# BIR Safe Sport Policy

April 28, 2022, V5

## Introduction

Bainbridge Island Rowing (BIR) is committed to providing a safe space -- physically and psychologically – for all members of its community, particularly participants in its Junior Rowing programs. BIR has formally adopted the [US Rowing Safe Sport Policy Manual](https://usrowing.org/documents/2021/11/18/FINAL_Rowing_MAAPP_111021_APPROVED.pdf?id=2800) (effective January 1, 2022) and is thereby also subject to the [US Center for Safe Sport Code](https://uscenterforsafesport.org/wp-content/uploads/2021/04/SafeSportCode2021_040121_V3.pdf) (effective April 1, 2021).

Working within those guidelines, our policy addresses four major issues:

1. Definitions
2. Prevention
3. Training Requirements
4. Violation Reporting Requirements

## Definitions

Relevant definitions of the issues covered by the BIR policy are included in the US Rowing Safe Sport Policy Manual (January 1, 2022). Specifically, that document defines and addresses the following issues:

* Sexual misconduct
* Child abuse
* Emotional misconduct
* Physical misconduct
* Bullying behaviors
* Hazing
* Harassment
* Threats

The detailed contents of this manual must be well understood by the BIR SafeSport Coordinator (a new position) and may be used as a reference in dealing with specific complaints. All BIR participants covered by these policies may achieve an adequate understanding of these issues through the mandatory SafeSport training requirements enumerated below.

## Prevention

Our primary goal, as a club, is to **PREVENT** any of the abuses covered by the Safe Sport program by building a culture and set of practices that help us to avoid such instances of misconduct. To that end, we subscribe to the following “best practices.”

1. The most important requirement is that all one-on-one interactions between adults and minors be observable and interruptible.
2. With the specific exceptions noted in the Safe Sport policy, there should always be at least three people present in an interaction in order to avoid a contested “he said/she said” account of events.
3. While we do not believe we can require all parents to undertake Safe Sport training, we strongly encourage them to do so in order to guide their Junior Rowers in understanding the nature of both sexual and non-sexual abuse or misconduct.
4. Because ALL BIR members have semi-regular interactions with one another and with Junior rowers, ALL are required to meet the annual Safe Sport training requirements outlined below. This includes all Juniors, Masters, coaches and regular volunteers. Completion of these training requirements will be monitored by both US Rowing and BIR.
5. The Board of BIR will appoint one member of the board or the club at large to serve as a Safe Sport Coordinator to field reported violations of the club’s Safe Sport policy. We recommend that this position be held for a minimum of three years with a one-year overlap with any new incoming Coordinator. Extensions beyond the minimum three-year term are welcome and encouraged.

## Training Requirements

The US SafeSport training requirements now apply to ALL participants and volunteers active with BIR, including participants in the Masters Program who share facilities, equipment and training opportunities with Junior Rowers even if they are not directly involved in the Junior Rowing Program.

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| Requirement | Relevant Link(s) |
| **Junior Rowers** | |
| * Annual Training | [SafeSport for Youth Athletes](https://safesporttrained.org/%252523/online-courses/4707cf47-6168-4af2-9766-a386de35c128) |
| **Junior Rowers Turning 18 at any point in the rowing year** | |
| * Additional Training | [SafeSport Training for Adult Athletes](https://safesporttrained.org/%252523/curricula/ea7e04ce-00fd-4d6f-ac46-bc0846c7e407) |
| **Junior Parents** | |
| * Annual Training * Annual Waiver | [Parents” Guide to Misconduct in Sport](https://safesporttrained.org/%252523/curricula/f2a393b6-92a4-4df3-8ed0-93bd974ca987) (RECOMMENDED)  Part of Junior Registration form |
| **Junior Coaches** | |
| * Annual Training | [SafeSport Trained Core](https://safesporttrained.org/%252523/curricula/2bd66bef-5a8b-4d0b-a91d-f8f4303c9c7b) (Yr. One)  [Refresher One](https://safesporttrained.org/%252523/curricula/893bb293-e48b-474e-a279-0c68f404b9fb)  [Refresher Two](https://safesporttrained.org/%252523/curricula/d30daf85-d5a0-44fd-8564-9c024d0afe55)  [Refresher Three](https://safesporttrained.org/%252523/curricula/7a752423-1561-4b73-8937-35a0f7da9bd4)  [SafeSport Mandatory Reporting](https://safesporttrained.org/%252523/curricula/457ae4f3-dd74-410f-9e8e-d48644694c19)  [Background Check](https://www.ncsisafe.com/members/SelfRegBatchCode.aspx) (every 2 yrs.) |
| **Junior Volunteers (including parent-volunteers)\*** | |
| * Annual Training | [SafeSport Trained Core](https://safesporttrained.org/%252523/curricula/2bd66bef-5a8b-4d0b-a91d-f8f4303c9c7b) (Yr. One)  [Refresher One](https://safesporttrained.org/%252523/curricula/893bb293-e48b-474e-a279-0c68f404b9fb)  [Refresher Two](https://safesporttrained.org/%252523/curricula/d30daf85-d5a0-44fd-8564-9c024d0afe55)  [Refresher Three](https://safesporttrained.org/%252523/curricula/7a752423-1561-4b73-8937-35a0f7da9bd4)  [Background Check](https://www.ncsisafe.com/members/SelfRegBatchCode.aspx) (every 2 yrs.) |
| **Masters Coaches** | |
| * Annual Training | [SafeSport Trained Core](https://safesporttrained.org/%252523/curricula/2bd66bef-5a8b-4d0b-a91d-f8f4303c9c7b) (Yr. One)  [Refresher One](https://safesporttrained.org/%252523/curricula/893bb293-e48b-474e-a279-0c68f404b9fb)  [Refresher Two](https://safesporttrained.org/%252523/curricula/d30daf85-d5a0-44fd-8564-9c024d0afe55)  [Refresher Three](https://safesporttrained.org/%252523/curricula/7a752423-1561-4b73-8937-35a0f7da9bd4)  [Background Check](https://www.ncsisafe.com/members/SelfRegBatchCode.aspx) (every 2 yrs.) |
| **Masters Rowers** | |
| * Annual Training | [SafeSport Training for Adult Athletes](https://safesporttrained.org/%252523/curricula/ea7e04ce-00fd-4d6f-ac46-bc0846c7e407) (Yr. One)  [Refresher One](https://safesporttrained.org/%252523/curricula/893bb293-e48b-474e-a279-0c68f404b9fb)  [Refresher Two](https://safesporttrained.org/%252523/curricula/d30daf85-d5a0-44fd-8564-9c024d0afe55)  [Refresher Three](https://safesporttrained.org/%252523/curricula/7a752423-1561-4b73-8937-35a0f7da9bd4) |
| **Board Members (and Administrative Staff)** | |
| * **Annual Training** | [SafeSport Training for Adult Athletes](https://safesporttrained.org/%252523/curricula/ea7e04ce-00fd-4d6f-ac46-bc0846c7e407) (Yr. One)  [Refresher One](https://safesporttrained.org/%252523/curricula/893bb293-e48b-474e-a279-0c68f404b9fb)  [Refresher Two](https://safesporttrained.org/%252523/curricula/d30daf85-d5a0-44fd-8564-9c024d0afe55)  [Refresher Three](https://safesporttrained.org/%252523/curricula/7a752423-1561-4b73-8937-35a0f7da9bd4)  Background Check (every 2 yrs.) |

\*”Volunteer” as used in this document refers to volunteers, including volunteer-parents, who have “direct access to junior athletes over the course of several days.” (e.g. chaperones, drivers to off-site regattas, food tent workers, etc.). “Occasional volunteers” – e.g. those who work single-day events -– are not required to take the Core Training Course or have a background check. Instead, we recommend taking the 15-minute [Safe Sport for Volunteers](https://safesporttrained.org/%252523/curricula/50527895-1d9f-4cc4-b2af-7e2597e0d060) course.

## Reporting Requirements

Reporting requirements vary according to the severity of the allegations. A summary of these requirements, including links to the relevant reporting forms appears below.

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| **Allegation** | **Reporting Requirements** | **Relevant Links** |
| Sexual Misconduct/Child Abuse/Other Inappropriate Conduct of a Sexual Nature | * Center for SafeSport * Relevant law enforcement * US Rowing * BIR | <https://uscenterforsafesport.org/report-a-concern/> or call (833)587-7233.  [BIR Incident Report Form](https://d.docs.live.net/e65d48e47504def1/Documents/BIR%2525252520Board/SafeSport%2525252520Review/BIR%2525252520Incident%2525252520Report%2525252520Form%2525252520(Word).docx)  Copy of [BIR Incident Report Form](https://d.docs.live.net/e65d48e47504def1/Documents/BIR%2525252520Board/SafeSport%2525252520Review/BIR%2525252520Incident%2525252520Report%2525252520Form%2525252520(Word).docx)  Copy of [BIR Incident Report Form](https://d.docs.live.net/e65d48e47504def1/Documents/BIR%2525252520Board/SafeSport%2525252520Review/BIR%2525252520Incident%2525252520Report%2525252520Form%2525252520(Word).docx) |
| Non-sexual Misconduct | * BIR | [BIR Incident Report Form](https://d.docs.live.net/e65d48e47504def1/Documents/BIR%2525252520Board/SafeSport%2525252520Review/BIR%2525252520Incident%2525252520Report%2525252520Form%2525252520(Word).docx) |

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