes their breasts, buttocks, groins, or genitals to a Minor Athlete.
 - iii. Shower. Adult Participants must not shower with Minor Athletes unless: (a) the Adult Participant meets the Close-in-Age Exception; or (b) The shower is part of a pre- or post-activity rinse while wearing swimwear. Parents/guardians may request in writing that their

⁶ Only licensed providers should administer a massage, rubdown, or athletic training modality



Minor Athlete(s) not change or shower with Adult Participant(s) during In-Program Contact. USA Surfing and the Adult Participant(s) must abide by this request.

4. Media and Championship Celebrations in Locker Rooms. USA Surfing may permit recording or photography in locker rooms for the purpose of highlighting a sport or athletic accomplishment if:
 - i. Parent/legal guardian consent has been obtained; and
 - ii. USA Surfing approves the specific instance of recording or photography; and
 - iii. Two or more Adult Participants are present; and
 - iv. Everyone is fully clothed.

5. Availability and Monitoring of Locker Rooms, Changing Areas, and Similar Spaces.

USA Surfing will provide a private or semi-private place for Minor Athletes that need to change clothes or undress at sanctioned events or facilities partially or fully under USA Surfing's jurisdiction. For example, a partition can be placed in the corner or event organizers can tell participants they must come fully dressed. USA Surfing will monitor the use of locker rooms, changing areas, and similar spaces to ensure compliance with these policies at sanctioned events or facilities that the relevant organization conducts, operates, maintains or is otherwise partially or fully under its jurisdiction.

H. Electronic Communications⁷

Technology has made it easier for teams to communicate and share information. Unfortunately, it also makes it easier for abusers to contact children without supervision or share inappropriate images and video. This section sets standards for appropriate electronic communications between youth and adults.

1. Open and Transparent. All one-on-one electronic communications between an Adult Participant and a Minor Athlete must be Open and Transparent, unless an exception exists. "Open and Transparent" means that the Adult Participant copies or includes the Minor Athlete's parent/guardian, another adult family member of the Minor Athlete, or another Adult Participant on every communication. If a Minor Athlete communicates with the Adult Participant first, the Adult Participant must follow this policy if the Adult Participant responds. Only platforms that allow for Open and Transparent communication may be used to communicate with Minor Athletes.
2. Team Communication. When an Adult Participant communicates electronically to the entire team or any number of Minor Athletes on the team, the Adult Participant must copy or include the Minor Athletes' parents/guardians, another adult family member of the Minor Athletes, or another Adult Participant.
3. Content. All electronic communication originating from an Adult Participant(s) to a Minor Athlete(s) must be professional in nature unless an exception exists.

⁷ Electronic communications include, but are not limited to: email, phone calls, videoconferencing, video coaching, texting, social media, or through any other electronic medium



4. Requests to Discontinue. Parents/guardians may request in writing that USA Surfing or an Adult Participant not contact their Minor Athlete through any form of electronic communication. USA Surfing and the Adult Participant must abide by any request to discontinue, absent emergency circumstances.

I. Transportation

1. Requirements for Transporting Minor Athletes. An Adult Participant cannot transport a Minor Athlete one-on-one during In-Program travel. If the Adult Participant is accompanied by another Adult Participant or at least two minors, or an exception applies, they may transport a Minor Athlete.
2. Exceptions. Exceptions will follow Section C, above. Additionally, Minor Athlete(s) or their parent/guardian can withdraw consent at any time.
3. USA Surfing Sanctioned Transportation. Written consent from a Minor Athlete's parent/guardian is required at least annually for transportation sanctioned by USA Surfing.

J. Lodging

Youth athletes traveling overnight face greater risk of sexual abuse if they are traveling without their parent/guardian. Abusers can take advantage of the situation by trying to have unsupervised time alone with children. This section sets rules for sleeping arrangements and room monitoring to protect athletes during overnight travel.

1. Lodging Requirements. All In-Program Contact during lodging must be observable and interruptible unless an exception exists (as outlined in Section B). Lodging arrangements covered under this policy include, but are not limited to, hotel stays, rentals (i.e., Airbnb, VRBO, HomeToGo, etc.), and long-term residential environments, including lodging at training sites and billeting.
2. Hotel Rooms and Other Sleeping Arrangements. An Adult Participant cannot share a hotel room or otherwise sleep in the same room with a Minor Athlete(s), unless an exception exists (as outlined in Section B) and the Minor Athlete's parent/guardian has provided USA Surfing or Adult Participant with advance, written consent for each specific lodging arrangement. Written consent from a Minor Athlete's parent/guardian must be obtained for all In-Program lodging at least annually. Minor Athlete(s) or their parent/guardian can withdraw consent at any time.
3. Monitoring or Room Checks During In-Program Travel. If USA Surfing or the 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.
4. Additional Requirements for Lodging Authorized or Funded by USA Surfing. Adult Participants that travel overnight with Minor Athlete(s) are assumed to have Authority over Minor Athlete(s) and thus must comply with the Education and Training policy outlined in Part III, unless the Adult Participant meets the Close-in-Age exception.



PART VIII: MINOR ATHLETE ABUSE PREVENTION POLICIES (MAAPP): USA SURFING OBLIGATIONS

A. Overview.

USA Surfing will implement proactive policies designed to prevent abuse in its commitment to keep athletes safe from abuse. These requirements are described below.

B. USA Surfing Responsibilities for Education & Training

1. *Tracking of Training.* USA Surfing will track whether Adult Participants under its jurisdiction complete the required training.
2. *Minor Athlete Training.* USA Surfing will, every 12 months, offer and, subject to parental consent, give training to minor athletes on the prevention and reporting of child abuse.
 - i. For training to minor athletes, USA Surfing will track a description of the training and how the training was offered and provided to minor athletes.
 - ii. USA Surfing will not track individual course completions of minor athletes.
3. *Parent Training.* USA Surfing will, every 12 months, offer training to parents on the prevention and reporting of child abuse.
 - i. For training to parents, USA Surfing will track a description of the training and how the training was offered and provided to parents.
 - ii. USA Surfing will not track individual course completions of parents.

C. USA Surfing Prevention Policies and Implementation

USA Surfing will develop minor athlete abuse prevention policies to limit one-on-one interactions between a USA Surfing Minor Athlete and an Adult Participant. These policies are included in Part VI and cover:

- i. Meetings
- ii. Individual training sessions
- iii. Therapeutic and Recovery Modalities and Manual Therapy
- iv. Locker rooms and changing areas
- v. Electronic communications
- vi. Transportation
- vii. Lodging and Residential Environments

USA Surfing will implement these policies for all In-Program contact that are at USA Surfing sanctioned events and facilities that are fully or partially under USA Surfing's jurisdiction. In-Program contact outside of USA Surfing's sanctioned events or facilities, USA Surfing will take all reasonable steps to



communicate the policies to individuals. USA Surfing will also investigate and enforce violation of these policies.

D. Communicating with the USOPC Security & Athlete Safety Office

1. *Prohibited Conduct Occurring Under USOPC's Jurisdiction.* USA Surfing will notify the USOPC's Security & Athlete Safety Office as soon as possible but no later than 24 hours after learning of an allegation of Prohibited Conduct, that occurred at an Olympic & Paralympic Training Center ("OPTC"), a USOPC Sponsored Event, or at any third party sponsored event in which the USOPC sends a delegation (a "USOPC Delegation Event"). Any temporary measure(s) imposed by USA Surfing in response to an allegation will be included in the required notification (as described in the following section). This notification requirement is in addition to any other requirement to report an allegation to the Center and/or law enforcement. Any such notifications will be submitted by email to athlete.safety@usopc.org.
2. *Sanctions and Temporary Measures.* USA Surfing will notify the USOPC's Security & Athlete Safety Office as soon as possible but no later than 24 hours of imposing a sanction(s) and/or temporary measure(s), affecting Participants who USA Surfing knows, or reasonably expects, to:
 - i. Be nominated for or selected as a Participant to a USOPC Delegation Event,
 - ii. Be a Participant at a USOPC Sponsored Event,
 - iii. Have access to an OPTC, and/or
 - iv. Receive a benefit and/or service from the USOPC as outlined in the USOPC Athlete Safety Policy.
3. *Changes or Removal of Temporary Measures or Sanctions.* USA Surfing will notify the USOPC Security & Athlete Safety Office in the event of any change or removal of any such sanction and/or temporary measure(s) within 24 hours of such change by USA Surfing or notified of a change or removal by the Center. Any such notifications shall be submitted by email to athlete.safety@usopc.org.

E. Retaliation

USA Surfing does not tolerate any individual retaliating against someone for reporting an allegation of Prohibited Conduct under this policy. Retaliation or attempt to do the same by a participant, someone acting on behalf of a participant or USA Surfing is prohibited by USA Surfing. Retaliation is any adverse action or threat to take any adverse action against any person related to allegations of prohibited conduct. Adverse actions include, but are not limited to: threatening, intimidating, harassing, coercing, or any other action or conduct with the potential effect of dissuading any reasonable person from reporting a violation of this Policy, or the MAAPP or engaging in activity related to any reporting or investigative processes. Retaliation may take place at any time, including before, during, or after an individual's reporting or engagement in the processes of USA Surfing. Retaliation may be present even where there is a finding that no violation occurred. Retaliation does not include good-faith actions lawfully pursued in response to a report of a Code violation. USA Surfing will take disciplinary action on individuals who have been found in violation of this.



F. Tracking

USA Surfing will track all reports and cases brought under this policy and will retain them pursuant to USA Surfing's Document Retention Policy.

A. Team USA Athlete Resources

Team USA athletes may contact the Athlete Ombuds for independent and confidential advice on a variety of sport related matters, including their rights, applicable rules, policies or processes, and questions related to resolving disputes and grievances. The Athlete Ombuds can also help Team USA athletes connect with legal counsel or mental health resources if needed. All other USA Surfing athletes (i.e., athletes competing domestically at the masters or youth level, recreational athletes, foreign athletes), are welcome to visit the Athlete Ombuds website to review informational resources and should work directly with USA Surfing to understand additional resources and options available to them.

Email: ombudsman@usathlete.org

Website: www.usathlete.org

G. Contact

The CEO and the Ethics Committee is responsible for this Policy and its enforcement. If an individual is unsure about whether a matter might be a violation or are unsure about reporting responsibilities, you may reach out to USA Surfing or the Ethics Committee at any time:

USA Surfing: admin@usasurfing.org

Ethics Committee: found on usasurfing.org