

**CHILD ABUSE/MOLESTATION
PREVENTION
POLICY & PLAN**

**KINO BASEBALL LEAGUE
TUCSON, ARIZONA**

**Effective January 1, 2015
Revised September 1, 2021**

POLICY STATEMENT

Child abuse/molestation can take many forms, including verbal abuse, emotional abuse and sexual abuse. Any form of child abuse/molestation is contemptible and goes against the mission of the Kino Baseball League which has a **commitment of zero tolerance** towards such actions. The Kino Baseball League cares about the protection of our participants and feels confident that through the leadership of the individual teams coaching staffs, we can achieve our goal of making the Kino Baseball League the safest program in which our youth can enjoy the game of baseball.

PURPOSE

Part of creating a safe environment is making sure that youth are not harmed in any way while participating in organization sponsored activities. One risk in any organization working directly with youth is child sexual abuse.

The purpose of the Kino Baseball League Child Abuse/Molestation program and plan is to reduce the liability risk and related negative publicity, expense, and trauma to the league, and of course the youth that is served by the league.

DEFINITIONS

CHILD ABUSE: Verbal abuse (ridicule or put downs), physical abuse (any hurting, touching or excessive exercise used as punishment), emotional abuse (threats to perform unreasonable tasks), and sexual abuse.

SEXUAL ABUSE: Refers to a wide spectrum of interactions, including rape, physical assault, sexual battery, unwanted physical sexual contact, unwelcome sexually explicit or offensive verbal communication, coercive or exploitive sexual contact, verbal sexual harassment and/or sexualized attention or contact to a minor.

POLICIES ON CHILD ABUSE/MOLESTATION

LIMIT ONE ON ONE CONTACT: The Kino Baseball League recommends that no activities shall take place involving one on one contact between a single, non-related volunteer and a child, if such activities can be practically avoided. It is recommended that two (2) adults should always be present during practices, games, carpooling and special events.

SLEEPOVERS: It is recommended that players traveling to tournaments and staying in hotels either be accompanied by his parent or legal guardian or be supervised by two (2) adults who are in each other's presence at all times.

VERBAL: Inappropriate comments of a sexual nature and suggestive jokes are prohibited.

TAKE HOME/PICK UP: The taking home/picking up of players team or league personnel is strongly discouraged because of the difficulty of limiting one on one contact between adult and child. Parents should make every effort to provide transportation for their own children to and from scheduled events. The team managers should clearly outline the expected start and end time for all games and practices and communicate this to all parents or legal guardians.

Parents or legal guardians are to make backup plans in the event they cannot provide transportation. If the parents or legal guardian cannot provide transportation, they must communicate this to the team manager or member of the coaching staff the name of the person(s) authorized to pick up their child.

CHILD ABUSE PROTECTION: All forms of sexual, physical, verbal, and emotional abuse are prohibited.

EXAMPLES OF ABUSE/MOLESTATION

EMOTIONAL ABUSE: yelling or making statements, such as the following:

- You're stupid.
- You're an idiot.
- You're an embarrassment.
- You're not worth the uniform you play in.

PHYSICAL ABUSE: Besides the obvious examples of a coach hitting, kicking, throwing equipment, or shaking a player, be aware of the following:

- Behaviors seem violent versus disciplinary.
- Training practices become abusive.
- Fighting is encouraged or ignored.
- Illegal moves, often associated with injuries are encouraged.
- Coaches teach improper techniques or encourage conduct which violates safety rules.
- Coaches allow player(s) to become physically or verbally abusive.
- Behaviors result in injuries to the player(s)

SEXUAL ABUSE: An adult may not improperly sexualize touch by fondling instead of hugging (with permission), kissing or seductive stroking of various body parts. On the other hand, appropriate touching can be used when a child needs comfort, reassurance, and support. Appropriate touch is respectful of a person's personal boundaries and comfort level, public (done in front of others and not secretly), and nurturing (not sexualized)

- Misuse of powers and authority
- Misuse of love and affection
- Manipulation or tricks
 - *This is love*
 - *This what you need to be a part of the team.*
 - *This what we do for initiation.*
- Grooming: desensitization that begins with appropriate touch, then the touch changes.
 - *You like the touch before*
 - *What's wrong? Don't you trust me?*
 - *Courting (gifts, time, and attention)*
 - *Romancing (talking of love or attraction)*
 - *Line (you're special, I don't usually do this sort of thing, you're so mature, you're so attractive).*
 - *Secrets (this is our special secret, others wouldn't understand, your or I would get in trouble).*

WARNING SIGNS OF ABUSE/MOLESTATION

With some forms of abuse, there may be physical indicators (i.e. with physical abuse, bruises, welts, broken bones) or with sexual abuse venereal diseases, genital swelling/soreness, difficulty sitting or walking, pain or itching with urinating or defecating, stomach aches, pain/itching in the genital area, and frequently, unexplained sore throats. But most often the effects of sexual abuse are less obvious.

Example: sudden shifts in behavior or attitudes when an outgoing child suddenly builds a protected wall or a generally happy child becomes aggressive and angry or a trusting child becomes fearful, may be an indication of abuse. In sports, this can show up as losing interest or wanting drop out or a sudden decline in ability or function.

NOTE: That no indicators or symptoms are absolute. Many of these could be indicators of problems other than child abuse. However, if some of the things are going on, consider them to be a red flag. One difficulty is that some signs are ambiguous. Children may respond in different way and some may show no sign at all. Some indicators are:

- Disclosure by the child. Most children won't just come out and say they have been abused, but instead, may hint at it.
- Observations, complains, concerns, or allegations about member of the coaching staff.
- Attitudes/behaviors expressed on the part of an adult that may be associate with inappropriate or abusive behavior (racist, poor sense of athlete development, raging temper, extremely controlling, jealous, hypersensitive, poor sexual boundaries, bullying, intimidating manner, unrealistic or inappropriate training practices and risks, etc.).
- Unexplained/unlikely explanation of injuries.
- Difficult walking or sitting.
- Sudden loss of appetite or compulsive eating.
- Inability to concentrate.
- Fear of medical treatment or examinations.
- Shrinks back from touch.
- Being overly affectionate or acting our sexually.
- Wearing excessive clothing.
- Emotionally abuses others.

WARNING SIGNS OF ABUSE/MOLESTATION

- Overreaction to mistakes.
- Continual self-deprecation, i.e. “I am ugly”, “I am stupid”, etc.
- Extreme fear of a team coach
- Extreme low self- esteem, self- worth
- Player’s attachment to a coach to the point of isolation from others.
- A coach with an interest beyond caring concerns, special interest in a child (time, gifts, attention, obsession, unrealistic expectations).
- A child’s desire to drop out without a clear explanation or without one that makes sense.
- A child that misses a lot of practices or games with suspicious explanations or excuses.
- Despite increased sensitivity to abuse, there is still a tendency to blame the victims instead of holding the person(s) accountable who:
 - *Lost their temper.*
 - *Got a little out of control.*
 - *Was just having a dispute.*
 - *Misinterpreted the touch.*
 - *Is really a wonderful person, etc.*
 - *Listen to what the player is saying.*

MONITORING BEHAVIOR

REPORTING/COMPLAINT

The Kino Baseball League is a travel team developed program. It is not like a traditional community league where players register, tryout, teams are developed, volunteers are selected as coaches. The league is made up of already established travel teams that consist of players whose parents or legal guardians have already approved the participation of their child with the coaching staff in place.

The parents or legal guardian are to monitoring behavior and interactions for issues as identified in this plan.

Point of Contact: If during a season while a travel team is participating in the league, and inappropriate or harmful behavior has been witnessed or reported by the player(s) that falls under the description and definitions as outlined in this plan, the parent(s) or legal guardian must contact the Kino Baseball League Executive Director.

Assessing the Seriousness of the Situation:

Concern: When the person just needs to be heard and have some information clarified.

Complaint: When the person needs to be listened to and may or may not want action taken if they feel confident that the league has listened to the issue.

Allegation: Clarify if the allegation is:

- Appropriate, but unappreciated act.
- Inappropriate, but not legal act.
- Illegal act that needs to be reported to the local law enforcement authorities.

Reporting: When a person communicates to the Executive Director that abuse occurred or based on the actions described gives the league a reason to believe that abuse has occurred.

The Executive Director of the Kino Baseball League must immediately report to:

- Arizona Department of Child Safety 1-888-767-2445
- Pima County Sherriff Department 1-520-351-4900

NOTE: If a team is NOT entered into a Kino Baseball League season and if such allegations or concerns arise, then the responsibility of contacting the authorities rests with the parent or legal guardian of the child.

COMMUNICATION WITH VICTIM

When the Executive Director of the Kino Baseball League reports a complaint of abuse/sexual molestation to the Arizona Department of Child Safety and to the Pima County Sherriff Department, the Director will communicate with the family of the victim via phone call and through electronic e-mail that details and confirms the reporting of the complaint to authorities.

The league will provide information to the family of the victim to contact with the Arizona Department of Child Safety (888-767-2445) for further assistance and counseling options.

MONITORING BEHAVIOR ENFORCEMENT

Definition: Suspension/Termination: The findings of the Executive Director of the Kino Baseball League are to be reported to the Board of Directors and all proceedings should be confidential. If the alleged abuser or policy violator admits to the conduct, the Board can determine appropriate punishment.

If the alleged abuser or policy violator denies the conduct, the Board can conduct further investigation (except when reasonable cause of physical or sexual abuse exists, this is reported to the authorities immediately) deemed necessary prior to rendering any appropriate punishment or exoneration. The alleged violations range from inappropriate, but not illegal behavior to clear cut child/sexual abuse, and the punishment will be tailored to the punishment.

Suspension: Less egregious conduct will result in a written reprimand. If more than two (2) written reprimands are received in a three (3) year period, this will result in the termination of the individual from any further involvement with a team that participates in the Kino Baseball League.

More egregious conduct will result in both a written reprimand and suspension. Upon the second suspension in a three (3) year period, the individual will be terminated and will not be permitted to have any further involvement with a team that participates in the Kino Baseball League.

Termination: Individuals are subject to immediate termination based on the disqualification process outlined below.

Duty to Disclose/Immunity/Confidentiality: The Kino Baseball League is required by the law of the State of Arizona to report suspected cases of child/sexual abuse. Any member of the Board of Directors of the Kino Baseball League who makes or participates in the making of a good-faith report of abuse/neglect, participates in the investigation, or in the judicial proceedings shall, in doing so, be provided with complete and absolute immunity from civil liability.

All records and reports concerning investigations and their outcome are protected by State of Arizona confidentiality laws. Unauthorized disclosure of such records is a criminal offense which is subject to fines and/or imprisonment.

SCREENING

High school sponsored teams that participate in the Kino Baseball League have coaches who have already completed background screening and finger printing as required by the Arizona Interscholastic Association, thus are approved to coach such school teams and are not required to participate in the league background check screening program.

Non-high school approved coaches are required to complete and submit to the league prior to the start of the season a coach application that will authorize the league to conduct a background check. Refusal to comply will result in the immediate disqualification of the individual participating with the team that is entered to play in the league.

At minimum the league will utilize the US Department of Justice web site www.nsopr.gov

Further investigation through other background information sites may be required to verify individuals who background comes back negative.

The background check for a non-high school coach that is approved is good for three (3) years.

Disqualification Criteria: Individuals found to be guilty of the following crimes will not be permitted or authorized to be with the team that is entered to play in the league. Guilty is defined as the applicant was found guilty following a trial, entered a plea, entered a no contest plea accompanied by the court's finding of guilty, regardless of whether there was an adjudication of the guilt (conviction) or a withholding of guilt. This policy does not apply if criminal charges resulted in acquittal, dismissal, or if a decision not to proceed with a case: an entry made in a court record when a plaintiff or a prosecutor decides not to proceed further with a case or action.

Ever Found to be Guilty Of:

- All sex offenses, including child molestation, rape, sexual assault, sexual battery, sodomy, prostitution, solicitation, indecent exposure, etc.
- All felony violence, including murder, manslaughter, aggravated assault, kidnapping, robbery, aggravated burglary, etc.

In the event any pending charges described above be uncovered or should any of the above charges be brought against an individual during the season, the individual will be suspended from serving with the team entered in the league until such time as the charges have been cleared or dropped, and the Executive Director has approved reinstatement.

Appeals:

Coach(s) disqualified due to an unsatisfactory Background check and/or other reason(s) will be given the right to appeal upon written notification to the Executive Director.

TRAINING/CERTIFICATION

It shall be required that all coaches (10U-15U) age divisions that participate in the league take on-line course training and certification program.

The league has approved and adopted the use of the USA Baseball (www.usabaseball.com) one hour on-line course and post test certification entitled Abuse Awareness for Adults.

Upon completion of this course and prior to the start of a designated season, the coach is required to submit to the league a copy of course completion certification.

For high school level coaches, they are approved by their local high schools and school districts based on their good standing, annual background check and finger printing requirement, High School coaches are to submit to the league prior to the start of each designated season a copy of NFHS (www.nfhs.org) two level coaching accreditation program certification.

STATEMENT OF ACKNOWLEDGMENT

The Child Abuse/Molestation policy will be posted on the league website at www.kinobaseball.com for the public to access.

Independent contractors (umpires, field techs, scorekeepers, etc.) that are associate with the league are required to review the league policy and understand the information and agree to comply with the policy requirements. Confirmation of understanding of the policy will require independent contractors to sign off on prepared statement of acknowledgment. (FORM APPENDIX "A")

The policy will be emailed to the team manager of each travel team that is entered to play in the league for that season and will be required to make aware to the parent(s) or legal guardian that the league has such a policy and plan in place.

The team manager and assistant coaches are to comply with the policy by completing the coach application that will authorize the league to conduct background checks prior to the start of the season.

It is important for parent(s) or legal guardian to monitor behavior at practices and at other team events and as identified in this plan, they have the responsibility to report to authorities any suspected inappropriate behavior. They also have the responsibility to notify the Kino Baseball League of such actions by an individual—such reporting is done in a confidential manner.

CONCLUSION

The uniqueness of the Kino Baseball League that is geared strictly towards travel and high school teams allows for the league to partner with the parents and legal guardians and school districts to assure that the best possible individuals are in charge of these teams.

The Kino Baseball League is designed to encourage safe interaction between the coach and the players, as well as designed to create a safe, educational, and enjoyable environment for all.

The league has zero tolerance towards any abuse/molestation and have outlined in this policy the mechanisms of training, reporting, disciplinary action options, and communication and support with the family of the victim.

RESOURCE CONTACTS

Kino Baseball League	520-730-2506
Arizona Department of Child Safety	888-767-2445
Pima County Sherriff Department	520-351-4900

TRAINING CERTIFICATION PROGRAM

USA Baseball	www.usabaseball.com
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10/2015 Approved Board of Directors

7/2019 Board of Directors Review

4/2021 Board of Directors Revision

9/2021 Board of Directors Review/Revision

STATEMENT OF POLICY ACKNOWLEDGMENT

If you have any uncertainty or questions regarding the content of this policy, you are required to contact the Kino Baseball League. This should be done prior to signing and agreeing to the Kino Baseball League Child Abuse/Molestation Prevention Policy.

I have read and understand the Kino Baseball League Child Abuse/Molestation Prevention Policy and agree to abide by its terms and conditions throughout the course of my involvement with the league. I understand that my failure to follow the terms of this policy could result in disciplinary action up to and including termination.

Print Name: _____

Signature: _____

Date: _____

