



## **U.S. Ski & Snowboard Club Manual**

### **MINOR ATHLETE ABUSE PREVENTION POLICIES**

## TABLE OF CONTENTS

Introduction and U.S. Ski & Snowboard Membership Guidelines	2 - 4
Terminology	5
Part I: Education & Training Policy	6 - 15
Part II: Required Prevention Policies	
Part III: Required Policies for One-on-One Interactions	
Part IV: Reporting	
<b>Appendix</b>	
Appendix A: Training Access Requirements	16

**U.S. Ski & Snowboard is committed to building a sport community where participants can work and learn together in an atmosphere free of emotional, physical and sexual misconduct in line with best practices for athlete safety and the U.S. Center for SafeSport (Center) policies and guidelines.**

**The policies and procedures set forth herein are promulgated by U.S. Ski & Snowboard and the Center to assist in meeting their obligations under federal law.**

### **Membership Guidelines for U.S. Ski & Snowboard**

#### **CLUB MEMBERSHIPS**

U.S. Ski & Snowboard member clubs are required to meet the following minimum standards:

1. Agree to support and align with U.S. Ski & Snowboard's mission, values and code of conduct.
2. Agree to adhere to SafeSport policies and guidelines, U.S. Ski & Snowboard's concussion policy, and background screening protocol for all those in regular contact with, or a position of authority over, athletes.
3. Demonstrate that club leadership and those whom the club appoints to positions of authority over athletes are U.S. Ski & Snowboard members.
4. Provide evidence of legal existence in their state of primary business operations. For example, clubs must show that they are a licensed business entity in good standing. Examples of documentation may include a current business license, certificate of good standing from state of incorporation, a link to the business' page in the Secretary of State's business lookup in the state you are incorporated or other proof of business existence.
  - a. There are significant advantages to club leaders for incorporating as a legal business entity. First and foremost is that if you do not operate under a corporate form, the personal assets of the club leaders can be subject to legal seizure should there be a lawsuit filed.
5. Demonstrate that they possess general liability insurance. This requirement may be satisfied either by joining U.S. Ski & Snowboard's Club Liability Insurance Program (CLIP) or providing U.S. Ski & Snowboard with evidence of coverage similar to that provided by CLIP.
  - a. If an organization under the U.S. Ski & Snowboard umbrella is not insured, the club's assets are in jeopardy as are U.S. Ski & Snowboard's. In addition, in order to continue appropriate business relationships with our host venues, having insurance while operating on ski area venues is appropriate. U.S. Ski & Snowboard has provided a very cost effective insurance mechanism to insure club risk. Clubs are free to seek their own coverage as well. The only requirement is that it meets U.S. Ski & Snowboard's coverage standards.
    - i. General liability policy minimum recommended standards
    - ii. AM Best Rating of "A" or better
    - iii. \$1,000,000 each occurrence/\$2,000,000 policy aggregate
    - iv. Sexual Abuse and Molestation Coverage – Coverage for alleged or actual abuse and molestation claims

- v. Participant Legal Liability – Coverage for bodily injury claims arising from sports participation, including coverage for concussion/head trauma related claims
- vi. Spectator Liability – Coverage for bodily injury claims arising from spectators
- vii. Who Is an Insured – Includes members and supervisory staff of the ski club, officials, coaches and volunteers
- viii. Coverage for ski and snowboard competition, training, and club activities
- b. CLIP Ineligible – U.S. Ski & Snowboard clubs that are owned or operated by a parent entity (from which insurance may be obtained) such as resort competition centers, resort-run clubs and universities, municipalities are not eligible for CLIP.

## **INDIVIDUAL MEMBERSHIPS**

Club staff, administration and board members must register with U.S. Ski & Snowboard as coaches, officials or club volunteer members. Further, volunteers, event staff and all other affiliated individuals over the age of 18 who are in regular contact with or in a position of authority over athletes who are minors must register as a member with U.S. Ski & Snowboard as either a coach, official or club volunteer. These membership categories are required to complete U.S. Center for SafeSport training and undergo periodic criminal background screening.

1. All coaches (with the exception of junior coaches and/or officials – see #4) of U.S. Ski & Snowboard clubs supervising U.S. Ski & Snowboard club athletes must register as coach members of U.S. Ski & Snowboard.
2. Clubs are responsible for identifying all individuals related to their club that require a membership outlined above.
3. Event staff and/or volunteers participating in the organization of a club event or competition on a singular or spontaneous occasion and are not in regular contact with athletes who are minors are not required to register in one of the member categories outlined above.
4. Junior coaches/officials: With the exception of Freeski and Snowboard, clubs may employ individuals under the age of 18 in a variety of capacities, including as a “junior” coach or official. In these instances, clubs must require these individuals working with minors do so under the direct supervision of an adult who is registered as a coach, official or club volunteer member with U.S. Ski & Snowboard. The junior coach/official must also register as a general or athlete member of U.S. Ski & Snowboard. U.S. Ski & Snowboard as well as the Center strongly recommend junior coaches and officials take the Core SafeSport Training. For more information about the junior coach or official program, contact Membership or Sport Education.

Please note the following recommendations, which may be used in lieu of formal background screening for junior coaches.

- Require two letters of recommendation from non-family members stating the individual would not pose any undue risk to minor athletes and/or outlining the characteristics the individual possesses which would make them well suited to a junior coach/official position.

- Draft a document requiring the athlete and/or parent's signatures certifying the athlete has no history of any issues which would pose undue risk to minor athletes.
- Use local resources where available. Colorado has a screening program through the Colorado Bureau of Investigation (CBI) which may be used for this purpose. Your state may have something similar.

Junior coaches can complete a Level 100 Coach Certification program for educational purposes; however, they will not be listed as a certified coach or able to register a coach membership until they turn 18 years of age and are eligible for criminal background screening. The supervising coach will be required to sign for/request venue access on site at U.S. Ski & Snowboard events.

5. U.S. Center for SafeSport training is a resource available to all clubs. It is strongly recommended that **all** individuals involved in club activities, including parents, take the **appropriate** trainings to familiarize themselves with the topics, resources and policies as outlined by the U.S. Center for SafeSport.

### **Auditing and Disciplinary Procedures for Non-Compliance**

Clubs should anticipate being audited for compliance with the above standards and SafeSport Act of 2017 by both U.S. Ski & Snowboard as well as the U.S. Center for SafeSport.

U.S. Ski & Snowboard Member Services maintains a running log of members required to complete screening, SafeSport training and U.S. Ski & Snowboard's Fast Start Coaching course (where applicable). Members receive notice of specific requirements both during and upon completion of the online registration process. Clubs, where available, are copied on all email communications regarding the above-mentioned requirements.

Failure to complete one or more of the required membership elements will result in the individual in question remaining on pending status until such time as the requirement has been met. Those with "pending" membership status are ineligible to participate in U.S. Ski & Snowboard or club events or activities.

At the time of member club registration, all clubs will certify current and continued compliance with all U.S. Center for SafeSport and U.S. Ski & Snowboard policies.

Clubs found to be non-compliant may be placed on interim suspension and given a probationary period in which to come into compliance. Clubs that fail to take corrective action may be inactivated for the remainder of the season or until they can demonstrate compliance. A club's status may be displayed on the Club Directory or other tool deemed appropriate by U.S. Ski & Snowboard. Pending or inactivated clubs are prohibited from conducting U.S. Ski & Snowboard sanctioned events.

## TERMINOLOGY

**Jurisdiction:** Authority or control.

**Local Affiliated Organization (LAO):** A regional, state, or local club or organization that is directly affiliated with a NGB or that is affiliated with a NGB by its direct affiliation with a regional or state affiliate of a NGB. A LAO does not include a regional, state, or local club or organization that is a member of a national affiliate of a NGB.

**Minor or child:** An individual under 18 years of age.

**National Governing Body (NGB):** A U.S. Olympic national governing body, Pan American Sport Organization, or paralympic sport organization recognized by the United States Olympic Committee (USOC) pursuant to the Ted Stevens Olympic and Amateur Sports Act, 36 U.S.C. §§ 220501-220529. When the USOC manages and governs a Paralympic sport, the USOC falls within this definition.

**Participating Adult:** Adult members who have regular contact with amateur athletes who are minors; and adults authorized by a Covered Organization to have regular contact with or authority over an amateur athlete who is a minor; and staff and board members of a Covered Organization.

**PART I**  
**EDUCATION & TRAINING POLICY**

**A. Adults**

The following adults at a U.S. Ski & Snowboard club shall complete training concerning child abuse prevention:

- 1) Adult members who have regular contact with amateur athletes who are minors
- 2) An adult authorized to have regular contact with or authority over an amateur athlete who is a minor
- 3) All staff and board members

(collectively, Participating Adults).

1. Core Center for SafeSport Training

Participating Adults are required to complete training concerning child abuse prevention. Participating Adults must complete the U.S. Center for SafeSport's Core Center for SafeSport Training (i.e., the Center's online training or the Center's approved in-person training):

- Before regular contact with an amateur athlete who is a minor begins and
- Within the first 14 days following initial membership registration

The Core Center for SafeSport Training is required once. Training other than the Core Center for SafeSport Training does not satisfy this policy. A U.S. Ski & Snowboard club may, however, provide training *in addition* to the Core Center for SafeSport Training. If an organization provides additional training, it shall not refer to such training as "SafeSport" Training.

2. Refresher Course(s)

A refresher course is required on an annual basis every season following the completion of the Core Center for SafeSport Training for each participating adult.

**B. Minors**

U.S. Ski & Snowboard clubs, subject to parental consent – offer and give training annually to members who are minors regarding the prevention of child abuse. U.S. Ski & Snowboard clubs shall track and provide the following documentation to U.S. Ski & Snowboard:

- A description of the training(s)
- The date the training(s) was offered and given
- A description of how the training(s) was offered and given.

**C. Exceptions**

Exceptions to this Education & Training Policy may be made on a case-by-case basis for victims/survivors. Requests may be made directly to U.S. Ski & Snowboard at [membership@ussa.org](mailto:membership@ussa.org).

## PART II

### REQUIRED PREVENTION POLICIES

#### Required policies

U.S. Ski & Snowboard clubs are required to establish reasonable procedures to limit one-on-one interactions, as set forth in federal law. U.S. Ski & Snowboard clubs are also required to implement the following athlete prevention policies by February 14, 2019:

1. One-on-One Interactions, including meetings and individual training sessions
2. Massages and rubdowns
3. Locker rooms, restrooms, and changing areas
4. Social media and electronic communications
5. Local travel
6. Team travel

#### Minor athletes who become adult athletes

A minor athlete that reaches the age of majority may not be subject to athlete prevention policies if they remain an athlete, and when interacting with minor athletes who are 16 or older. Athlete prevention policies are in effect when this now age of majority athlete interacts with minor athletes 15 or younger. Should a minor athlete reach the age of majority and then obtain a position that presents a potential power imbalance, such as becoming a coach, the individual is subject to athlete prevention policies.

## PART III

### REQUIRED POLICIES FOR ONE-ON-ONE INTERACTIONS

The majority of child sexual abuse is perpetrated in isolated, one-on-one situations. By reducing such interactions between children and adults, you reduce the risk of child sexual abuse. However, one-on-one time with trusted adults is also healthy and valuable for a child. Policies concerning one-on-one interactions protect children while allowing for these beneficial relationships.

#### ONE-ON-ONE INTERACTIONS

*The following is a model one-on-one policy, provided to assist U.S. Ski & Snowboard clubs in developing their own policies. Any policy developed by a U.S. Ski & Snowboard club must include the Mandatory Components. If a U.S. Ski & Snowboard club does not create a one-on-one policy, the Mandatory Components and Recommended Components will become the default policy for that organization.*

---

#### Mandatory Components

U.S. Ski and Snowboard club policies must include components a through e.

a. Application

This policy shall apply to:

- 1) Adults at a facility under the jurisdiction of (U.S. Ski & Snowboard club name)



- 2) Adult members who have regular contact with amateur athletes who are minors
- 3) An adult authorized by U.S. Ski & Snowboard (club name) to have regular contact with or authority over an amateur athlete who is a minor
- 4) Staff and board members of (U.S. Ski & Snowboard club name)

(collectively, Adults).

b. Observable and interruptible

- One-on-one interactions between minors and an Adult (who is not the minor's legal guardian) at our facility are permitted, if they occur at an observable and interruptible distance by another adult.
- Isolated, one-on-one interactions between minors and an Adult (who is not the minor's legal guardian) at our facility are prohibited, except under emergency circumstances.

c. Meetings

- Meetings between Adults and minors at our facilities 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, the door to the office must remain unlocked and open. If available, it will occur in an office that (if available) has windows, with the windows, blinds, and/or curtains remaining open during the meeting.

d. Meetings with mental health care professionals

If a mental health care professional meets with minors at our facilities, 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 by the mental health care professional, with a copy provided to our organization.

e. Individual training sessions

Individual training sessions between Adults and minors are permitted at our facility if the training session is observable and interruptible by another adult. The Adult must obtain the written permission of the minor's legal guardian in advance of the individual training session. Parents, guardians, and other caretakers must be allowed to observe the training session. Permission for individual training sessions must be obtained at least every six months.

## **Recommended Components**

f. Monitoring

When one-on-one interactions between Adults and minors occur at our facility, adults will monitor these interactions. Monitoring includes: knowing that the one-on-one interaction is occurring, the approximate planned duration of the interaction, and randomly dropping in on the one-on-one.

g. Out-of-program contacts

Adults are prohibited from interacting one-on-one with unrelated minor athletes in settings outside of the program (including, but not limited to, one's home, restaurants, and individual transportation), unless parent/legal guardian consent is provided for each out-of-program contact. Such arrangements are nonetheless strongly discouraged.

## **MASSAGES AND RUBDOWNS**

*The following is a model massages and rubdowns policy, provided to assist U.S. Ski & Snowboard clubs in developing their own policies. Any policy developed by a U.S. Ski & Snowboard club must include the Mandatory Components. If a U.S. Ski & Snowboard club does not create a massages and rubdowns policy, the Mandatory Components and Recommended Components will become the default policy for that organization.*

---

### **Mandatory components**

U.S. Ski & Snowboard clubs must include components a through b.

a. Application

This policy shall apply to:

- 1) Adults at a facility under the jurisdiction of a U.S. Ski & Snowboard club
- 2) Adult members who have regular contact with amateur athletes who are minors
- 3) An adult authorized by a U.S. Ski & Snowboard club to have regular contact with or authority over an amateur athlete who is a minor
- 4) Staff and board members of a U.S. Ski & snowboard club

(collectively, Adults).

b. Licensed, certified professional

- Any massage or rubdown performed by an Adult on a minor athlete at our facilities or a training or competition venue is prohibited unless such Adult is a licensed massage therapist.
- Any massage or rubdown performed at our facilities or a training or competition venue by a licensed professional must be conducted in open and interruptible locations. Any massage of a minor athlete must be done with at least one other adult present and must never be done with only the minor athlete and licensed massage therapist in the room.
- Even if a coach is a licensed massage therapist, the coach shall not perform a rubdown or massage of an athlete under any circumstances.

### **Recommended components**

c. Written consent

Written consent by a legal guardian shall be provided before providing each massage or rubdown on a minor athlete. Parents must be permitted to be in the room as an observer.

## **LOCKER ROOMS, RESTROOMS, AND CHANGING AREAS**

*The following is a model locker room, rest room, and changing area policy provided to assist U.S. Ski & Snowboard clubs in developing their own policies. Any policy developed by a U.S. Ski & Snowboard club must include the Mandatory Components. If a U.S. Ski & Snowboard club does not create a locker rooms, restrooms, and changing areas policy, the Mandatory Components and Recommended Components will become the default policy for that organization.*

---

### **Mandatory Components**

U.S. Ski & Snowboard clubs must include components a through f.

a. Application

This policy shall apply to:

- 1) Adults at a facility under the jurisdiction of a U.S. Ski & Snowboard club
- 2) Adult members who have regular contact with amateur athletes who are minors
- 3) An adult authorized by a U.S. Ski & Snowboard club to have regular contact with or authority over an amateur athlete who is a minor
- 4) Staff and board members of a U.S. Ski & Snowboard club (collectively, Adults).

b. Use of recording devices

Use of any device's (including a cell phone's) recording capabilities, including voice recording, still cameras, and video cameras in locker rooms, restrooms, changing areas, or similar spaces at a facility under our organization's jurisdiction is prohibited. Exceptions may be made for media and championship celebrations, provided that such exceptions are approved by the U.S. Ski & Snowboard club and two or more adults are present.

c. Undress

Under no circumstances shall an unrelated Adult at a facility under our organization's jurisdiction be undressed (disrobed or partial or full nudity where private body parts are exposed) in front of minor athletes.

d. Isolated one-on-one interactions

- At no time are unrelated Adults permitted to be alone with a minor in a locker room, rest room, or changing area when at a facility under our jurisdiction, except under emergency circumstances.
- If our organization is using a facility that has access to a single set of such facilities, we will designate times for use by Adults, if any.

e. Monitoring

Our organization regularly and randomly monitors the use of locker rooms, restrooms, and changing areas at facilities under our jurisdiction to ensure compliance with these policies.

f. Non-exclusive facility

If our organization uses a facility not under its jurisdiction (for, e.g., training or competition or similar events) and the facility is used by multiple constituents, Adults in categories 2 through 4 are nonetheless required to adhere to the rules set forth here.

### **Recommended Components**

- g. To minimize the risk of bullying and hazing, our organization uses locker room monitors to ensure that minors are not left unattended in locker rooms, restrooms, and changing areas.
- h. Adults make every effort to recognize when an athlete goes to the locker room or changing area during practice and competition and, if they do not return in a timely fashion, we will check on the athlete's whereabouts.
- i. We discourage parents from entering locker rooms and changing areas unless it is truly necessary. In those instances, it should only be a same-sex parent. If this is necessary, parents should let a coach or administrator know about this in advance.

### **SOCIAL MEDIA & ELECTRONIC COMMUNICATIONS**

*The following is a model social media & electronic communications policy, provided to assist U.S. Ski & Snowboard clubs in developing their own policies. Any policy developed by a U.S. Ski & Snowboard club must include the Mandatory Components. If a U.S. Ski & Snowboard club does not create a social media & electronic communications policy, the Mandatory Components and Recommended Components will become the default policy for that organization.*

---

#### **Mandatory components**

U.S. Ski & Snowboard clubs must include components a through e.

a. Application

This policy shall apply to:

- 1) Adult members who have regular contact with amateur athletes who are minors
- 2) An adult authorized by a U.S. Ski & Snowboard club to have regular contact with or authority over an amateur athlete who is a minor
- 3) Staff and board members at a U.S. Ski & Snowboard club

(collectively, Participating Adults).

b. Content

All electronic communication originating from Participating Adults to amateur athletes who are minors must be professional in nature.

c. Open and transparent

- If a Participating Adult needs to communicate directly with an amateur athlete who is a minor via electronic communications, another Participating Adult or the minor's legal guardian will be copied.

- If a minor athlete communicates to the Participating Adult privately first, the Participating Adult should respond to the minor athlete with a copy to another Participating Adult or the minor's legal guardian.
- A Participating Adult communicating electronically to the entire team will copy another Participating Adult.
- Amateur athletes who are minors may "friend" the organization's official page.

d. Prohibited electronic communications

- Participating Adults are not permitted to communicate privately via electronic communications with amateur athletes who are minors, except under emergency circumstances.
- Participating Adults are not permitted to "private message," "instant message," "direct message", or send photos via Snapchat or Instagram or any form of social or digital media to a minor athlete privately.
- Participating Adults are not permitted to maintain social media connections with minors; such adults are not permitted to accept new personal page requests on social media platforms from amateur athletes who are minors and existing social media connections with amateur athletes who are minors shall be discontinued

e. Requests to discontinue

Legal guardians may request in writing that their child not be contacted through any form of electronic communication by the club or by the club's Participating Adults. The organization will abide by any such request that their child not be contacted via electronic communication, absent emergency circumstances.

### **Recommended components**

f. Hours

Electronic communications will only be sent between the hours of 8:00 a.m. and 8:00 p.m. in the relevant time zones.

g. Monitoring

- The organization monitors its social media pages and removes any posts that violate the organization's policies and practices for appropriate behavior.
- The organization will inform the legal guardian of a minor athlete of any prohibited posts, as well as the organization's administrator.

### **LOCAL TRAVEL**

*The following is a model local travel policy, provided to assist U.S. Ski & Snowboard clubs in developing their own policies. Any policy developed by a U.S. Ski & Snowboard club must include the Mandatory Components. If a U.S. Ski & Snowboard club does not create a local travel policy, the Mandatory Components and Recommended Components will become the default local travel policy for that organization.*

---

### **Mandatory Components**

U.S. Ski & Snowboard clubs must include components a. through b. Local travel consists of travel to training, practice, and competition that occurs locally and does not include coordinated overnight stay(s).

a. Application

This policy shall apply to:

- 1) Adult members who have regular contact with amateur athletes who are minors
- 2) An adult authorized by a U.S. Ski & Snowboard club to have regular contact with or authority over an amateur athlete who is a minor
- 3) Staff and board members at a U.S. Ski & Snowboard club

(collectively, Participating Adults).

b. Transportation

- Clubs will not organize transportation to and from local trainings or events. Local travel should be managed by parents/guardians outside of the club if they see fit.
- Participating Adults who are not also acting as a legal guardian, shall not ride in a vehicle alone with an unrelated athlete who is a minor, absent emergency circumstances, and may only drive with at least two other minor athletes or another adult at all times, unless otherwise agreed to in writing by the minor athlete's parent/legal guardian in advance of each local travel.

### **Recommended Components**

c. Shared or Carpool Travel Arrangement

We encourage parents/legal guardians to pick up their minor athlete first and drop off their minor athlete last in any shared or carpool travel arrangement.

- d. Parents/legal guardians receive education concerning child abuse prevention before providing consent for their minor to travel alone with a Participating Adult.

### **TEAM TRAVEL**

*The following is a model team travel policy, provided to assist U.S. Ski & Snowboard clubs in developing their own policies. Any policy developed by a Covered Organization must include the Mandatory Components. If a U.S. Ski & Snowboard club does not create a team travel policy, the Mandatory Components and Recommended Components will become the default team travel policy for that organization.*

---

### **Mandatory Components**

U.S. Ski & Snowboard clubs must include components a through d. Team travel is travel to a competition or other team activity that the organization plans and supervises.

a. Application

This policy shall apply to:

- 1) Adult members who have regular contact with amateur athletes who are minors
- 2) An adult authorized by U.S. Ski & Snowboard club to have regular contact with or authority over an amateur athlete who is a minor

3) Staff and board members at a U.S. Ski & Snowboard club  
(collectively, Participating Adults).

b. Team/competition travel

- When only one Participating Adult 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 the Participating Adult.

c. Hotel rooms

- Participating Adults shall not share a hotel room or other sleeping arrangement with a minor athlete (unless the Participating Adult is the legal guardian, sibling, or is otherwise related to the minor athlete).

d. Meetings

- Meetings shall be conducted consistent with the organization's policy for one-on-one interactions – i.e., any such meeting shall be observable and interruptible.
- Meetings shall not be conducted in a hotel room.

### **Recommended Components**

- e. Team travel policies must be signed and agreed to by all minor athletes, parents, and Participating Adults traveling with the organization.
- f. Participating Adults who travel with the organization must successfully pass a criminal background check and other screening requirements consistent with the organization's policies.
- g. During team travel, when doing room checks, attending team meetings and/or other activities, two-deep leadership and observable and interruptible environments should be maintained.
- h. Parents/legal guardians receive education concerning child abuse prevention before providing consent for their minor to travel alone with a Participating Adult.

## **PART IV**

### **REPORTING**

The Center handles ALL reports of sexual abuse within the U.S. Olympic and Paralympic Movements. Make a report to the Center if you have a reasonable suspicion of sexual misconduct such as child sex abuse, non-consensual sexual conduct, sexual harassment or intimate relationships involving an imbalance of power.

All reports of child abuse or sexual assault of a minor must also be reported to local authorities (Police or Child Welfare Office). Reports of abuse not involving a minor may also be reported to local authorities.

## **SafeSport Helpline**

- The Center for SafeSport provides 24-hour support via the [SafeSport Helpline](#) or by calling 866.200.0796.

## **Reporting Suspected Violations of Sexualized Conduct**

<https://www.safesport.org/report-a-concern>

Conduct which does not involve sexualized conduct but which may violate one of the six categories of prohibited conduct (Emotional Misconduct, Physical Misconduct, Sexual Misconduct, Bullying, Harassment, Hazing) may be reported to [safesport@usskiandsnowboard.org](mailto:safesport@usskiandsnowboard.org)



## APPENDIX A

### TRAINING ACCESS REQUIREMENTS

#### Access

The U.S. Center for SafeSport offers training to those individuals to whom the Education & Training Policy applies.

#### Requirements

In delivering the training, U.S. Ski & Snowboard clubs shall not:

- Post the access code, coupon, or other access information publicly
- Post U.S. Center for SafeSport Core or Refresher online training content developed by the Center on a public site without the Center's prior written consent
- Charge a separate fee for the Center's training
- Advertise the Center's training as free to anyone other than those individuals to whom the policy applies
- Refer to the Center's training as a "certification," or to individuals who have completed the training as "certified" or "licensed." (Instead, it shall be referred to as a "completion".)

#### Additional training

A U.S. Ski & Snowboard club may choose to provide training *in addition* to the Core Center for SafeSport Training (i.e., the Center's online training or the Center's approved in-person training). In so doing, however, the U.S. Ski & Snowboard club shall not use the term "SafeSport" to describe any such training.

#### Fees

U.S. Ski & Snowboard may impose a fee, including retroactively, and/or revoke access to the training for failing to comply with these training access requirements.