



PEACEPLAYERS SAFEGUARDING AND CHILD PROTECTION POLICY

PeacePlayers United States (PeacePlayers US) is committed to a practice that protects children, young people, and vulnerable adults from harm while they are with staff, coaches, and others associated with the organization. PeacePlayers US has an abuse policy in all organizational youth sports activities. Staff and others in the organization accept and recognize the responsibility to develop an awareness of the issues that may cause children harm and it is the responsibility of every coach, staff member, and volunteer at PeacePlayers US to act in the best interests of its participants.

Throughout the policy, you will see references to “Adult Participants” and “Minor Athletes”. Many aspects of this policy are issued to protect “Minor Athletes” who participate in PeacePlayer’s programming.

PeacePlayers US defines **Adult Participants** as adults who are 18 years of age or older working with PeacePlayer participants and or supporting local programming whether it be paid or unpaid opportunities.

Examples of Adult Participants:

1. Organization Board Members, Officers, and Directors
2. Organization Employees and Independent Contractors
3. Coaches, interns, volunteers, and Nike Ambassadors (NCAs)

PeacePlayers US defines **Minor Athletes** as participants under 18 years of age who participate in or participated within the previous 12 months in, an event, program, activity, or competition that is part of PeacePlayers US programming at any US site; Baltimore, Brooklyn, Chicago, Detroit, Los Angeles.

Examples of Minor Athletes:

1. Peace League participants
2. Leadership Development participants
3. Any participants involved in special events or activities related to PeacePlayers
4. Jr. LDP coaches under the age of 18
5. Volunteers or interns under the age of 18

Safeguarding refers to the actions we take to ensure ALL Minor Athletes are safe from harm when involved in our programming and activities. Child protection is a set of activities that are required for SPECIFIC children who are at risk of/or are suffering harm.



PeacePlayers US will protect children via the following practices:

- Adopting child protection and safeguarding guidelines through a code of conduct for Adult Participants and others as appropriate.
- Ensuring that the groups and organizations we work closely with adopting a child protection policy where appropriate.
- Sharing information about child protection and good practice with Minor Athletes and Adult Participants
- Sharing information about concerns with agencies who need to know and involving parents and children appropriately.
- Following careful procedures for recruitment and selection of staff, facilitators, coaches, and others, including an interview process, background checks, and reference checks
- Providing effective management for staff, facilitators, and others through supervision, practical support, and training.
- Ensuring that those who are working with children are always supported by a member of staff

PeacePlayers US is committed to reviewing our policy and practice at regular intervals. The organization will provide Safeguarding and Child Protection review bi-annually.

PeacePlayers US respects the rights of the child and promotes a child-centered ethos:

- Listen to children
- Value and respect children as individuals
- Involve children in decision-making where possible and as appropriate
- Encourage children

PROHIBITED CONDUCT

It should be noted that all defined Adult Participants and Minor Athletes of PeacePlayer US's programming are subject to specific prohibited conduct as outlined below. Prohibited behaviors include harassment, sexual harassment, racial, religious, or national origin harassment, child sex abuse, sexual misconduct, emotional misconduct, physical misconduct, bullying, and hazing. All Adult Participants have an obligation to cooperate in any investigation of a complaint of misconduct, including providing all information concerning the complaint. Failure to do so may be a direct violation of this policy. Any violation of this Prohibited Conduct Policy by Adult Participants or Minor Athletes may subject the individual to disciplinary action and PeacePlayers US prohibits any retaliation against individuals making good faith reports of misconduct, including potential violations of this Prohibited Conduct Policy by Adult Participants for Minor Athletes.



Harassment

Repeated and/or severe conduct that causes fear, humiliation, or annoyance, offends, or degrades, creates a hostile environment, or reflects a discriminatory bias in an attempt to establish dominance, superiority, or power over an individual or group based on age, race, ethnicity, culture, religion, national origin, or mental or physical disability; or any act or conduct described as harassment under federal or state law.

Sexual Harassment

Any unwelcome sexual advance, request for sexual favors, or other unwanted conduct of a sexual nature, whether verbal, non-verbal, graphic, physical or otherwise. Sexual harassment can also include harassment related to gender, sexual orientation, gender identity, or gender expression, which may include acts of aggression, intimidation, or hostility, whether verbal or non-verbal, graphic, physical or otherwise, even if the acts do not involve conduct of a sexual nature.

Racial, Religious, or National Origin Harassment

Includes any verbal, written, or physical act in which race, religion, or national origin is used or implied in a manner that makes a reasonable person uncomfortable in the environment. Examples include but are not limited to jokes, which include reference to race, religion, or national origin, the display of objects or pictures which adversely reflect on a person's race, religion, or national origin, or the use of pejorative or demeaning language regarding a person's race, religion, or national origin.

Child Sexual Abuse

Any sexual activity with a child is prohibited. This includes sexual contact with a child that is accomplished by deception, manipulation, force, or threat of force, regardless of the age of the participants, and all sexual interactions between an adult and a child regardless of whether there is deception, or the child understands the sexual nature of the activity.

Sexual Misconduct

Any sexual interaction between an athlete and an individual with evaluative, direct, or indirect authority is prohibited. Such relationships involve an imbalance of power and are likely to impair judgment or be exploitative. This section does not apply to a pre-existing relationship between two spouses or life partners.

Emotional Misconduct

A pattern of deliberate, non-contact behavior that has the potential to cause emotional or psychological harm to another person. Non-contact behaviors include verbal acts, physical acts, or acts that deny attention or support; or any act or conduct described as emotional abuse or



misconduct under federal or state law (e.g., child abuse, child neglect). Emotional misconduct does not include professionally accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline, or improving athletic performance.

Physical Misconduct

Is defined as contact or non-contact conduct that results in, or reasonably threatens to, cause physical harm to another person; or any act or conduct described as physical abuse or misconduct under federal or state law (e.g., child abuse, child neglect, assault). Physical misconduct does not include professionally accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline, or improving athletic performance. For example, hitting and punching are well-regulated forms of contact in combat sports but have no place in basketball.

Bullying

Intentional, persistent, and repeated pattern of committing or willfully tolerating physical and non-physical behaviors that are intended, or have the reasonable potential, to cause fear, humiliation, or physical harm in an attempt to socially exclude, diminish or isolate the targeted athlete(s), as a condition of membership is prohibited. Bullying does not include group or team behaviors that (a) are meant to establish normative team behaviors, or (b) promote team cohesion.

If bullying does occur, incidents will be dealt with promptly and effectively. Any Minor Athlete or Adult Participant who is aware of bullying behavior is expected to tell a site supervisor or Program Manager.

Objective of the PeacePlayers US Bullying Policy and Action Plan:

- To clearly communicate that PeacePlayers will not tolerate bullying in any form
- To define bullying and give athletes, coaches, volunteers, and parents a suitable understanding of those behaviors that constitute “bullying”
- To make it known to athletes, coaches, and volunteers that a policy and protocol exist should bullying issues arise
- To clearly communicate how to report bullying behavior
- To communicate to athletes, coaches, volunteers, and parents that PeacePlayers takes bullying seriously, and will immediately investigate and address all reports of bullying.



Hazing

Coercing, requiring, forcing, or willfully tolerating any humiliating, unwelcome or dangerous activity that serves as a condition for

- (a) joining a group, or
- (b) being socially accepted by a group's members are prohibited.

Hazing does not include group or team activities that

- (a) are meant to establish normative team behaviors, or
- (b) promote team cohesion.

CODE OF BEHAVIOR:

Guidelines for Adult Participants:

- Adult Participants should not spend excessive amounts of time alone with children, away from others. Meetings with individual children or young people should take place as openly as possible. If privacy is needed, the door should be left open and other staff, facilitators, or coaches informed of the meeting.
- Adult Participants are advised not to make unnecessary physical contact with children and young people. However, there may be occasions when physical contact is unavoidable, such as providing comfort and reassurance for a distressed child during basketball activities. In all cases, physical contact should only take place with the consent of the child or young person.

PeacePlayers US adheres to the following principles and guidelines regarding physical contact with Minor athletes:

Common Criteria for Appropriate Physical Contact

- Physical contact with athletes/participants - for safety, consolation, and celebration - has multiple criteria that make it both safe and appropriate. These include:
 - The physical contact takes place in public
 - There is no potential for, or actual, physical or sexual intimacies during the physical contact
 - The physical contact is for the benefit of the athlete, not to meet an emotional or other need of the adult
- The safety of our athletes/participants is paramount, and in many instances, we make the athletic space safer through appropriate physical contact. Examples include:
 - Spotting an athlete so that he or she will not be injured by a fall or piece of equipment
 - Positioning an athlete's body so that he or she more quickly acquires an athletic skill, gets a better sense of where his or her body is in space, or improves balance and coordination
 - Making athletes aware that they may be in harm's way due to other practicing athletes, or equipment used
 - Releasing muscle cramps
- Sports by definition, are physical. We recognize participants often express joy of participation, competition, achievement, and victory through physical acts. We encourage these public



expressions of celebration, which include:

- Greeting gestures such as high-fives, fist bumps, and brief hugs
- Congratulatory gestures such as celebratory hugs, “jump-arounds”, and pats on the back for any form of athletic or personal accomplishment
- Consolation
 - It may be appropriate to console an emotionally distressed athlete/participant (e.g. an athlete who has been injured or has just lost a competition).
 - Appropriate consolation includes, publicly:
 - Embracing a crying athlete in a public place or circumstance
 - Putting an arm around an athlete while verbally engaging them to calm them down (“side hugs”)
 - Lifting a fallen athlete off the playing surface and “dusting them off” to encourage them to continue competition

Prohibited Physical Contact

- Prohibited forms of physical contact, which shall be reported immediately under PeacePlayers US’s reporting policy include, without limitation:
 - Asking or having an athlete sit in the lap of a coach or volunteer
 - Lingering or repeated embraces of athletes that go beyond the criteria set forth for acceptable physical contact
 - Slapping, hitting, punching, kicking or any other physical contact meant to discipline, punish, or achieve compliance from an athlete
 - “Cuddling” or maintaining prolonged physical contact during any aspect of training, travel, or overnight stay
 - Playful, yet inappropriate contact that is not a part of regular training (e.g., buttpats, tickling, or “horseplay” wrestling)
 - Continued physical contact that makes an athlete or participant obviously uncomfortable, whether expressed or not
- Any contact that is contrary to a previously expressed personal desire for decreased or no physical contact, where such decreased contact is feasible in a competitive training environment.
- The above physical contact is prohibited between adult and athlete AND athlete and athlete. Coaches and volunteers must model the behavior expected from athletes.
 - Tasks of a personal nature should only be carried out:
- For very young children or children with disabilities
- With the full understanding and consent of parents
- In an emergency - parents should be fully informed
- All tasks of a personal nature are to be undertaken with the utmost discretion
 - It is not good practice to take children alone in a car journey, however short. Where it is unavoidable, it is advised to use a taxi service or gain full consent from the parents.



- Staff, coaches, facilitators, and others should not meet with children outside of organized activities unless it is with the knowledge and consent of parents and PeacePlayers US site Director.
- Staff, coaches, facilitators, and others should respect the individual's self-esteem and avoid inappropriate punishment.
- Staff, coaches, facilitators, and others should never:
 - Engage in sexually provocative or excessively rough physical games, including horseplay
 - Allow children to use inappropriate language unchallenged
 - Make sexually suggestive comments about or to a child, even in fun
 - Let allegations a child makes go without being addressed or recorded
 - Do things of a personal nature for children that they can do themselves
 - Display anger or violence inappropriately

MANDATORY REPORTING

All Adult Participants of PeacePlayers US are mandatory reporters of any known or suspected child abuse. All reports must be made to the appropriate law enforcement authorities within 24 hours; the abuse does not need to be confirmed. Adult Participants should never seek to conduct their own investigations.

PeacePlayers US does not tolerate retaliation of any kind. Any Adult Participant or Minor Athlete who makes a good faith report will not be subject to retaliation, including harassment, as a result of making a report. The SafeSport Act of 2017 also includes qualified immunity for good faith reports. The obligation to report is not always satisfied by making an initial report and an Adult Participant is required to report supplemental information of which he/she becomes aware that may be relevant in a pending investigation.

As PeacePlayers US is now required to have a mechanism for all individuals (adults and minors) to report abuse (not just abuse of sexual nature as abuse can be defined as any of the prohibited behaviors outlined above under Prohibited Conduct), all are encouraged to utilize the "Report An Incident" feature with the PeacePlayers US digital compliance platform. Regardless of the method for reporting any known or suspected child abuse, all Adult Participants of PeacePlayers US are also required to report the information to PeacePlayers US.

PEER-TO-PEER SEXUAL ABUSE

- Approximately 1/3 of all reported sexual abuse occurs at the hands of other children or minors. Coaches, staff members, and volunteers have an obligation to report peer-to-peer sexual abuse, in accordance with state mandatory reporting requirements. Whether sexual interaction between athletes constitutes 'sexual abuse' depends on the existence or an aggressor, the age difference between the athletes, and whether there is an imbalance of power between the parties, including physical or intellectual disabilities. If you have concerns that interaction between athletes may constitute sexual abuse,



report the interaction to appropriate law enforcement authorities and the local Director or appropriate staff member. Contact the Head of US Strategy and Operations and the HR department for all incidents of Peer-to-Peer abuse. Any incidents of this nature must be reported to Players Health.

- Peer-to-Peer sexual abuse risk is highest at:
 1. Any location that is less easily seen
 2. Any time Athletes are unclothed or changing clothes, for any reason
- Due to this risk, coaches and volunteers will be aware of locations in PeacePlayers US facilities, as well as practice and competition locations, where this risk is higher, including restrooms, changing areas, locker rooms, and areas less easily seen or supervised. The Program Coordinator will be in charge of evaluating the facilities and grounds and identifying high-risk areas. The Program Coordinator on site will also oversee the dissemination of the information to all relevant staff and reinforce policies and procedures during the event as he/she sees fit. These areas will be patrolled or supervised regularly by the Program Coordinator and coaches and volunteers, where possible.

CONSEQUENCES OF VIOLATION

Any person accused of committing a prohibited act or any act considered by PeacePlayers US to be harmful to a child will be:

- Temporary measures to protect the claimant and respondent will be made in accordance with Players Health
- Players Health will take over the full investigative process, including but not limited to contacting law enforcement or child protective agencies, if applicable

Any person found to have committed a prohibited act may be:

- Prohibited from future participation as a coach, staff member, or volunteer in all activities and programming that involves participants of PeacePlayers United States.

The failure to report a prohibited act to supervisory personnel as designated in this policy is a violation of this policy and grounds for dismissal. Volunteers who fail to report a prohibited act may be restricted from participation in any PeacePlayers United States and International activities.

CHILD SAFEGUARDING OFFICER(S)

Tony Ware II, HR & Finance Coordinator

Email: aware@peaceplayers.org

Phone: 443-370-1038

David Cassel, Head of US Strategy & Operations

Email: dcassel@peaceplayers.org

Phone: 708-250-4957



RESPONSIBILITIES:

- Ensuring any incidents across PeacePlayers sites have been properly recorded, and submitted to the Players Health Report Platform, ensuring appropriate action within the organization is taken in response to the incident(s).
- Liaison to Players Health Intake Coordinator & Director of Investigation.
- Partnering with Players Health to provide guidance to local sites in response to incidents.
- Maintaining knowledge of best practices and procedures regarding Child Safety.

GENERAL REPORTING

In the event of any incident, the Child Safeguarding Officer(s) should be notified – after an accident or incident is disclosed by a Minor Athlete or observed by an Adult Participant. An Incident Report will be completed by the individual concerned in the Players Health Investigation Platform;

<https://playershealthprotect.com/4b69fde0-b1a8-412b-8fe9-bc3f398c6339>.

A review of the Incident Report will commence immediately and no later than 24 hours after receipt by the Players Health Intake Coordinator.

PROCEDURES

- a. Minor Athletes, Adult Participants, or parents can report an incident directly using the link in this policy OR going to peaceplayers.org “Resources” tab where you will see a Child Safety section. Child Safeguarding Officers should be made aware of any incidents reported within 24 hours of the event.

<https://playershealthprotect.com/4b69fde0-b1a8-412b-8fe9-bc3f398c6339>

- b. In addition to HR, the Head of US Strategy and Operations will be informed of all incidents, unless the incident involves them. In that case, the incident will be reported to the Executive Director, United States.
- c. The Players Health team will advise PeacePlayers Child Safeguarding Officer(s) of the next steps and handle the investigative process from start to completion. Notification to local Director(s) will be provided with as much information as allowed throughout the process.

Please note: *In the event of serious misconduct or abuse the appropriate statutory body and relevant Police Service should be contacted first to secure the situation. In such an event, the incident should be reported to HR within 24 hours of the incident or accident.*

Local sites and participant guardians can expect a response to any incidents or accidents within 24 hours depending on the severity of the claim.

REPORTABLE INCIDENTS

The following examples would constitute reasonable grounds for concern:

- A specific indication that a child was abused;
- A statement from a person who witnessed abuse;
- An illness, injury, or behavior consistent with abuse;
 - Constant signs of neglect (the persistent failure to meet the basic physical and/or



- psychological needs of a child, likely to result in the serious impairment of their physical or cognitive development) over a period of time; or
- A symptom, which may not in itself be totally consistent with abuse, but which is supported by corroborative evidence of deliberate harm or neglect.

If a child discloses it is important to:

- Listen and ask who, what, when, and where – it's important to leave out why.
- Empathize with the child and offer reassurance. No promises.
- Take the child seriously and don't delay in acting.
- Not to overreact, remain calm; ask to repeat when unclear;
- Explain what you must do and whom you have to tell.

In the event of an Adult Participant observing signs of abuse the following procedure will apply:

- The observer would report to the Child Safeguarding Officer
- A record will be made of any incidents or accidents through the Players Health portal
- A report would be made if appropriate following the General Reporting Procedure

In the event of a child making a disclosure to an Adult Participant the following procedure will apply:

- The observer would report to the Child Safeguarding Officer(s)
- A record will be made of any incidents or accidents through the Players Health portal
- A report would be made if appropriate following the General Reporting Procedure

In the event of a complaint or allegation being made against an Adult Participant the following procedure will apply:

- Both the alleged abuser and the person who is thought to have been abused have the right to confidentiality.
- The first priority is to ensure that no child is exposed to unnecessary risk. Action will be taken proportionate to the level of risk. Appropriate changes should be made to the program to protect and not penalize the worker financially or otherwise, unless necessary to protect the child.
- The Child Safeguarding Officer or HR will report the incident to Players Health and they will assume all follow-up regarding all steps of the investigation. *PeacePlayers US does not handle any investigations internally to assure appropriate measures are taken.*

COMPLAINTS PROCEDURE FOR PARENTS

- Referred to the local Director;
- Escalated to Child Safeguarding Officer;
- The parent would be directed to complete an incident report in the same portal; <https://playershealthprotect.com/4b69fde0-b1a8-412b-8fe9-bc3f398c6339>.
- Players Health Investigation team will follow up on all inquiries



STAFF SUPPORT AND TRAINING

All current and new staff will be trained in PeacePlayers US policies and procedures. Current staff will be given a copy of the policy documents and receive relevant training in all policies and procedures by the HR Department. Any new members will be given copies of the policy documents via email, and the policy will be signed by the employee during their new hire orientation. All policy documents and procedures will be reviewed with new staff. The document will be reviewed and updated annually in accordance with changes to local and state laws as applicable.

The Child Safeguarding Officer will provide training to support and review the policy documents and disseminate this information as necessary.

SHARING INFORMATION

Parents are responsible for their children’s welfare at all times; however, they should be assured that their children are involved with a credible organization. PeacePlayers United States will do its utmost to ensure that children are safe and well cared for, but the overall responsibility lies with the parent or guardian.

To support this, PeacePlayers United States will publicize and make information available to parents or guardians about the type of activities, the facilities available, brief information on facilitators and coaches’ experiences, enrollment procedures, policy documents, and members of staff. In addition, the Program Manager and/or Program Coordinator on site will also be responsible for communication to participants, volunteers, staff, and any other relevant parties.

ACKNOWLEDGMENT STATEMENT

I confirm that I have received, read, and understood the PeacePlayers United States Child Safeguarding and Protection Policy. I agree to comply with these policies and procedures.

Signature

Date

Printed Name