

# **NJB Chapter Abuse / Molestation Risk Management Program**

All chapters must adopt and implement the following risk management program:

## **Criminal Background Checks**

NJB Headquarters has selected Peopletrail to run background checks on all paid and volunteer staff members with access to our youth. All members will be required to complete online background checks giving NJB Headquarters permission to run the criminal background checks. Background checks will be run on an annual basis with NJB Headquarters. Chapters will be solely responsible to communicate with their coaches to ensure all members register with NJB Headquarters for their annual background check. Any background check that indicates that a potential staff member has a felon report will result in disqualification of such member. Members with an adverse criminal background check result will be given the opportunity to contest the accuracy of the background check with NJB Headquarters. NJB will protect the confidentiality of all forms and results.

## **Recognizing Grooming**

Grooming is the process of which sexual predators pave the way for sexual abuse by gradually gaining the trust of and conditioning of minors, parents, and administrators. The steps in the grooming process are as follows:

- Identify a vulnerable child whose needs are not being met such as lack of attention by parents, lack of spending money, etc.
- Fill the missing needs of the child by providing attention, transportation, help with homework, special favors, confiding in secrets, spending money, gifts, etc. to create a "special bond".
- Gain trust of family by spending disproportionate amount of time with them.
- Isolate the victim to create one on one opportunities.
- Gradually use boundary invasions that start off with inappropriate electronic communications and photo sharing, tickling, wrestling, massages, alcohol, drugs, pornography, etc. that lead to nudity and sexual activity.
- Maintain control and silence with threats of fear and shame.

## **Policies To Protect Against Misconduct**

The following policies should be communicated to all staff by the chapters:

- All forms of abuse including sexual, physical, emotional, harassment, bullying, and hazing are prohibited.
- Prohibited sexual abuse physical acts include genital contact whether or not either party is clothed; fondling of a participant's breast or buttocks; sexual penetration; sexual assault, exchange of a reward in sport for sexual favors; lingering or repeated embrace that goes beyond acceptable physical touch; tickling, wrestling, or massage; and continued physical contact that makes a participant uncomfortable.
- Prohibited sexual abuse verbal acts include making sexually oriented comments, jokes and innuendo; staff member discussing his or her sex life with participant; asking about a participant's sex life; requesting or sending a nude or partial dress photo; exposing participants to pornographic material; voyeurism; and sexting with a participant.
- Any type of grooming behavior is prohibited.
- Prohibited forms of physical abuse include punching, beating, biting, striking, choking, slapping, or intentionally hitting a participant with objects or sports equipment; providing alcohol to a participant under legal drinking age; providing illegal drugs or non prescribed medications to any participant; encouraging or permitting a participant to return to play after injury or sickness prematurely without clearance of a medical professional; prescribing dieting or other weight control methods for humiliation purposes; isolating a participant in a confined space; forcing participant to assume a painful stance or position for no athletic purpose; withholding, or denying adequate hydration, nutrition medical attention, or sleep.
- Prohibited emotional abuse includes a pattern of verbally attacking a participant personally such as calling them worthless, fat or disgusting; physically aggressive behaviors such as throwing or hitting objects; and ignoring a participant for extended periods of time or excluding them from practice.
- Bullying includes an intentional, persistent, or repeated pattern of committing or willfully tolerating (e.g., staff not preventing) physical, nonphysical, or cyber bullying behaviors that are intended to cause fear, humiliation, physical harm in an attempt to socially exclude, diminish, or isolate another person emotionally, physically, or sexually. It is often not the staff, but instead, other participants who are the

perpetrators of bullying. However, it is a violation if the staff member knows or should have known of the bullying behavior but takes no action to intervene on behalf of the targeted participants.

- Prohibited hazing includes any contact which is intimidating, humiliating, offensive or physically harmful. Hazing typically is an activity that serves as a condition for joining a team of being socially accepted by team members.
- Two deep leadership is required where two adults (e.g., any combination of staff or parents) should be present at all times so that a minor participant can't be isolated with a single unrelated adult, except in the case of an emergency.
- All electronic communications including email, texting, social media, etc. between the staff member and a minor participant should be limited strictly to the legitimate activities of the organization.
- Any overnight travel exposure should prohibit adults spending the night in the same room as an unrelated minor participant; require grouping of participants of the same sex and age group in rooms; and provide adequate oversight with a same-sex chaperone for each group.
- Take off/pick up of athletes by staff should be strongly discouraged because of the difficulty in limiting one-on-one contact.

### **Reporting Suspicions of Child Sexual or Physical Abuse and Other Forms of Abuse**

Federal or state law may require any adult staff member who has a suspicion of child sexual or physical abuse to independently report such suspicion directly to law enforcement within 24 hours. Failure to report may be a punishable offense.

In addition, the adult staff member should report the suspicion within 24 hours to the chapter director and the director should also report to law enforcement within 24 hours if there is suspicion that child sexual or physical abuse has been committed. The chapter director should also immediately notify NJB headquarters.

The chapter should allow law enforcement to handle the investigation and the suspected staff member should be immediately suspended or reassigned to alternative duties that don't involve access to youth pending the outcome of the investigation. Chapter officials should not comment on the allegation or police investigation until it has been concluded.

Staff members should also report prohibited misconduct other than child sexual and physical abuse to the chapter director and the chapter can investigate and decide what types of sanctions, if any, are appropriate.

The chapter is prohibited from retaliating in any way against a staff member who makes a good faith report of a suspicion of any form of misconduct.

### **Communication Of Information**

The information in this risk management program should be communicated by staff meeting and/or by distribution of this document to all staff.

Our chapter has adopted this program and incorporated it into our written policies and procedures.

Name of chapter director: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Please send a copy of this confirmation to Jeannie Calhoun/Compliance by December 1<sup>st</sup>, 2019.

Thanks for all your support and communication to the members in your chapter. I suggest you cover this completely with all your coaches and volunteers.

Blessings,

Dennis Murphy  
Commissioner