



Youth Sports Sexual Abuse Prevention Operating Procedures

As a youth-serving organization, The City of Concord Parks and Recreation Department considers the safety and well-being of the youth in our programs a top priority. We prohibit and strive to proactively address reports of this type of conduct, even if it means that someone will be embarrassed or upset. We want to hear about problems or concerns, and we will strive to act on them in a fair way in accordance with our procedures.

We will report suspected abuse to the proper law enforcement agencies.

City of Concord Parks and Recreation has adopted the following operating procedures in an effort to provide a safe environment for our coaches, athletes, and families.

1) The Coach Recruitment process shall include the following:

- a. Background Check – All current coaches and volunteers must complete a background check and have a valid photo ID badge provided by the Concord Parks and Recreation in order to be eligible to volunteer. The background check and badge must be updated annually.
- b. Coaches Application – Every head coach must fill out a coaches' application annually that includes their sports experience, their philosophy toward youth sports, and a list of character references.

2) An Abuse Prevention Orientation will be conducted before every season

A representative from the Concord Parks and Recreation Athletic Staff will review these procedures with coaches, volunteers, and parents each season. The Positive Coaching Alliance/Kidpower video Protecting Youth Athletics from Sexual Abuse will be shown and an information sheet, "Protecting Youth Athletics from Sexual Abuse: Key Actions for Parents and Coaches" will be distributed to every coach, volunteer and parent.

3) Prohibited Behavior

- a. Use of degrading language or behavior. Coaches are also responsible for stopping disrespectful behavior between team members, including sexual harassment.
- b. Threatening or intentionally inflicting physical injury upon anyone, especially a minor. Coaches are also responsible for stopping threatening behavior by players.
- c. Committing any sexual offense against a minor, or engaging in any sexual contact with a minor.
- d. Making any sexual advance, or engaging in other verbal, or physical conduct of a sexual nature with a minor.
- e. One-adult/one-child interaction except in an emergency where following this policy would be dangerous to the child. In an emergency situation, the coach or volunteer must contact a representative of the athletic staff from Concord Parks and Recreation to inform him or her of this contact and the reason for it. If a child is receiving individual instruction or working with a coach, this activity must be in a public setting rather than behind closed doors.

4) Reporting of Suspected Child Sexual Abuse

- a. The Athletic Coordinator will be designated to receive reports of sexual abuse or other inappropriate conduct. This person will promptly notify the proper law enforcement agencies.
- b. All coaches, volunteers, parents and program participants are directed to report any incident of abuse or suspected abuse that they witness or that is reported to them to the Athletic Coordinator. Please note that this does not preclude individuals from reporting abuse or suspected abuse to the proper law enforcement agencies.
- c. Should a suspected incidence of abuse be reported, the coach/volunteer in question may be temporarily suspended from duties while an investigation takes place.
- d. The Athletic Coordinator, when appropriate, shall communicate reports of child sexual abuse to the Director of Parks and Recreation. The confidentiality of any who makes such a report will be protected.

These procedures are based off of information provided by Kidpower Teenpower Fullpower International. If you want more youth sports safety resources. You can visit their website at www.kidpower.org/youth-sports/

To report any inappropriate conduct or suspicious activity contact Dawn Simpson at 704-920-5617.