



## Positive Coaching Alliance Safeguarding Policy

Positive Coaching Alliance's goal is to become a transformational force in the youth sports field dedicated to optimizing the positive impact of youth sports on young people and their communities through our trainings and services. We are working to change the culture of youth sports so that every child, regardless of social or economic circumstance, has access to a positive youth sports experience.

As we work toward these goals, we commit to the safety of the youth with whom we interact.

### The Safeguards are based on the following principles:

- All children have the right to participate, enjoy and develop through sport, in a safe and inclusive environment, free from all forms of abuse, violence, neglect and exploitation
- Children have the right to be heard and listened to. They also should know who to go to when they have a concern about their participation in sports.
- Organizations and the adults involved have the responsibility of providing the safe environment for youth in sports.
- Organizations and the adults involved should act in the best interests of the youth.
- Everyone has the right to be treated with dignity and respect and not be discriminated against based on gender, race, age, ethnicity, ability, sexual orientation, beliefs, religious or political affiliation.
- Before being allowed to interact with youth, all PCA staff, board members, trainers and volunteers must pass a background screen which includes a national criminal records check and sex offender registration status at the time of hire. Currently, if fingerprinting is required by a partner site, PCA supports this by paying for the PCA employee's time and fees.

A *PCA Adult Representative* is any adult, 18 years of age or older, officially or unofficially representing PCA:

- PCA staff member
- Trainer
- Volunteer
- Board member
- Anyone who is representing PCA

Any *contact* includes communications (including in person, phone, email, social media or other), interaction and activities between an adult and a minor during, but not limited to PCA workshops, meetings, other instructions and trainings, award ceremonies and banquets, volunteer, fundraising or community services.

A *PCA minor participant* is anyone under the age of 18 participating in a PCA event outlined above.

A PCA Adult Representative shall refrain from all forms of misconduct (all forms of physical, emotional or mental violence, injury and abuse, neglect or negligent treatment, maltreatment or exploitation, including sexual abuse) that include:

- Bullying
- Harassment
- Hazing
- Emotional misconduct
- Physical misconduct
- Sexual misconduct, including child sexual abuse

In the event that any PCA Adult Representative observes inappropriate behaviors (i.e., policy violations), suspected physical or sexual abuse, or misconduct, it is their personal responsibility to immediately report his or her observations to an immediate supervisor or PCA HR and Law Enforcement as required.

If there is an active investigation internally and/or with law enforcement in connection with a violation of this policy and/or other laws regarding children, PCA reserves the right to stop the PCA Adult Representative's participation in PCA activities, hold awards or other recognition in abeyance where applicable, and disallow public association with the PCA brand by the PCA Adult Representative (i.e. public display of PCA logo on clothing/accessories, social media representation of association with PCA, etc.) until resolution of the investigative or legal process.

## **MEETINGS**

Meetings between one or more PCA Minor Participants and a PCA Adult Representative may only occur if another adult is present and where interactions can easily be observed and at an interruptible distance from another adult.

If a one-on-one meeting takes place, the door to the room should remain open and unlocked. It must occur in a room with windows, blinds and or curtains remaining open at all times.

Meetings may not be conducted in an overnight hotel room or other such lodging.

## **PHYSICAL CONTACT**

All physical contact between a PCA Adult Representative and a PCA Minor Participant is prohibited.

## **ELECTRONIC COMMUNICATIONS**

All electronic communication from a PCA Adult Representative to a PCA Minor Participant must be professional in nature.

Correspondences only be sent between 5 am and 9pm local time to the PCA Minor Participant.

There should be no personal connections via social media between a PCA Adult Representative and a PCA Minor Participant.

A PCA Adult Representative may not send private, instant or direct messaging to a PCA Minor Participant via social media.

Parents/legal guardians may request, in writing, to the organization, that their PCA Minor Participant not be contacted via Electronic Communication. The organization will abide by such requests.

**TRANSPORTATION**

A PCA Adult Representative must not transport a PCA Minor Participant one on one unless a second PCA Adult Representative is present with the exception of emergency circumstances.