

Pioneer Elite Abuse Prevention Policy

Pioneer Elite is committed to the protection of its players while participating in the program and it promotes the awareness and prevention of child abuse in the community at large. Therefore, we have adopted these guidelines to be followed by our staff, volunteers, coaches and administrators.

Coach Selection (Coach refers to any individual assisting with a team on a regular basis)

- Selection of coaches shall be done jointly by the President of Pioneer Elite and the OCHS Boys Varsity Basketball Coach, with due consideration of the items below.
- Coaching Application: Coaching candidates shall complete a Coaching Application each year. In addition to contact and identifying information, applications shall include such items as coaching experience, personal references, criminal background disclosure statement, and permission to run a criminal background check.
- Personal Interview: OCHS Varsity Coach will conduct a personal interview with each coaching candidate to determine his suitability as a coach.
- Personal Reference Check: OCHS Varsity Coach will contact personal references to determine candidate's suitability for coaching.
- Criminal Background Check: Pioneer Elite will conduct an annual criminal background check on all candidates successfully passing the application, interview and reference checks. Those convicted of violent offenses, sexual offenses, or any crimes against minors will be disqualified from consideration for coaching. Depending on the offense, other convictions may be grounds for disqualification. Any volunteer found to be under criminal investigation during the season for a crime that might be detrimental to Pioneer Elite or its members may be suspended until the matter is resolved.
- Code of Conduct and Abuse Prevention Policies: Applicant must read and agree to Pioneer Elite's Code of Conduct and Abuse Prevention Policies.
- Coaches must submit evidence of successful completion of a concussion education course. A course must be taken annually.

Guidelines on Interactions between individuals

These guidelines are meant to protect players and coaches.

At least one screened adult shall be present at each practice, game, or team activity. Two screened adults are preferable.

At no time should a coach be alone with a player, unless it is his own child. Always maintain the "Rule of Three" and include another individual, preferably another screened adult, so there are always at least three people present at any given time. If a coach needs to speak to a player privately, do so at the side or corner of the gym where others may observe the meeting. Never take

a player into the hall or another room where no one else is present. If a parent is late picking up a player, ask another parent or coach to wait so a coach is not left alone with a player.

At no time should a coach be alone in a vehicle with a player, unless it is his own child. With parents' permission, a coach may give more than one player a ride, but they must be picked up and dropped off together so no coach is alone with a player.

At no time should players be subject to inappropriate or harmful verbal or electronic communication or physical behavior. Examples of such behavior are listed below, but are not limited to this list.

- Sexually provocative comments or images
- Degrading comments or images
- Bullying behavior
- Jokes of a risqué, sexual, or derogatory nature
- Patting or touching any area of a player's body that is normally covered by a swimsuit
- Sexual contact of any kind
- Corporal punishment
- Showing pornography or involving youth in pornographic activities

Some physical behavior, such as a pat on the back or an arm around the shoulder, can be positive, but should always be respectful and appropriate and measured by the comfort of the player.

- Touching should stop if requested by the player
- Resistance to touching must be respected
- Touching must never include the breast, buttocks, or groin
- Touching should be done in the open, not in private
- Touching should have a brief, limited duration

A child's comfort level with touching is influenced by factors such as age, developmental stages, social and emotional well-being, life experiences, gender, etc., all of which change over time.

Communications and Social Media Guidelines

OVERVIEW

Online, social media and other electronic communication tools such as text messaging have become a prevalent and effective means of personal and professional communication and have fundamentally changed the way many people and organizations interact. This policy sets forth our expectations with respect to the use of online and social media, as well as other forms of electronic communications, by all Pioneer Elite coaches, staff, volunteers and administrators.

The term "social media" as used in this policy encompasses a wide array of online media and communications and their scope is constantly evolving. For purposes of this policy, the terms "online media" and "social media" are to refer to internal and external websites, blogs, online social networks (*e.g.*, Facebook, Twitter, LinkedIn), wikis, video and photo sharing sites (*e.g.*, YouTube, SKYPE and Flickr), and other forms of personal online publishing and discourse. Text messaging, email, and individual telephonic communications are also covered by these policies.

Social media forums are typically public. Pioneer Elite Basketball fully respects the interest our volunteers, contractors and coaches may have in participating in online and social media on a personal basis. What our employees, contractors and coaches do outside of work on their own time is normally their own business. However, activities outside of work that affect Pioneer Elite's reputation, the volunteer's, contractor's or coach's job performance, or the safety of our players are within the scope of this policy. Even when using social media for purely personal purposes, a person's public expressions might affect their professional identity and the organizational interests of Pioneer Elite Basketball, our members, and our community. Accordingly, all Pioneer Elite staff or volunteers participating in social media must ensure that their participation is consistent with Pioneer Elite's policies.

Both on and off the court, safety and youth protection should be a key focus. Pioneer Elite Basketball is committed to being an advocate for youth and to keeping children and their privacy safe, both online and off. Safety is always at the forefront of any considerations where social media usage is concerned.

With these objectives in mind, all Pioneer Elite staff, contractors, volunteers, administrators, and coaches must be familiar with and adhere to this policy, regardless of whether they personally use social media, and must share this policy with parents and players as appropriate.

INTERNET AND COMMUNICATION POLICIES FOR COACHES

- All social media communications between players and coaches must be public, and all communications on or through them must be public. Being "public" means no private channels. For example, private Facebook groups, direct messaging or private invitations to personal Facebook pages, invite-only YouTube channels, or Twitter, direct messaging to individual players, and the like shall not be permitted between coaches and players. This enables administrators to monitor all communication and help ensure there is no inappropriate communication between coaches (including assistants and volunteer coaches) and players. This also serves to protect coaches.
- Abide by a "two-deep" policy for all communications and activities. This means at least two Pioneer Elite -affiliated adults, or one Pioneer Elite-affiliated adult and a parent, should be included or at least "copied" on all messages to players. There should be no private messages and no one-on-one direct contact through Facebook messages, Twitter, direct messaging, Skype, chats, instant messaging (including but not limited to Google Messenger, AIM, and the like) or other similar messaging features provided through social media sites.
- A coach may respond to a direct inquiry via text message or email from a player regarding logistics of practice times, cancellations, schedules, etc. but our coaches should strive to include another adult on messages whenever possible.
- Coaches and team representatives should only use text messages and email on issues that are basketball related and all communications should include a parent or guardian copied on the message where possible.
- Coaches and team representatives should avoid cell phone conversations with players to the greatest extent possible and conversations that do take place should only be basketball related.
- If you post content on any social media site (e.g., Facebook, blog, discussion board or comment) and it has something to do with work for Pioneer Elite Basketball or subjects associated with the organization or any of its members, you should include a disclaimer in

substantially the following form: *"The postings on this site are my own personal views and do not represent the views or positions of Pioneer Elite, its members, or personnel."*

- Respect privacy and confidentiality obligations when posting photos or videos. Before you post online video or photos that include images of players, it is your responsibility to obtain consent from their parents or guardians. If you fail to do so and they subsequently object, it is your responsibility to promptly take down or otherwise edit the posting in order to protect their privacy. Pioneer Elite Basketball will fully support those who wish to maintain their privacy in this regard.

Reporting Abuse

Our coaches are expected to report any suspicion of abuse or neglect. If you suspect any member of Pioneer Elite Basketball is a victim of abuse or neglect, please contact the President who will help you locate the appropriate authority to contact.