

**CWSA**  
**SAFESPORT**  
**PROGRAM**  
**POLICY**  
**HANDBOOK**

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# INTRODUCTION

The Competitive Wake Surf Association, Inc., as an international governing body for the sport of wakesurfing, has adopted the policies in this handbook to provide a safe competitive and training environment for its members, and in particular its minor amateur athletes.

Participating in competitive wakesurfing is a positive experience, but like all sports, it can, without appropriate guidelines, present a high-risk environment for misconduct that may damage a minor athlete's physical or psychological well-being. Athletes who have been mistreated experience social embarrassment, emotional turmoil, psychological scars, and loss of self-esteem. Misconduct may also have a negative impact on family, friends and the sport. Misconduct often hurts an athlete's competitive performance and may cause him or her to drop out of the sport entirely.

This SafeSport Handbook includes various policies that apply to all CWSA members, clubs, programs, events and activities, and specifically includes abuse prevention policies relating to youth athletes and participants. It also acts as an educational tool for CWSA members. This handbook focuses on the following:

- Recognizing and reducing circumstances for potential misconduct to occur
- The availability and procedures for any person to report suspected misconduct (including protections from any retaliation or repercussions for such reporting)
- The procedures and means by which the CWSA and its member organizations and programs should respond to allegations of abuse and misconduct

Through the SafeSport Program, the active education of all participants and positive engagement of the parents and legal guardians of minor athletes, the CWSA is committed to providing a safe competitive environment for all participants.

## SAFESPORT POLICY

### I. What is SafeSport?

SafeSport is an initiative of the International Olympic Community to recognize, reduce and respond to misconduct in sport. This policy defines what conduct is prohibited, outlines the training that is available to help prevent misconduct, who is required to complete that training, and outlines what action should be taken when misconduct is suspected, or allegations of misconduct occur.

Individuals should not attempt to evaluate the credibility or validity of any apparent or alleged violation of the prohibited conduct outlined in the handbook before taking action under this policy; rather, this policy should be followed whenever those circumstances arise. This is particularly important in cases involving minor athletes.

### II. Who Does This SafeSport Policy Apply To?

This policy applies to all "participants" who are defined to include the following persons who are members of the CWSA:

- Minor amateur athletes
- Minor pro athletes
- Adult amateur and pro athletes
- Event Organizers and staff members
- Event Head and Co-Head Judges
- Event Judges
- Event Officials
- Event Volunteers
  - Dock Starters
  - Jet ski Pilots
  - Boat Drivers
  - Administrative and data entry
- CWSA board members
- CWSA employees and independent contractors who have regular contact in the course of discharging their CWSA duties with minor amateur athletes.
- Coaches
- Members of any CWSA affiliated national or international team staff

The following individuals who are not members of the CWSA are ‘participants’ for the purposes of the CWSA SafeSport Policy while on site and during any CWSA sanctioned event:

- Event Organizers and staff members
- Event vendors
- Private coaches
- Event spectators

Participants shall be subject to the jurisdiction of the CWSA with respect to the investigation and resolution of any allegations that such participant may have violated this policy, and are subject to any actions taken by the CWSA relating to the enforcement of this policy.

More information about the SafeSport initiative and programs can be found at [IOC Athlete365 Safe Sport](#) page, or at [US Center for Safe Sport](#). Information may also be found on your country’s National Olympic Committee website.

## **PROHIBITED CONDUCT**

### **I. Sexual Abuse and Sexual Misconduct**

Sexual abuse and sexual misconduct shall be prohibited as set forth below.

#### **A. Applicable to All Participants Regardless of Age or Status:**

No Participant shall engage in sexual misconduct or sexual abuse of any other Participant.

Sexual abuse and sexual misconduct includes but is not limited to, nonconsensual sexual solicitation,

nonconsensual physical advances or contact, or nonconsensual verbal or nonverbal conduct that is sexual in nature.

This prohibition includes sexual contact that is accomplished by deception, manipulation, force or threat of force regardless of the age of the participants involved.

Inappropriate nonconsensual touching or contact is prohibited, which includes, but not limited to, nonconsensual touching, nonconsensual hugging, nonconsensual kissing, nonconsensual sexually oriented behavior, nonconsensual sexually suggestive electronic or written communications, nonconsensual sexually stimulating or otherwise nonconsensual inappropriate games.

#### **B. Applicable to Interactions between Adult Participants and Minor Participants:**

Minors cannot consent to sexual activity with an adult. All sexual interaction, sexual abuse, and sexual misconduct between an adult and a minor is strictly prohibited.

All sexual interactions between any adult participant and a minor participant, regardless of whether there is consent or not, and regardless whether or not the minor understands the sexual nature of the activity, is prohibited

Any act or conduct described as sexual abuse or sexual misconduct under the law of jurisdiction where such act occurs is prohibited.

#### **C. Applicable to Interactions between Participants and other Participants where a Power Imbalance Exists:**

There is a rebuttable presumption that a power imbalance exists where a participant is in a position of trust, authority and/or evaluative and supervisory control over another participant. Examples of such participants are CWSA Board members, head and co-head judges, Event organizers, and team managers, among others.

Sexual conduct and interaction between a participant and another participant when a power imbalance exists is prohibited, and shall be considered sexual abuse or sexual misconduct.

#### **D. Examples of Sexual Abuse**

- Nonconsensual fondling a participant's breasts or buttocks by another participant
- Exchange of reward in sport (e.g., team placement, scores, feedback, free lessons/water time, etc.) for sexual acts.
- Nonconsensual genital contact – whether or not either party is clothed.
- Sexual relations or intimacies between any participant in a position of trust, authority and/or evaluative and supervisory control over the other participant.

#### **E. Examples of Sexual Misconduct**

- Sexually oriented comments, jokes or innuendo made to or about an athlete, or other sexually harassing behavior.

- An authority figure discussing his or her sex life with an athlete.
- An authority figure asking an athlete about his or her sex life.
- An authority figure requesting or sending a nude or partial-dress photo to athlete.
- Exposing athletes to pornographic material.
- Sending athletes sexually explicit or suggestive electronic or written messages or photos (e.g., “sexting”).
- Deliberately exposing an athlete to sexual acts.
- Deliberately exposing an athlete to nudity (except in situations where locker rooms and changing areas are shared).
- Sexual solicitation, physical advances, or verbal or nonverbal conduct that is sexual in nature.

## **II. Physical Abuse and Physical Misconduct**

### **A. Prohibited Conduct**

Physical abuse and physical misconduct by any participant on another participant at any CWSA sanctioned event, or during any CWSA sanctioned function or activity is prohibited.

### **B. Definition**

Physical abuse includes:

- Intentional Physical contact with a participant that intentionally causes, or has the potential to cause, the participant to sustain bodily harm or personal injury.
- Physical contact with a participant that intentionally creates a threat of immediate bodily harm or personal injury.
- Physical abuse may also include intentionally hitting or threatening to hit an athlete with objects or sports equipment.
- See examples of physical abuse below.

Physical misconduct includes:

- Providing of alcohol to a participant under the legal age in the jurisdiction where the conduct occurred.
- Providing illegal drugs or non-prescribed medications to any participant.
- Any act or conduct described as physical abuse when inflicted on a minor participant under the law in the jurisdiction where such conduct occurred.
- See examples of physical misconduct below.

Physical misconduct does not include accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline or improving athlete performance. Physical misconduct does not include discipline by a parent, or by a person acting in loco parentis, of a minor.

### **C. Examples of Physical Abuse**

- Punching, beating, biting, striking, choking or slapping an athlete.
- Intentionally hitting an athlete with objects or sporting equipment.
- Providing alcohol to an athlete under the legal drinking age in the jurisdiction where the event or act occurs.
- Providing illegal drugs or non-prescribed medications to any athlete.
- Encouraging or permitting an athlete to return to play prematurely or without the clearance of a medical professional, after a serious injury (e.g., a concussion).
- Prescribed dieting or other weight-control methods (e.g., public weigh-ins, caliper tests for humiliation purposes).

#### **D. Example of Physical Misconduct**

- Isolating an athlete in a confined space (e.g., locking an athlete in a small space).
- Forcing an athlete to assume a painful stance or position for no athletic purpose (e.g. requiring an athlete to kneel on a harmful surface).
- Withholding, recommending against or denying adequate hydration, nutrition, medical attention or sleep.

### **III. Threats**

#### **A. Prohibited Conduct**

No participant shall engage in behavior that is a threat which is directed at another participant.

#### **B. Definition**

A threat to harm others is defined as any written, verbal, physical or electronically transmitted expression of intent to physically injure or harm someone. A threat may be communicated directly to the intended victim or communicated to a third party.

#### **C. Examples of Threats**

- Communicating an intent to cause physical harm to another.
- Communicating an intent to cause harm through a third party.

### **IV. Emotional Abuse and Misconduct**

#### **A. Prohibited conduct:**

1. Minor Participants

No participant shall engage in emotional abuse or misconduct directed toward any minor participant.

2. Adult Participants

No adult participant shall engage in emotional abuse or misconduct directed towards any adult participant where a power imbalance exists between the adult participants.

## B. Definition

Emotional abuse involves a pattern of deliberate, non-contact behavior that has the potential to cause emotional or psychological harm to a participant. These behaviors may include verbal acts, physical acts or acts that deny attention or support.

Emotional abuse or misconduct does not include accepted and age-appropriate coaching methods of skill enhancement, physical conditioning, motivation, team building, appropriate discipline or improving athletic performance.

Emotional abuse or misconduct does not include discipline by a parent, legal guardian, or by a person acting in loco parentis, of a minor participant.

## C. Examples of Emotional Abuse and Misconduct

- A pattern of verbal behaviors that attack a participant personally (e.g., calling them worthless, fat or disgusting) or repeatedly and excessively yelling at a particular participant or participants in a manner that serves no productive training or motivational purpose.
- A pattern of physically aggressive behaviors, such as throwing sport equipment, water bottles or chairs at, or in the presence of, participants; or punching walls, windows or other objects.
- A pattern of ignoring a participant for extended periods of time or routinely or arbitrarily excluding a participant from practice.

## V. Harassment

### A. Prohibited conduct:

1. Minor Participants:

No participant shall engage in harassing behavior directed toward any minor participant.

2. Adult Participants:

No adult participant shall engage in harassing behavior directed towards any adult participant where a power imbalance exists between the adult participants.

### B. Definition:



Harassment in sport includes any pattern of physical and/or non-physical behaviors that:

- are intended to cause fear, humiliation, or annoyance;
- offend or degrade;
- create a hostile environment; or
- reflect discriminatory bias in an attempt to establish dominance, superiority, or power over an individual participant or group based on gender, race, ethnicity, culture, religion, sexual orientation, gender expression, or mental or physical disability.

Harassment also includes the creation of an environment through behavior or course of conduct that is insulting, intimidating, humiliating, demeaning or offensive.

Harassment usually occurs when one person engages in abusive behavior or asserts unwarranted power or authority over another, whether intended or not. It includes, for example, name-calling, taunts, threats, belittling, unwelcome advances and requests for sexual acts, as well as undue threats to perform or succeed.

### **C. Examples of Harassment**

- Harassing environment created by name-calling, taunts, threats, belittling, unwelcome advances and requests for sexual acts, as well as undue threats to perform or succeed.
- Unwanted deliberate touching.
- Unwanted sexual teasing, jokes, remarks, or questions.
- Unwanted letters, telephone calls, or materials of a sexual nature.

## **VI. Bullying**

### **A. Prohibited conduct:**

1. Minor Participants:

No participant shall engage in bullying behavior directed toward any minor participant.

2. Adult Participants:

No adult participant shall engage in bullying behavior directed towards any adult participant where a power imbalance exists between the adult participants.

### **B. Definition**

Bullying is the use of coercion to obtain control over another person or to be habitually cruel to another person. Bullying involves an intentional, persistent or repeated pattern of committing or willfully tolerating physical and non-physical behaviors that are intended to cause fear, humiliation, or physical harm in an attempt to socially exclude, diminish, or isolate another person. Bullying can occur through written, verbal or electronically transmitted expression or by means of a physical act or gesture.

### C. Examples of Bullying

- Punching, kicking or choking an athlete.
- Cyber bullying – Using electronic communication to harass, frighten, degrade, intimidate or humiliate.
- Using words to harass, frighten, degrade, intimidate or humiliate.

## VII. Hazing

### A. Prohibited conduct

#### 1. Minor Participants:

No participant shall engage in hazing behavior directed toward any minor participant.

#### 2. Adult Participants:

No adult participant shall engage in hazing behavior directed towards any adult participant where a power imbalance exists between the adult participants.

### B. Definition

Hazing includes any conduct which is intimidating, humiliating, offensive, or physically harmful. The hazing conduct is typically an activity that serves as a condition for joining a group or being socially accepted by a group's members.

### C. Examples of Hazing

- Requiring or forcing (including through peer pressure) the consumption of alcohol or illegal drugs.
- Tying, taping, or physically restraining a participant.
- Sexual simulations or sexual acts of any nature.
- Sleep deprivation, or the withholding of water and/or food.
- Social actions or public displays (e.g. public nudity) that are illegal or meant to draw ridicule.
- Beating, paddling, or other forms of physical assault.

## VIII. Willfully Tolerating Misconduct

It is a violation of the CWSA SafeSport policy if a participant knows of misconduct or abuse, but takes no action to intervene on behalf of the participant who is the subject of the misconduct or abuse, or report the misconduct or abuse as outlined in this policy.

# ATHLETE PROTECTION POLICIES AND GUIDELINES

## I. One-on-One Interactions

### A. The one-on-one interaction policies in this section apply to the following persons:

- Adult participants at a facility that is either partially or fully under the jurisdiction of CWSA.
- Adult participants who have regular contact with minor amateur participants in the course of a CWSA sanctioned event or function.
- Any adult participant authorized in an official capacity by the CWSA to have regular contact with or authority over an amateur athlete who is a minor at a CWSA sanctioned event.
- Any adult participant authorized in an official capacity by an Event Organizer to have regular contact with or authority over an amateur athlete who is a minor at a CWSA sanctioned event.
- CWSA Board Members and CWSA staff, and the Board members of any CWSA affiliated organization.

Collectively “adult participants” for the purposes of these one-on-one interaction policies.

## II. One-on-One Interactions - General

One-on-one interactions between a minor athlete and an adult participant (who is not the minor’s parent, legal guardian or person acting in loco parentis) at a facility under CWSA jurisdiction (such as at sanctioned events) are permitted if they occur at an observable and interruptible distance by another adult, except in emergency circumstances. However, individual training sessions between minor athletes and an adult participant (who is not the minor’s parent, legal guardian or person acting in loco parentis) may also be conducted if the adult has obtained written permission from the minor’s parent, legal guardian or person acting in loco parentis in advance of the individual training session. Such written permission must be renewed at least every six months.

### A. Observable and interruptible

- One-on-one interactions between a minor athlete and an adult participant (who is not the minor’s parent, legal guardian or person action in loco parentis) at a facility partially or fully under our jurisdiction are permitted if they occur at an observable and interruptible distance by another adult.
- One-on-one interactions between minor athletes and an adult participant (who is not the minor’s parent, legal guardian or person action in loco parentis) at a facility partially or fully under our jurisdiction are prohibited, except in the circumstances described in subpart d of this section and under emergency circumstances.

### B. Meetings

- Meetings between adult participant and minor athletes at a facility partially or fully under our jurisdiction may only occur if another adult is present, except under emergency

circumstances. Such meetings must occur where interactions can be easily observed and at an interruptible distance from another adult.

- If a one-on-one meeting takes place in an office at a facility partially or fully under CWSA jurisdiction, the door to the office must remain unlocked and open. If available, it will occur in an office that has windows, with the windows, blinds, and/or curtains remaining open during the meeting.

### **C. Meetings with mental health care professionals and health care providers**

- If a mental health care professional and/or health care provider meets with minor athletes at a facility partially or fully under our jurisdiction, a closed-door meeting may be permitted to protect patient privacy provided that: (1) the door remains unlocked; (2) another adult is present at the facility; (3) the other adult is advised that a closed-door meeting is occurring; and (4) written legal guardian consent is obtained in advance by the mental health care professional and/or health care provider, with a copy provided to our organization.

### **D. Individual training sessions**

- Individual training sessions between adult participants and minor athletes are permitted at a facility partially or fully under our jurisdiction if the training session is observable and interruptible by another adult. It is the responsibility of the adult participant to obtain the written permission of the minor's legal guardian in advance of the individual training session if the individual training session is not observable and interruptible by another adult. Permission for individual training sessions must be obtained at least every six months. Parents, guardians, and other caretakers must be allowed to observe the training session.

## **III. Changing Area Policy**

Minor athletes may be particularly vulnerable in changing areas, locker rooms and restrooms because of various states of dress/undress, and because they may be less supervised than at other times. Adherence to a changing area policy, including proper supervision of the changing areas, enhances privacy and reduces the likelihood of misconduct. To protect against abuse or misconduct which may occur in changing areas:

- Where a changing area for CWSA athletes is available to minor athletes, at least one responsible adult shall be present to monitor the changing area to ensure that only athletes, coaches, approved team personnel and family members are permitted in the changing area and to supervise the conduct in the changing area. Where possible, two responsible adults shall be present.
- No audio or video recording will be allowed in changing areas, including recording by cell phones and other mobile devices with video or audio recording capabilities, or still and videocameras.
- If the CWSA, a CWSA sanctioned event organizer, or a CWSA affiliated organization (the CWSA) uses a facility not fully under CWSA jurisdiction (for, e.g., training or competition or similar events) and the facility is used by multiple constituents, adult participants are nonetheless

required to adhere to the rules set forth herein.

- Under no circumstances shall an unrelated adult participant at a facility under the CWSA's
- jurisdiction intentionally expose his or her breasts, buttocks, groin, or genitals to a minor athlete.
- Except for athletes on the same team, at no time are unrelated adult participant permitted to be alone with a minor athlete in a locker room or changing area when at a facility under partial or full CWSA control and jurisdiction, except under emergency circumstances.
- If the CWSA is using a facility that only has a single locker room or changing area, the CWSA will designate separate times for use by adult participant, if any.

#### **IV. Travel Policy**

The CWSA and its affiliated national organizations may form teams to travel to compete in national and international competitions. Consistent with the policies set forth in this handbook, the CWSA has established policies to applicable to travel involving adult and minor participants to minimize one-on-one interactions between adult participants and unrelated minor participant to reduce the risk of abuse or misconduct. Adherence to these travel guidelines will increase minor participant safety and improve the minor participant experience while keeping travel a rewarding, fun and enjoyable sport related experience.

Adult participants who are not also acting as a legal guardian or person in loco parentis, shall not ride in a vehicle alone with an unrelated minor athlete, absent emergency circumstances, and must have at least two minor athletes or another adult at all times, unless otherwise agreed to in writing by the minor athlete's parent/legal guardian or person acting in loco parentis in advance of each local travel.

- When only one adult participant and one minor athlete travel to a competition, the minor athlete must have his/her legal guardian's written permission in advance and for each competition to travel alone with said adult participant.
- Adult participants shall not share a hotel room or other sleeping arrangement with a minor athlete (unless the adult participant is the legal guardian, acting in loco parentis, a sibling, or is otherwise related to the minor athlete). However, a parent/legal guardian may consent to such an arrangement in advance and in writing. Furthermore, a parent/legal guardian may consent in advance and in writing to the minor athlete sharing a hotel room or other sleeping arrangement with an adult participant.

Meetings shall be conducted consistent with the CWSA's policy for one-on-one interactions (i.e., any such meeting shall be observable and interruptible).

#### **V. Local Travel**

Local travel occurs when CWSA does not sponsor, coordinate or arrange for travel.

- Athletes and/or their parents/guardian are responsible for making all arrangements for local travel. The CWSA and its nationally affiliated organizations, its coaches, managers or administrators should avoid responsibility for arranging or coordinating local travel. It is the responsibility of the parents/guardians to ensure

the person transporting the minor athlete maintains the proper safety and legal requirements as required by the jurisdiction where the travel happens.

- Absent emergency circumstances, the adult employees, or volunteers of CWSA or one of its teams, who are not also acting as a parent, shall not drive alone with an unrelated minor athlete.

## **VI. Social Media, Blogging and Internet Guidelines**

- CWSA encourages athletes, staff and members to post comments on social media platforms, websites and applications. These postings must respect CWSA and its officials and members, including other athletes, and must conform to this SafeSport policy as well as the CWSA Code of Conduct and all applicable rules. All postings should be dignified and in good taste, should respect the privacy of others, and should not contain vulgar or obscene words or images.
- All electronic communications between the CWSA and its affiliated national organizations, its staff and minor participants must be professional in nature and for the purpose of communicating information about CWSA activities. Absent emergency circumstances, if an adult participant with authority over minor participants needs to communicate directly with a minor athlete via electronic communications (including social media), another adult participant or the minor's parent or legal guardian will be copied. If a minor participant communicates to the adult participant (with authority over the minor athlete) privately first, said adult participant should respond to the minor athlete with a copy to another adult participant or the minor's legal guardian. When an adult participant with authority over minor athletes communicates electronically to the entire team, said adult participant will copy another adult.
- Unrelated adult participants must follow common sense guidelines regarding the volume and time of day of any allowed electronic communications with minor participants. It is recommended that electronic communications will generally only be sent between the hours of 8:00 a.m. and 8:00 p.m., unless emergency circumstances exist, or while traveling internationally or during competition travel.
- At the written request of a minor participant, or the minor participant's parent or guardian, any electronic communication shall include a copy to the parent or guardian. Parents or legal guardians may request in writing that their minor participant not be contacted through any form of electronic communication by the organization or by the adult participant subject to this policy. The CWSA will abide by any such request that a minor participant not be contacted via electronic communication, absent emergency circumstances.
- Minor participants may "friend" the CWSA's official social media accounts. If an adult participant or a minor participant 'friends' the other's accounts, adult participants should

refrain from direct, non-public communication on such social media platforms.

## **VII. Massage, Rubdown, Athletic Training Interactions**

- Any massage, rubdown or athletic training interaction at a training or competition venue under CWSA jurisdiction (such as at sanctioned events) must be conducted in an open and interruptible location. Any massage or rubdown 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 the person performing the massage or rubdown in the room.

## **CRIMINAL CONVICTIONS**

A person is disqualified and prohibited from membership, service in any employment or independent contractor status with the CWSA or serving as a volunteer if the person has been found guilty and that finding of guilt is final and not subject of an appeal, of any of the following crimes:

- **Sex Offenses** – child molestation, rape, sexual assault, sexual battery, indecent exposure, manufacture, possession or distribution of child pornography, and any offense requiring registration in any jurisdiction as a sex offender.
- **Any offense** considered a potential danger to children such as contributing to the delinquency of a minor, providing alcohol to a minor.

Guilty means that a person was found guilty following a trial, entered a guilty plea, or entered a no contest plea accompanied by a court finding of guilty.

## **EDUCATION AND TRAINING**

Education is a key component of any abuse and misconduct prevention strategy. Awareness training provides relevant participants with information necessary to more effectively minimize the opportunities for abuse and misconduct, and for the CWSA to respond to concerns, and when appropriate, impose disciplinary sanctions.

In an effort to maintain a safe environment for CWSA members, it is a requirement that all of the following persons complete either the IOC or the US Center for SafeSport's education and certification program:

1. CWSA board members, its direct employees and such independent contractors who are in contact with minor participants within the scope of their duties for the CWSA.
2. All Event organizers and their staff and personnel who are in regular contact with amateur participants in the scope of their duties.
3. All Head and Co-Head judges.

All adult participants listed must also renew their SafeSport certification every year.

It is also strongly encouraged that all CWSA members and CWSA sanctioned event participants familiarize themselves with the CWSA SafeSport Program. The more awareness CWSA members have about abuse and misconduct, the safer the sport will be.

Training shall also be provided to minors regarding the prevention and reporting of child abuse, subject to parental consent.

Certain jurisdictions in the United States and other countries may have mandatory training and testing that may apply to those who work or volunteer with youth athletes, including minor participants. All adult participants in those jurisdictions must also comply with any locally mandated training and testing requirements.

## **REPORTING ABUSE AND MISCONDUCT**

### **I. Reporting Required**

CWSA requires that violations of this policy, as well as suspicions or allegations of child physical or sexual abuse, be immediately reported. CWSA members should not investigate suspicions or allegations of child physical or sexual abuse or attempt to evaluate the credibility of validity of such allegations as a condition for reporting to the appropriate law enforcement authorities.

#### **A. Reporting Child Physical or Sexual Abuse**

Contact your local law enforcement authorities if you have a reasonable suspicion that child sexual abuse or neglect has occurred or have received a report of child sexual abuse or neglect. Reports or abuse not involving a minor may also be reported to local law enforcement authorities. If such a report is made involving any adult or minor participant, such allegations must also be reported to the CWSA, including all specific of such report and allegations.

#### **B. Reporting Other Policy Violations**

Any other allegations or reports of a violation of the SafeSport policy or Minor Athlete Protection should be reported to the CWSA. Contact your local law enforcement authorities if you have a reasonable suspicion that child sexual abuse or neglect has occurred or have received a report of child sexual abuse or neglect.

Other non-sexual related misconduct or inappropriate behavior should be reported to the CWSA, and in some cases, to the Event Organizer. See also CWSA Rules, Part 12.

#### **C. Failure to Report**

It is the obligation of CWSA members to report suspicions or allegations of abuse or misconduct. If a person in authority knows, or should reasonably have known, that harassment or abuse may have occurred and fails to report it or take appropriate action as set out in this policy statement, that person may be subject to disciplinary action.



## **D. False Reporting**

It shall be a violation of the SafeSport Policy, the Minor Athlete Protection Policy and the CWSA Code of Conduct to file a false claim of misconduct or abuse, and may be subject to disciplinary proceedings.

## **E. Retaliations or Threats of Reprisal**

Retaliation or threats of reprisal against an individual for filing a complaint under this policy or for participating or assisting in any procedure under this policy will be considered harassment for the purpose of this policy. Further, any person who makes groundless allegations or complaints of abuse or harassment may be subject to disciplinary action.

## **F. Reporting Procedure**

If you are aware of or suspect any violation of the CWSA policies on abuse and misconduct, you should do all of the following:

1. Report the abuse to authorities.

If the abuse and misconduct is criminal in nature in the jurisdiction where it occurred, contact the local authorities immediately. In most jurisdictions, you are obligated to bring this matter to the attention of local law enforcement or public child welfare organization and make a report

2. Report to the CWSA:

To the CWSA, by email to the CWSA President, [jon.shields@thecwsa.org](mailto:jon.shields@thecwsa.org) or the CWSA Executive Committee [executives@thecwsa.org](mailto:executives@thecwsa.org). A report can also be made to the designated SafeSport official on the CWSA website.

## **G. Protection for Reporting Parties**

Although CWSA will review all reports under this policy, anonymous reporting may make it difficult to properly investigate allegations. To the extent permitted by law, and as appropriate, CWSA will keep confidential the complainant's name on request, not make public the name(s) of potential victims, the accused perpetrator or the people who made a report of child physical or sexual abuse to local law enforcement authorities.

Regardless of the outcome of a complaint, CWSA will support the complainant and her/his right to express concerns in good faith. However, false complaints or complaints made in bad faith are prohibited and may subject the complainant(s) to disciplinary action depending on the nature of the allegation or complaint.

## **II. Complaints, Investigations and Adjudications**

All complaints or requests for investigations under CWSA's SafeSport policy will be handled in accordance with Part 12 of the CWSA Competition Rules, and the CWSA Bylaws.

The CWSA, including its affiliated national organizations when appropriate, may impose appropriate sanctions and penalties, including interim suspensions and permanent expulsions from membership, following the procedures set forth in the CWSA Rules and Bylaws and other applicable policies. Any sanctions imposed by CWSA shall be proportionate and reasonable, relative to the findings and conclusions of CWSA as to what has occurred, and given consideration of the interest of CWSA and its members to provide a safe environment for all participants in CWSA activities, the nature and seriousness of the offense, its impact on the victim, and other information provided and considered by CWSA relating to the complaint. Appropriate disciplines may range from a warning, to a reprimand, membership suspension or limitation for a period of time, a permanent expulsion from membership, and any continued participation or reinstatement to CWSA activities may be conditioned upon the completion of specified requirements.

### **III. Notification**

Following CWSA's notice of a credible allegation that results in the imposition of sanctions against a member, CWSA may provide such notifications as are deemed appropriate including notification of the other parties involved in the matter, publication of the sanctions, and/or notification of local law enforcement authorities.

## **AFFILIATED NATIONAL ORGANIZATIONS**

CWSA affiliated national organizations are permitted to adopt their own SafeSport policies and guidelines that comply with the minimum requirements imposed by the law in that affiliated national organization's country.

If such SafeSport policy is adopted, that policy shall govern the conduct of the participants who are nationals of that country.

If a CWSA affiliated national organization does not adopt a SafeSport Policy for that country, the CWSA policy shall govern the conduct of the participants who are members of that nationally affiliated organization.

In the event of alleged abuse or misconduct involving CWSA participants who are nationals of different countries, the CWSA SafeSport shall govern the conduct of the participants.