

BIR SafeSport Policy

July 23, 2024, v. 9. 0

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 [USRowing SafeSport Policy Manual](#) (effective January 1, 2023) and is thereby also subject to the [US Center for SafeSport Code](#) (effective April 1, 2022).

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 USRowing SafeSport Policy Manual (January 1, 2023). 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 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 an organization is to **PREVENT** any of the abuses covered by the SafeSport 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 – and between any two individuals whose relationship is characterized by a power differential – be *observable and interruptible*.
2. With the specific exceptions noted in the SafeSport policy, there should always be *at least three people present* in an interaction in order to avoid a contested account of events.

3. While USRowing and BIR require and monitor SafeSport training for adults interacting regularly with youth and those in positions of power over others, BIR also strongly encourages all other members, staff, parents, and volunteers to look at the recommended training below to support the culture of SafeSport within the organization.
4. The Board of BIR will appoint one member of the board or the club at large to serve as a SafeSport Coordinator to field reported violations of the organization's SafeSport 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 and recommendations below apply to ALL participants and volunteers active with BIR, including participants in the Adult 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.
 - (Note that there is a free category for 'Volunteers'.)
- Click on the SafeSport icon on the lower left-hand side.
- Answer the self-attestation question (adult rowers: YES on #3)
- 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.
- Log back into USRowing to reset your profile with your certification.
- Contact the BIR Admin with questions: admin@bainbridgerowing.org

Requirement	Relevant Link(s)
Junior Rowers under 18 years	
• Annual Training	SafeSport for Youth Athletes (group training and conversation)
Junior Rowers upon turning 18	
• Annual Training	SafeSport Trained Core
Junior Parents	
• Annual Training	Parents Guide to Misconduct in Sport (recommended)
• Annual Waiver	Part of Junior Registration form

Regular 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.)
Occasional Volunteers	
<ul style="list-style-type: none"> Annual Training 	SafeSport for Volunteers (recommended)

All Adult Rowers	
<ul style="list-style-type: none"> Annual Training 	SafeSport Trained Core (Yr. One) Refresher One Refresher Two Refresher Three
All Coaches	
<ul style="list-style-type: none"> Annual Training 	SafeSport Trained Core (Yr. One) Refresher One Refresher Two Refresher Three Background Check (every 2 yrs.)
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.)

*"Regular Volunteers" refers to volunteers who have "direct engagement with minor athletes and/or have authority over minor athletes ." (e.g. chaperones)

* "Occasional Volunteers" (e.g. food tent workers, event support) are not required to take SafeSport training or have a background check. Instead, we recommend taking the 15-minute [SafeSport 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● US Rowing● BIR	https://uscenterforsafesport.org/report-a-concern/ or call (833)587-7233. 9-1-1 Copy of BIR Incident Report Form Copy of BIR Incident Report Form
Non-sexual Misconduct	<ul style="list-style-type: none">● BIR	BIR Incident Report Form