

BIR Safe Sport Policy

July 24, 2022, V6

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](#) (effective January 1, 2022) and is thereby also subject to the [US Center for Safe Sport Code](#) (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.

To access all trainings:

- = Log into your individual **USRowing** account.
- = Click on the SafeSport icon on the left-hand side.
- = Open the catalog (may take a few minutes).
- = Find the course you need and enroll.
- = Download the certificate when done or take a screenshot at the end.
- = Contact the BIR SafeSport Coordinator with questions: safesport@bainbridgerowing.org

Requirement	Relevant Link(s)
Junior Rowers	
• Annual Training	SafeSport for Youth Athletes
Junior Rowers Turning 18 at any point in the rowing year	
• Additional Training	SafeSport Training for Adult Athletes
Junior Parents	
• Annual Training	Parents’ Guide to Misconduct in Sport (RECOMMENDED)

Junior Coaches	
<ul style="list-style-type: none"> Annual Training 	SafeSport Trained Core (Yr. One) Refresher One Refresher Two Refresher Three SafeSport Mandatory Reporting Background Check (every 2 yrs.)
Junior Volunteers (including parent-volunteers)*	
<ul style="list-style-type: none"> Annual Training 	SafeSport Trained Core (Yr. One) Refresher One Refresher Two Refresher Three Background Check (every 2 yrs.)
Coaches for Adults	
<ul style="list-style-type: none"> Annual Training 	SafeSport Trained Core (Yr. One) Refresher One Refresher Two Refresher Three Background Check (every 2 yrs.)
Adult Rowers	
<ul style="list-style-type: none"> Annual Training 	SafeSport Training for Adult Athletes (Yr. One) Refresher One Refresher Two Refresher Three
Board Members (and Administrative Staff)	
<ul style="list-style-type: none"> Annual Training 	SafeSport Trained Core (Yr. One) Refresher One Refresher Two Refresher Three 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](#) 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.

Allegation	Reporting Requirements	Relevant Links
Sexual Misconduct/Child Abuse/Other Inappropriate Conduct of a Sexual Nature	<ul style="list-style-type: none">• Center for SafeSport• Relevant law enforcement• BIR	<p>https://uscenterforsafesport.org/report-a-concern/ or call (833)587-7233.</p> <p>Call 911 Kitsap County Incident Report Form</p> <p>BIR Incident Report Form</p>
Non-sexual Misconduct	<ul style="list-style-type: none">• BIR	<p>BIR Incident Report Form</p>