As a youth-serving organization, Thrive Sports considers the safety and wellbeing of the youth in our program a top priority. We prohibit abuse 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 polices.

**Types of Abuse**

* Physical abuse: physical injury as a result of hitting, kicking, burning, or otherwise harming a child.
* Sexual Abuse: any situation where a child is used for sexual gratification. This may include indecent exposure, fondling, rape, or the viewing of pornographic material.
* Emotional abuse: any pattern of behavior that impairs a child’s emotional development or sense of self-worth, including constant criticism, threats, and rejection.
* Neglect: Failure to provide for a child’s basic needs.

**\*\*\* We will report any suspected abuse to the proper law enforcement agencies\*\*\***

**Policy and Procedures**

Thrive Sports has adopted the following Policy and Procedures in effort to provide a safe environment for our coaches, athletes and their families.

1) The coach and staff recruitment process shall include the following:

a) Volunteer Application – Every coach, staff member and volunteer working with youth must complete our organization’s written application that sets forth appropriate background information, requires disclosure of any prior claims or allegations of sexual abuse or other inappropriate conduct and provide the names of at least two individuals as references.

b) Screening – A designated representative(s) of the organization will interview each prospective coach/staff member.

c) Background Check – All current and potential will be subject to a background check, including appropriate inquiries regarding any previous record of sexual abuse or other unlawful activity. This background check will be updated at least every three (3) years for each coach/staff member.

2) An Abuse Prevention Orientation shall be conducted annually.

A senior staff member will review this policy with coaches, staff members and volunteers each year.

3) Prohibited Behavior

a) Use of degrading language or behavior. Coaches are responsible for stopping disrespectful behavior between campers, including sexual harassment.

b) Threatening or intentionally inflicting physical injury upon anyone, especially a minor. Coaches are also responsible for stopping threatening behavior by campers.

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) Non-related one-adult/one-child interaction except in an emergency where following this procedure would be dangerous to the child. In an emergency situation, the coach or staff member must contact a representative of the organization to inform him or her of this contact and the reason for it. If a child is receiving individual instruction or working with a private coach, this activity must be in a public setting rather than behind closed doors.

4) Reporting of Suspected Child Sexual Abuse

a) A senior staff member will be designated to receive reports of sexual abuse or other inappropriate conduct. This representative will promptly notify the proper law enforcement agencies.

b) All coaches, staff members, 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 designated staff member. Note: This does not preclude individuals from reporting abuse or suspected abuse to the proper law enforcement authorities.

c) Should a suspected incident of abuse be reported, the coach/staff member may be temporarily suspended from duties while an investigation takes place.