

AMHERST SKATING CLUB

Participant Safety Handbook

For Coaches, Staff, and Volunteers

U.S. Figure Skating SafeSport Program



Implemented Feb. 2014

A set of guidelines, policies and practices related to the Amherst Skating Club's strategy for recognizing, reducing and responding to child sexual abuse and other misconduct in the sport of figure skating.

INTRODUCTION

Amherst Skating Club strives to provide a safe environment for its members and to protect the opportunity of its members to participate in the sport in an atmosphere that is free of harassment and abusive practices. The club will not tolerate or condone any form of harassment or abuse of any of its members including athletes, coaches, officials, directors, employees, parents, and volunteers or any other persons while they are participating in or preparing for a figure skating activity or event conducted under the auspices of U.S. Figure Skating.

There are many positive reasons to participate in figure skating, but like all sports, it can also be a high-risk environment for misconduct: emotional, physical, sexual, bullying, harassment and hazing. All forms of misconduct are unacceptable and in direct conflict with U.S. Figure Skating values and ideals.

Misconduct may damage an athlete's psychological well-being. Athletes who have been mistreated experience social embarrassment, emotional turmoil, psychological scars, and loss of self-esteem, misconduct also may 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 sport entirely.

This SafeSport Handbook, originally created by the U.S. Olympic Committee, www.safesport.org, and adapted by U.S. Figure Skating, as well as the Amherst Skating Club, includes various guidelines that apply to all of Amherst Skating Club's programs, events and activities. It further includes the available and required training of coaches and select volunteers, officials and staff members on recognizing and reducing circumstances for potential abuse to occur; and the availability and procedures for any person to report suspected abuse or misconduct.

Through the U.S. Figure Skating SafeSport Program, Amherst Skating Club is committed to providing the safest possible environment for all participants.

ATHLETE PROTECTION POLICY

COMMITMENT TO SAFETY

Overview

AMHERST SKATING CLUB is committed to creating a safe and positive environment for athletes' physical, emotional and social development and to ensuring that it promotes an environment free of misconduct. Amherst Skating Club has implemented policies to address certain types of abuse and misconduct, and to reduce, monitor and govern areas where potential abuse and misconduct could occur.

Application

The Policies apply to

- Staff members, coaches, officials, parents and volunteers
- AMHERST SKATING CLUB'S athletes and participants

Staff members, coaches, parents, volunteers, athletes and participants shall refrain from all forms of misconduct, which include:

- Sexual Abuse
- Physical Abuse
- Emotional Abuse
- Bullying, Threats and Harassment
- Hazing
- Willfully Tolerating Misconduct

All AMHERST SKATING CLUB members shall familiarize themselves with each form of abuse and misconduct and shall refrain from engaging in such misconduct and/or violating any of these policies. Any member who engages in any form of misconduct is subject to appropriate disciplinary action, including but not limited to suspension, permanent suspension, and referral to law enforcement authorities.

In the event that any AMHERST SKATING CLUB member, club volunteer, official or staff observes inappropriate behaviors (i.e., policy violations), suspected physical or sexual abuse, or any other type of abuse or misconduct, it is the personal responsibility of each such person to immediately report their observations to an immediate supervisor, an Amherst Skating Club administrator or a member of Amherst Skating Club's Participant Safety Committee. Complaints and allegations will be addressed under Amherst Skating Club's Disciplinary Rules and Procedure.

In addition to reporting within U.S. Figure Skating, AMHERST SKATING CLUB members and staff must also report suspected child physical or sexual abuse to appropriate law enforcement authorities as required under U.S. Figure Skating rules and under applicable law. One should not attempt to evaluate the credibility or validity of child physical or sexual abuse allegations as a condition for reporting to appropriate law enforcement authorities.

PROHIBITED CONDUCT

Child Sexual Abuse

How to Recognize, Reduce and Respond to Sexual Misconduct

Figure skating teaches lessons that reach beyond the ice arena, but its ability to do so depends on maintaining the bonds of trust, mentorship and mutual respect among members. These elements are undermined when sexual misconduct occurs in any sport setting. Sexual misconduct includes sexual abuse, sexual harassment and rape. Every member of the sport community, especially adult staff in positions of authority, can contribute to a sport environment free from sexual misconduct by working together and being informed.

Definition:

Sexual misconduct involves any touching or non-touching sexual interaction that is nonconsensual or forced, coerced or manipulated, or perpetrated in an aggressive, harassing, exploitative or threatening manner. It also includes any sexual interaction between an athlete and an individual with evaluative, direct or indirect authority which is considered an imbalance of power. Last, any act or conduct described as sexual abuse or misconduct under federal or state law (e.g., sexual abuse, sexual exploitation, rape) qualifies as sexual misconduct.

Notes:

- An imbalance of power is always assumed between an athlete, regardless of age, and an adult in a position of authority (such as a coach, official, director, employee, parent or volunteer.)
- Minors cannot consent to sexual activity with an adult. All sexual interaction between an adult and a minor is strictly prohibited.

Sexual abuse of a minor occurs when an adult coach, official, director, employee, parent or volunteer touches a minor for the purpose of sexual arousal or gratification of the minor or the coach, official, director, employee, parent or volunteer. Sexual abuse of a minor also occurs when a minor touches a coach, official, director, employee, parent or volunteer for the sexual arousal or sexual gratification of either the minor or coach, official, director, employee, parent, or volunteer, even if the touching occurs at the request or with the consent of the coach, official, director, employee, parent or volunteer.

Examples of Sexual Misconduct

Touching offenses

- Fondling an athlete's breasts or buttocks
- Exchange of reward in sport (e.g., team placement, scores, feedback, free lessons/ice time, etc.) for sexual acts
- Genital contact – whether or not either party is clothed

- Sexual relations or intimacies between participants in a position of trust, authority and/or evaluative and supervisory control over athletes or other sport participants

Non-touching offenses

- Sexually-oriented comments, jokes or innuendo made to or about an athlete, or other sexually harassing behavior
- Discussing his or her sex life with an athlete
- Asking an athlete about his or her sex life
- 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

These guidelines do not apply to a pre-existing relationship between spouses or life partners.

“Grooming” Behaviors

Offenders typically control their victims through a systematic process called “grooming” or seduction. Many offenders exploit a child’s vulnerabilities using a combination of tactics to gain the victim’s trust, lower inhibitions, and gain cooperation and “consent.” Since the initial stages of the grooming process can occur in public or group settings, offenders also take care to groom the community, which makes it easier to gain the trust of staff and administrators. The grooming process has six steps:

1. Targeting the victim – An offender will identify a child and determine his or her vulnerabilities.
2. Gaining trust – Through watching and gathering information about the child, an offender will become acquainted with his or her needs.
3. Filling a need – Offenders will often lavish gifts, extra attention, and affection to forge a bond with their victims.
4. Isolating the child – By developing a special relationship with the child, an offender creates situations in which he or she is alone with the child.
5. Sexualizing the relationship – An offender will desensitize a child by talking to, taking photos of and even creating situations in which both the offender and victim are touching or naked. The adult then uses a child’s curiosity and feelings of stimulation to engage in sexual activity.

6. Maintaining control – To ensure the child’s continued participation and silence, offenders can use secrecy and blame as well as other tactics. Victims sometimes continue the relationship out of fear or shame at the thought of having to tell someone about the abuse.

Since interactions between a predator and child can occur in sport settings around other people, coaches, staff members or volunteers are well positioned to witness grooming behavior. Therefore, it’s critical for all members of the sport community to be on the alert for policy violations, suspicious behavior, or other signals that an individual might be a sexual predator. Offenders will use tickling, wrestling, horseplay, photography and giving gifts to push the boundaries of what’s acceptable and form connections with their victims.

Physical Misconduct

How to Recognize, Reduce and Respond to Physical Abuse and Misconduct

Almost all sport involves strenuous physical activity; in practices and competition, athletes regularly push themselves to the point of exhaustion. However, any activity that physically harms an athlete - such as direct contact with coaches or other members, disciplinary actions, or punishment - is unacceptable. Physical misconduct can extend to seemingly unrelated areas including inadequate recovery times for injuries and diet. Two of the best ways to promote safe conditions are to set clear boundaries and take a team approach to monitoring athletes and participants.

Definition:

Physical abuse means physical contact with a participant that intentionally causes or has the potential to cause the participant to sustain bodily harm or personal injury.

Physical abuse also includes 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.

In addition to physical contact or the threat of physical contact with a participant, physical abuse also includes the providing of alcohol to a participant under the age of 21 and the providing of illegal drugs or non-prescribed medications to any participant.

Physical misconduct does not include professionally accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline or improving athlete performance.

Examples of Physical Misconduct

Contact offenses:

- 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 (under U.S.law)
- 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)

Non-contact offenses:

- 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.

Physical Contact in Training and Instruction:

Physical contact in sport is inherent in instruction and training. Appropriate physical contact has three elements:

1. The physical contact takes place in public
2. There are no potential for or actual, physical or sexual intimacies during the physical contact
3. The physical contact is for the benefit of the athlete, not to meet an emotional or other need of an adult.

With these elements in place, physical contact with athletes for the safety and instruction, celebration or consolation may be appropriate. In particular, coaches improve skills and make the training environment safer through appropriate physical contact.

Emotional Abuse and Misconduct

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.

Examples of emotional misconduct prohibited by this policy include, without limitation:

• **Verbal Acts:**

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.

• **Physical Acts:**

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.

• **Acts that Deny Attention and Support:**

A pattern of ignoring a participant for extended periods of time or routinely or arbitrarily excluding participant from practice.

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

Bullying, Threats and Harassment

Bullying

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.

Examples of bullying prohibited by this policy include, without limitation, physical behaviors, such as punching, kicking or choking an athlete; and verbal and emotional behaviors such as, the use of electronic communications (i.e., “cyber bullying”), to harass, frighten, degrade, intimidate or humiliate.

While other members are often the perpetrators of bullying, it is a violation of this policy if a coach or other responsible adult knows or should know of the bullying behavior but takes no action to intervene on behalf of the targeted participant(s).

Threats

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. Threatening behavior is prohibited in any manner in connection with all U.S. Figure Skating sanctioned activities and events.

Harassment

Harassment in sport includes any pattern of physical and/or non-physical behaviors that (a) are intended to cause fear, humiliation, or annoyance, (b) offend or degrade, (c) create a hostile environment, or (d) 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.

Environment: 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. Harassment includes child abuse.

Sexual Harassment is a form of harassment prohibited by this policy. It shall be a violation for any member, coach, official, director, employee, parent or volunteer, to harass a participant(s) through conduct or communications of a sexual nature or to retaliate against anyone that reports sexual harassment or participates in a harassment investigation.

Any conduct of a sexual nature directed by a minor toward an adult or by an adult to a minor is presumed to be unwelcome and shall constitute sexual harassment. Acts of verbal or physical aggression, intimidation or hostility based on sex, but not involving conduct of a sexual nature may also constitute sexual harassment. Legitimate non-sexual touching or other non-sexual conduct is not sexual harassment.

Hazing

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.

Examples of hazing prohibited by this policy include, without limitation, requiring or forcing (including through peer pressure) the consumption of alcohol or illegal drugs; tying, taping, or physically restraining a participant; 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.

Activities that fit the definition of hazing are considered to be hazing regardless of a person's willingness to cooperate or participate.

Willfully Tolerating Misconduct

It is a violation of this Athlete Protection policy if a coach, official, director, employee, parent or volunteer knows of misconduct, but takes no action to intervene on behalf of the athlete(s), participant(s), staff member and/or volunteer.

REPORTING

Although these policies are designed to reduce child sexual abuse and other misconduct, it can still occur. Staff members, volunteers and participants of AMHERST SKATING CLUB shall follow the reporting procedures set forth in AMHERST SKATING CLUB'S Reporting Policy. (See page 15

REPORTING ABUSE, MISCONDUCT AND POLICY VIOLATIONS)

SUPERVISION OF ATHLETES AND PARTICIPANTS

During training and competition, AMHERST SKATING CLUB strives to create two-deep leadership and minimize one-to-one interactions to create a safe training environment and to protect athletes and participants.

APPROPRIATE ONE-ON-ONE INTERACTIONS

Individual Meetings

An individual meeting may be necessary to address an athlete's concerns, training program, or competition schedule. Under these circumstances, coaches, staff members and/or volunteers are to observe the following guidelines:

- Any individual meeting should occur when others are present and where interactions can be easily observed
- Where possible, an individual meeting should take place in a publicly visible and open area, such as the corner of the lobby, or rink-side benches.
- If an individual meeting is to take place in an office, the door should remain unlocked and open
- If a closed-door meeting is necessary, the coach, staff member and/or volunteer must inform another coach, staff member and/or volunteer and ensure the door remains unlocked

PROHIBITED ONE-ON-ONE INTERACTIONS

Except as set forth above, minor athletes and participants will not be left unattended or unsupervised during AMHERST SKATING CLUB activities and AMHERST SKATING CLUB coaches, staff members and/or volunteers are prohibited from being alone with an individual athlete or participant in any room or building.

PHYSICAL CONTACT WITH ATHLETES

Appropriate physical contact between athletes and coaches, staff members, or volunteers is a productive and inevitable part of sport. Athletes are more likely to acquire advanced physical skills and enjoy their sport participation through appropriate physical contact. However, guidelines for appropriate physical contact reduce the potential for misconduct in sport.

APPROPRIATE PHYSICAL CONTACT

AMHERST SKATING CLUB adheres to the following principles and guidelines in regards to physical contact with our athletes:

Common Criteria for Appropriate Physical Contact

Physical contact with athletes – for safety, consolation and celebration – has multiple criteria in common which make them both safe and appropriate. These include:

- the physical contact takes place in public
- there is no potential for, or actual, physical or sexual intimacies during the physical contact
- the physical contact is for the benefit of the athlete, not to meet an emotional or other need of an adult

Safety

The safety of our athletes is paramount and in many instances we make the athletic space safer through appropriate physical contact. Examples include:

- spotting an athlete so that they will not be injured by a fall or piece of equipment
- positioning an athlete's body so that they more quickly acquire an athletic skill, get a better sense of where their body is in space, or improve their balance and coordination
- making athletes aware that they might be in harm's way because of other athletes practicing around them or because of equipment in use
- releasing muscle cramps

Celebration

Sports are physical by definition and we recognize participants often express their joy of participation, competition, achievement and victory through physical acts. We encourage these public expressions of celebration, which include:

- greeting gestures such as high-fives, fist bumps, and brief hugs
- congratulatory gestures such as celebratory hugs, "jump-arounds" and pats on the back for any form of athletic or personal accomplishment

Consolation

It may be appropriate to console an emotionally distressed athlete (e.g., an athlete who has been injured or has just lost a competition). Appropriate consolation includes publicly:

- embracing a crying athlete
- putting an arm around an athlete while verbally engaging them in an effort to calm them down (“side hugs”)
- lifting a fallen athlete off the playing surface and “dusting them off” to encourage them to continue competition

PROHIBITED PHYSICAL CONTACT

Prohibited forms of physical contact, which shall be reported immediately under our Reporting Policy include, without limitation:

- asking or having an athlete sit in the lap of a coach, administrator, staff member or volunteer
- lingering or repeated embraces of athletes that go beyond the criteria set forth for acceptable physical contact
- slapping, hitting, punching, kicking or any other physical contact meant to discipline, punish or achieve compliance from an athlete
- “cuddling” or maintaining prolonged physical contact during any aspect of training, travel or overnight stay
- playful, yet inappropriate contact that is not a part of regular training, (e.g., tickling or “horseplay” wrestling)
- continued physical contact that makes an athlete obviously uncomfortable, whether expressed or not
- any contact that is contrary to a previously expressed personal desire for decreased or no physical contact, where such decreased contact is feasible in a competitive training environment.

VIOLATIONS

Violations of this policy must be reported to an AMHERST SKATING CLUB administrator, supervisor, or member of the Participant Safety Committee and violations will be addressed under our Disciplinary Rules and Procedure. Some forms of physical contact may constitute child physical or sexual abuse that must be reported to appropriate law enforcement authorities.

ELECTRONIC COMMUNICATIONS AND SOCIAL MEDIA POLICY

As part of AMHERST SKATING CLUB'S emphasis on participant safety, communications involving minor participants should be appropriate, productive, and transparent. Effective communication concerning activities, schedules, and administrative issues among coaches, members and their families, officials, and volunteers is critical.

AMHERST SKATING CLUB encourages and supports members to take part in social media by posting, blogging and tweeting positive experiences in skating as a show of support of its members and for promotion of the club, its programs and events. However, the use of mobile devices, web-based applications, social media, and other forms of electronic communications increases the possibility for improprieties and misunderstandings and also provides potential offenders with unsupervised and potentially inappropriate access to participants. The improper use of mobile and electronic communications can result in misconduct.

All electronic communication of any kind between adults and minors, including use of social media, should be non-personal in nature and be for the purpose of communicating information about skating-related activities.

Coaches, skaters and club volunteers must follow common sense guidelines regarding the volume and time of day of any allowable electronic communication. All content between adults and minors should be readily available to share with the public or families of the minor member. If the member is under the age of 18, any email, text, social media, or similar communication should also copy or include a parent.

Social Media

AMHERST SKATING CLUB recognizes, however, that social media, mobile and other electronic communications can be concerning where minor participants are involved. Coaches, especially, are cautioned from having their skaters joined to their personal Face book page or any other similar social media application.

Email, Text Messaging and Similar Electronic Communication

Coaches, volunteers and skaters may use email and text messaging to communicate among each other about non-personal matters. All email and text message content between adults and minors must be non-personal in nature and be for the purpose of communicating information about club/skating-related activities. Emails and text messages from an adult to any minor participant should copy or include a parent.

REQUEST TO DISCONTINUE ALL ELECTRONIC COMMUNICATIONS OR IMAGERY

The parents or guardians of an athlete may request in writing that their child not be contacted by any form of electronic communication by coaches (photography or videography).

LOCKER ROOMS AND CHANGING AREAS

The following guidelines are designed to maintain personal privacy as well as to reduce the risk of misconduct in locker rooms and changing areas.

FACILITIES

The following is a description of our practice and competition facilities to allow athletes and their families to plan their use:

We practice at:

NORTHTOWN CENTER AT AMHERST, 1615 AMHERST MANOR DR., WILLIAMSVILLE, NY 14221

This location has:

No locker room or changing facilities on a day to day basis. Athletes will be expected to come dressed for practice and to change and shower at home.

Our home competitions will be held at: NORTHTOWN CENTER AT AMHERST

MONITORING DURING HOME COMPETITIONS

AMHERST SKATING CLUB has predictable and limited use of locker rooms and changing areas (e.g., immediately before and following competitions). This allows for direct and regular monitoring of locker room areas. While constant monitoring inside of locker rooms and changing areas might be the most effective way to prevent problems, we understand that this would likely make athletes uncomfortable and may even place our staff at risk for unwarranted suspicion.

During a home competition, AMHERST SKATING CLUB has different groups arriving and departing throughout the day. It is therefore not practical to constantly monitor locker rooms and changing areas over this extended course of time. While we do not post staff members inside or at the doors of the locker rooms and changing areas, we do make occasional sweeps of these areas. Staff members conduct these sweeps, with women checking on female-designated areas, and men checking on male-designated areas.

Coaches and staff 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.

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 the coach or administrator know about this in advance.

If an athlete needs assistance with his or her skating outfit (for example, a child under the age of eight), then we ask that parents let the coach or an administrator know beforehand that he or she will be helping the athlete.

MIXED-GENDER

Both female and male privacy rights must be given consideration and appropriate arrangements made. AMHERST SKATING CLUB has the male and female skaters dress/undress in separate locker rooms.

USE OF CELL PHONES AND OTHER MOBILE RECORDING DEVICES

Cell phones and other mobile devices with recording capabilities, including voice recording, still cameras and video cameras increase the risk for different forms of misconduct in locker rooms and changing areas. As a result, **THERE WILL BE NO USE OF A DEVICE'S RECORDING CAPABILITIES IN**

THE LOCKER ROOMS OR CHANGING AREAS.

Violations of this policy will be addressed under the Disciplinary Rules and Procedure and may result in the sanctions as set forth therein, including temporary suspension from competition. Refer to section 10.2 in the Amherst Skating Club Bylaws:

<http://www.amherstskatingclub.com/Docs/ASCBylaws>

SAFESPORT AWARENESS TRAINING

Education is a key component of any abuse and misconduct prevention strategy. Awareness training provides relevant participants with information necessary to more effectively monitor their organization, minimize the opportunities for physical and sexual abuse and other types of misconduct, and respond to concerns.

AMHERST SKATING CLUB'S policies and procedures require all members to report abuse, misconduct, and violations of its safety policies. To do so, members should have a basic understanding of sexual abusers and the strategies that offenders use to seduce their victims. Using a combination of attention, affection and gifts, offenders select a victim, win their trust (and the trust of child's caregiver or "gatekeeper"), manipulate the victim into sexual activity, and keep the child from disclosing abuse.

U.S.FigureSkating and Amherst Skating Club have adopted the United States Olympic Committee's SafeSport training materials, which include a series of online training videos, free of charge, in the following subjects that are available for the training of administrators, coaches, volunteers, board members, etc.:

Lesson 1: The Coach-Athlete Relationship

Lesson 2: Bullying & Harassment

Lesson 3: Hazing

Lesson 4: Emotional Misconduct

Lesson 5: Physical Misconduct

Lesson 6: Sexual Misconduct

Lesson 7: Sexual Abuse

Lesson 8: Grooming

Lesson 9: Minimizing High-Risk Opportunities

Lesson 10: Local Travel

Lesson 11: Overnight Travel

Lesson 12: Signs & Symptoms of Abuse

Lesson 13: The Barriers to Reporting Abuse

Lesson 14: Reporting and Responding to Misconduct & Abuse

The training videos in total are approximately 90 minutes long. Each member of Amherst Skating Club's Professional coaching staff are required to complete the online training (every two years) . Upon successful completion of the online training, passing the section quizzes and final exam, each person will receive a certificate of completion which must be filed with the ASC Skating director. **To find the link to register and complete the SafeSport video training, go to www.usfigureskating.org, then to "Clubs," then "SafeSport." Under Safesport Program Resources Look for the Links and Downloads.... "Register for the USOC Safesport Training".** The training course is free of charge to U.S.Figure Skating representatives.

REPORTING ABUSE, MISCONDUCT AND POLICY VIOLATIONS

If you are aware of or suspect abuse of an athlete, you should do all of the following:

1. Report the abuse to authorities.

Bring this matter to the attention of local law enforcement or call Erie County Child Protective Services (NY State Central Register) at 1-800-342-3720

2. Report the abuse to U.S.Figure Skating.

Notify the U.S.Figure Skating vice chair for Safesport or safesport@usfigureskating.org about the abuse situation. The U.S.Figure Skating Policy Statement on Harassment and Abuse may be found in its entirety online at usfigureskating.org.

Any person who violates this rule, who fails to appropriately report or who makes a false report or otherwise violates U.S.Figure Skating's Policy on Harassment and Abuse will be subject to disciplinary action in accordance with Article XXIV, Section 3, of U.S.Figure Skating bylaws.

3. Alert the rink management, if appropriate, and,

4. Alert at least one of the following: the Amherst Skating Club President, Amherst Skating Club SafeSport Compliance Chair or Amherst Skating Club Director, or send an email to: director@amherstskatingclub.org