



## USA Baseball Athlete Safety Policy

USA Baseball believes in the power of sport. We believe sport has an unparalleled ability to teach respect, perseverance and teamwork. It builds self-esteem, confidence and social skills. At its best, sport isn't just a game. It's a community that unites us, challenges intolerance and champions diversity.

All USA Baseball covered individuals (staff, board of directors, board committees, task force, contracted staff, hourly staff, coaches, scouts, certified athletic trainers, volunteers and athletes) selected for employment or participation in the training and competition conducted under the auspices of USA Baseball must agree to abide by the following Athlete Safety Policy.

### 1. Prohibited Conduct

The following conduct is strictly prohibited of all athletes, coaches, and staff personnel:

1. Bullying
2. Hazing
3. Harassment (including sexual harassment)
4. Emotional misconduct
5. Physical misconduct
6. Sexual misconduct (including child sexual abuse)

This prohibited conduct includes, without limitation:

Romantic or sexual relationships, which began during the sport relationship, between athletes or other participants and those individuals (i) with direct supervisory or evaluative control, or (ii) are in a position of power and trust over the athlete or other participant. Except in circumstances where no imbalance of power exists, coaches have this direct supervisory or evaluative control and are in a position of power and trust over those athletes or participants they coach.

The prohibition on romantic or sexual relationships does not include those relationships where it can be demonstrated that there is no imbalance of power. For example, this prohibition does not apply to a pre-existing relationship between two spouses or life partners. For factors that may be relevant to determining whether an imbalance of power exists, consult the USOC's Athlete Protection Policy

### 2. Criminal Background Checks

USA Baseball requires annual criminal background checks for those individuals it formally authorizes, approves or appoints (a) to a position of authority over, or (b) to have frequent contact with athletes. Background checks are performed prior to any offer of employment or appointment to any role and are required for individuals over the age of 18.

### 3. Education & Training

USA Baseball requires the US Center for SafeSport Core training for those individuals it formally authorizes, approves or appoints (a) to a position of authority over, or (b) to have frequent contact with athletes (covered individuals as defined above) within the first three days of appointment or employment.

### 4. Reporting

Contact your local authorities if you have a reasonable suspicion that child sexual abuse or neglect has occurred. All reports of child abuse or sexual assault of a minor must also be reported to local authorities. Reports of abuse not involving a minor may also be reported to local authorities.

Any person observing, having knowledge or experiencing any of the above prohibited activity must immediately report such activity to a member of the program staff, a member of USA Baseball senior staff, or directly through SafeSport: <https://safesport.org/report-a-concern>.

Regardless of outcome, USA Baseball will support the complainant(s) and his or her right to express concerns in good faith. USA Baseball will not encourage, allow or tolerate attempts from any individual to retaliate, punish, allow or in any way harm any individual(s) who reports a concern in good

faith. Such actions against a complainant will be considered detrimental to the purposes of USA Baseball and will be a violation of the USA Baseball Code of Ethics and any related Codes of Conduct and grounds for disciplinary action.



## **5. Enforcement**

- a. USA Baseball has a grievance process, which is materially free of bias and conflicts of interest, to address allegations of misconduct following the report or complaint of misconduct which has not been adjudicated under a criminal background check.
- b. In cases where the Ted Stevens Act applies, USA Baseball shall comply with the Act's requirements.
- c. The grievance process, whether by policy or operation of law, includes the opportunity for review by a disinterested individual or body.