

OREGON ADULT SOCCER ASSOCIATION

Policies and Procedures



Subject: One-on-One Interactions Policy

Effective Date: January 1, 2022

Date of Last Revision: None

Physical or sexual abuse of any kind is not permitted within our organization. OASA does not tolerate physical or sexual abuse by our players, coaches, officials, volunteers, employees or spectators.

This policy shall apply to all In-Program Contact between Adult Participants and Minor Athletes.

Please refer to the US Center for SafeSport Minor Athlete Abuse Prevention Policies for additional definitions.

A. ONE-ON-ONE INTERACTIONS

a. Application

This policy shall apply to:

- 1) Adults at a facility under the jurisdiction of our organization or at an event sanctioned by our organization;
- 2) Adult Participants who have regular contact with Minor Athletes;
- 3) An adult authorized by the organization to have regular contact with or authority over a Minor Athlete; and
- 4) Staff and board members of the organization.

b. Observable and interruptible

- One-on-one In-Program Contact between an Adult Participant and a Minor Athlete must be observable and interruptible.
- Isolated, one-on-one interactions between Minor Athletes and Adult Participants are prohibited, except under emergency circumstances, unless:
 - A Dual Relationship Exists; or
 - The Close-in-Age Exception applies; or
 - A Minor Athlete needs an Adult Participant Personal Care Assistant (“PCA”), and:

- The Minor Athlete's parent/guardian has provided written consent to the organization for the Adult Participant PCA to work with the Minor Athlete; and
- The Adult Participant PCA has complied with the organization's education and training requirements; and
- The Adult Participant PCA has complied and/or successfully cleared by the organization's screening process.

c. Meetings and Training Sessions

- Meetings between Adult Participants and minors at a facility under the jurisdiction of our organization or at an event sanctioned by our organization may only occur if another adult is present, except under emergency circumstances, unless the exceptions listed in A.b. (listed above) apply. 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 unobscured, and blinds, and/or curtains remaining open during the meeting.

d. Meetings with mental health care professionals

If a mental health care professional meets with a Minor Athlete at a sanctioned event or a facility, which is partially or fully under our jurisdiction, the meeting must be observable and interruptible except if: (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, although the minor's identity need not be disclosed; (4) the organization is notified that the provider will be meeting with a Minor Athlete, and (5) written legal guardian consent consistent with applicable laws and ethical standards is obtained by the mental health care professional, with a copy provided to our organization.

e. Individual training sessions

Individual training sessions between Adult Participants and Minor Athletes are permitted at a facility under the jurisdiction of our organization or at an event sanctioned by our organization 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, and such permission may be withdrawn at any time.

One-on-one, In-Program, individual training sessions must be observable and interruptible except if one or more of the exceptions in A.b (listed above) apply.

f. The Adult Participant providing the individual training must obtain the written permission of the minor's legal guardian at least annually, which may be withdrawn at any time. Parents, guardians, and other caretakers must be allowed to observe the training session.

g. Monitoring

When one-on-one interactions between Adult Participants and Minor Athletes occur at a facility under the jurisdiction of our organization or at an event sanctioned by our organization, other Adult Participants 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 session.

h. Out-of-program contacts

Adult Participants 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.

B. MESSAGES AND RUBDOWNS

a. Application

This policy shall apply to:

- 1) Adult Participants at a facility under the jurisdiction of the organization;
- 2) Adult Participants who have regular contact with Minor Athletes;
- 3) An adult authorized by the organization to have regular contact with or authority over a Minor Athlete; and
- 4) Staff and board members of the organization.

b. Licensed, certified professional

- Any massage or rubdown performed by an Adult Participant on a Minor Athlete at a facility under the jurisdiction of our organization or at an event sanctioned by our organization are prohibited unless such Adult is a licensed massage therapist.
- Any massage or rubdown performed at a facility under the jurisdiction of our organization or at an event sanctioned by our organization by a licensed professional must be observable and interruptible. 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 a Minor Athlete under any circumstance.
- The provider of any massage or other athletic training therapy should narrate the steps in the activity before taking them, seeking assent of the Minor Athlete throughout the process.

c. Written consent

Written consent by a legal guardian shall be obtained at least annually before providing any massage, or rubdown on a Minor Athlete. This consent may be withdrawn at any time. Parents must be permitted to be in the room as an observer.

C. LOCKER ROOMS AND CHANGING AREAS

a. Application

This policy shall apply to:

- 1) Adult Participants at a facility under the jurisdiction of organization or at an event sanctioned by the organization;
- 2) Adult Participants who have regular contact with Minor Athletes;
- 3) An adult authorized by the organization to have regular contact with or authority over a Minor Athlete; and
- 4) Staff and board members of the organization.

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, rest rooms, 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: parent/legal guardian consent has been obtained, such exceptions are approved by the organization, everyone is fully clothed, and two or more Adult Participants are present.

c. Isolated one-on-one interactions

- All one-on-one, In-Program contact between an Adult Participant and a Minor Athlete in a locker room, rest room, or changing area under our jurisdiction must be observable and interruptible, except if:
 - A Dual Relationship Exists; or
 - The Close-In-Age Exception applies; or
 - A Minor Athlete needs an Adult Participant Personal Care Assistant ("PCA"), and:
 - The Minor Athlete's parent/guardian has provided written consent to the Amateur Organization Member for the Adult Participant PCA to work with the Minor Athlete; and
 - The Adult Participant PCA has complied with the organization's education and training requirements; and

- The Adult Participant PCA has complied and/or successfully cleared the with the organization's screening process.
- If our organization is using a facility that has access to a single set of such facilities, we will designate times for use by Adult Participants, if any.

d. Undress

Under no circumstances shall an Adult Participant shower with Minor Athletes or otherwise be undressed (disrobed or partially or fully unclothed where private body parts are exposed) in front of Minor Athletes unless: a Dual Relationship exists, the Close-In-Age Exception applies, or a Minor Athlete requires a Personal Care Assistant ("PCA") and the PCA requirements set forth in above have been fulfilled.

e. Monitoring

Our organization regularly and randomly monitors the use of locker rooms, rest rooms, and changing areas at facilities under our jurisdiction to ensure compliance with these policies. Our organization will provide a private or semi-private place for Minor Athletes to change clothes or undress at sanctioned events that include locker rooms and/or changing areas for athlete use.

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, Adult Participants are nonetheless required to adhere to the rules set forth here.

D. ELECTRONIC COMMUNICATIONS¹

a. Application

- 1) Adult Participants who have regular contact with Minor Athletes;
- 2) An adult authorized by the organization to have regular contact with or authority over a Minor Athlete; and
- 3) Staff and board members of the organization.

b. Content

All electronic communication originating from Adult Participants to Minor Athletes must be open and transparent, and professional in nature.

c. Open and transparent: All electronic communications between an Adult Participant and a Minor Athlete must be open and transparent except if:

- A Dual Relationship Exists; or
- The Close-in-Age Exception Applies; or
- A Minor Athlete needs an Adult Participant Personal Care Assistant ("PCA"), and:
 - The Minor Athlete's parent/guardian has provided written consent to the Amateur Organization Member for the Adult Participant PCA to work with the Minor Athlete; and
 - The Adult Participant PCA has complied with the organization's education and training requirements; and
 - The Adult Participant PCA has complied and/or successfully cleared the with the organization's screening process.

d. Open and transparent means:

- If an Adult Participant needs to communicate directly with a Minor Athlete via electronic communications, another Adult Participant or the minor's legal guardian will be copied.
- If a Minor Athlete communicates to the Adult Participant privately first, the Adult Participant should respond to the Minor

¹ Electronic communications include, but are not limited to phone calls, videoconferencing, video coaching, texting and social media.

Athlete with a copy to another Adult Participant or the minor's legal guardian.

- An Adult Participant communicating electronically to the entire team will copy another Adult Participant.
- Minor Athletes may "friend" the organization's official page.
- Only platforms that allow for open and transparent communication may be used to communicate with Minor Athletes.

e. Prohibited electronic communications

- Adult Participants are not permitted to communicate privately via electronic communications with amateur athletes who are minors, except under the exceptions above.
- Adult Participants are not permitted to "private message," "instant message," "direct message", or send photos via Snapchat or Instagram to a Minor Athlete privately, except under the exceptions above.
- Adult Participants 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 Minor Athletes and existing social media connections with Minor Athletes shall be discontinued, except under the exceptions above.

f. Prohibited electronic communications

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

E. TRANSPORTATION

“Transportation” consists of travel to a meeting, training, practice, and competition that occurs locally and does not include coordinated overnight stay(s).

- a. An Adult Participant cannot transport a Minor Athlete on-on-one during In-Program travel, except in the case of an emergency or if:
 - A Dual Relationship Exists; or
 - The Close-in-Age Exception Applies; or
 - A Minor Athlete needs an Adult Participant Personal Care Assistant (“PCA”), and:
 - The Minor Athlete’s parent/guardian has provided written consent to the Amateur Organization Member for the Adult Participant PCA to work with the Minor Athlete; and
 - The Adult Participant PCA has complied with the organization’s education and training requirements; and
 - The Adult Participant PCA has complied and/or successfully cleared the with the organization’s screening process.
 - The Adult Participant has advance, written consent to transport the Minor Athlete one-on-one obtained at least annually from the Minor Athlete’s parent/guardian.
- b. Adult Participants who are not also acting as a legal guardian, shall not ride in a vehicle alone with an unrelated Minor Athlete, absent emergency circumstances, and may only drive with at least two other Minor Athletes or another Adult Participant at all times, unless otherwise agreed to in writing by the Minor Athlete’s parent/legal guardian at least annually.
- c. Minor Athlete(s) or their parent/guardian can withdraw consent at any time.

F. LODGING

"Lodging" is team travel to a competition or other team activity that the organization plans and supervises, and that requires an overnight stay or use of a hotel.

a. Hotel Rooms and Other Sleeping Arrangements: All In-Program Contact at a hotel or lodging site between an Adult Participant and a Minor Athlete must be observable and interruptible, and an Adult Participant cannot share a hotel room or otherwise sleep in the same room with a Minor Athlete(s), except if:

- A Dual Relationship Exists; or
- The Close-in-Age Exception Applies; or
- A Minor Athlete needs an Adult Participant Personal Care Assistant ("PCA"), and:
 - The Minor Athlete's parent/guardian has provided written consent to the Amateur Organization Member for the Adult Participant PCA to work with the Minor Athlete; and
 - The Adult Participant PCA has complied with the organization's education and training requirements; and
 - The Adult Participant PCA has complied and/or successfully cleared the with the organization's screening process.
 - The Adult Participant has advance, written consent for the lodging arrangement.

b. Written consent from a Minor Athlete's parent/guardian must be obtained for all In-Program lodging at least annually.

c. Monitoring or Room Checks During In-Program Travel: If the organization, club, or 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.

d. Additional Requirements for Lodging Authorized by the Organization

- Participating Adults who travel with the organization must successfully pass screening requirements consistent with the organization's Policies.

- Adult Participants that travel overnight with Minor Athletes are assumed to have authority of Minor Athletes and thus must comply with the organization's education and training requirements.

e. 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.