

TEMPORARY MEASURE AND SAFETY PLANNING TOOLKIT FOR NGBs, LAOs, AND PSOs¹

TABLE OF CONTENTS

- I INTRODUCTION**
- II TEMPORARY MEASURES**
- III SAMPLE LANGUAGE FOR TEMPORARY MEASURES**
- IV SAFETY PLANNING**
- V CASE STUDIES**
- VI EXTERNAL RESOURCES**
- VII TEMPLATES:**
 - > CRISIS SAFETY PLAN**
 - > ORGANIZATIONAL SAFETY PLAN**
 - > INDIVIDUAL SAFETY PLAN**
 - > MINOR RESPONDENT REFLECTION PLAN**

I INTRODUCTION

The U.S. Center for SafeSport (“Center”) is committed to building a sport community where Participants can work and learn together in an atmosphere free of emotional, physical, and sexual abuse and misconduct. Our mission is to make athlete well-being the centerpiece of our nation’s sports culture through abuse prevention, education, and accountability.

The purpose of this toolkit is to provide information and guidance to National Governing Bodies (“NGBs”), Local Affiliated Organizations (“LAOs”), and Paralympic Sport Organizations (“PSOs”), regarding the issuance and enforcement of temporary measures and safety plans with the goal of increasing athlete safety of involved parties during and after investigations.

¹ Nothing in this Implementation Guide should be construed as legal advice or satisfying all obligations on behalf of the USOPC, NGB, LAO, or PSO. The information contained herein is intended to serve only as a guide for implementation of safety planning in order to reduce potential for conflict between parties involved in an investigation of misconduct. Each Covered Organization (USOPC/NGB) is encouraged to review the information contained herein with their respective legal counsel(s) in order to ensure the implementation of any safety plan complies with the requirements of the Center and all other applicable laws and regulations.

II TEMPORARY MEASURES

To protect the safety of parties involved in misconduct investigations and support a fair investigation, temporary measures may be imposed that place conditions and/or restrictions on an individual's ability to participate in sport while an investigation is on-going. The Center may, at any point before a matter is final, impose temporary measures. All temporary measures imposed by the Center shall be in effect immediately upon issuance and enforced by the USOPC, NGBs, LAOs, and PSOs.

WHAT IS A TEMPORARY MEASURE?

Temporary measures are tools that allow the Center, NGBs, LAOs, and PSOs flexibility to mitigate potential risks to the sport community and to protect the well-being of individuals. They are implemented on a case-by-case basis and tailored to the specific needs of a matter, based on the severity of the allegations, the evidentiary support for the allegations, and/or the perceived risk to athletes or the sport community. Temporary measures may include, but are not limited to, altering training schedules, providing or requiring chaperones, implementing contact limitations, implementing measures prohibiting one-on-one interactions, and suspensions from participation in some or all aspects of sport activity.

WHY IMPOSE TEMPORARY MEASURES?

Temporary measures can be implemented, based on the current information and evidence, to protect the sport community or athletes. Generally, measures are implemented based on the perceived risk to athletes or the sport community, the severity of the allegations, and/or the evidentiary support for the allegations. Decisions should err on the side of caution for Claimants' physical and emotional safety.

Temporary measures can:

- > Reduce potential conflict throughout an investigation;
- > Mitigate risk for participants;
- > Lessen the likelihood of intimidation, harassment, or retaliation;
- > Prevent a hostile sporting environment; and/or
- > Ensure a fair and neutral investigation into the matter.

II TEMPORARY MEASURES

WHO CAN ISSUE TEMPORARY MEASURES?

The Center, NGBs, LAOs, and PSOs can all issue temporary measures. Measures can be issued at any time during the Center's process. NGBs, LAOs, and PSOs have the authority to implement any measures, including suspension, prior to the Center exercising jurisdiction over a matter. After the Center exercises jurisdiction, NGBs, LAOs, and PSOs may implement any measure they see fit, short of suspension.²

Any time an NGB, LAO, or PSO implements measures, the organization should notify the Center. Notification of measures should occur during the initial Intake process when membership records are being provided by the NGB. For measures implemented after this time, notifications should be submitted via the online reporting portal.

Please note that any measure issued by an NGB, LAO, or PSO prior to the Center's exercise of jurisdiction over a matter shall be adopted and remain in effect as an order of the Center, unless and until withdrawn or modified by the Center.³

² Note: The Center does not handle employment matters or advise on employment decisions. NGBs, LAOs, and PSOs may always take employment action consistent with applicable law and policies, independent of the Center.

³ The Center requests confirmation, in writing, of any temporary measure that has been imposed by an NGB, LAO, or PSO. The Center does not adopt measures where it did not receive a confirmation.

II TEMPORARY MEASURES

WHAT TYPES OF TEMPORARY MEASURES EXIST?

While temporary measures can vary and should be case specific, below are examples of temporary measures most often issued by the Center.

No-Contact Order

No-Contact Orders are designed to prevent parties from interacting with one another and can be drafted in a way to prevent contact through virtually all types and mediums of communication (e.g., in person, by phone, email, social media, through a third party). No Contact Orders can be unilateral (applied to one party) or bilateral (same restrictions for both parties).

Importantly, No-Contact Orders are enforceable outside the context of sport, but they typically do not prevent parties from being in the same place at the same time. No Contact Orders are different from protection/restraining orders that are issued by the court system, and participants are welcome to pursue any and all avenues for protection outside the Center's Response and Resolution process.

Supervision/Chaperone

A measure that involves supervision and/or a chaperone is designed to allow participation while taking additional steps to avoid unnecessary risk. It typically involves the designation of neutral individuals to supervise, monitor, and/or oversee a Respondent's participation in a particular event.

Travel or Lodging Restrictions

Travel or Lodging Restrictions require a Respondent to utilize alternate travel and/or lodging arrangements during travel. Such measures are designed to provide for greater physical separation of the parties during off-hours. Organizations imposing such measures should keep equitable treatment in mind, to the extent possible (e.g., similar cost of lodging, similar distance from sporting facility, feasibility of alternate transportation).

Schedule Modifications

Schedule Modifications include modifying training or event schedules with the goal of avoiding unnecessary contact between parties. They should be designed to avoid overlap in schedules or use of facilities between parties. Again, keep equitable treatment in mind when possible to avoid unnecessarily disadvantaging a party.

Temporary Suspension

Temporary Suspensions are the most restrictive temporary measures available. They consist of a complete prohibition from participating, in any capacity, in any event, activity, or competition that falls under the USOPC, NGBs, LAOs, or PSOs. In instances where the Respondent is a Participant in more than one sport, the Center can modify the suspension to extend to all USOPC events, activities, and competitions. Temporary Suspensions are posted publicly to the Centralized Disciplinary Database.

II TEMPORARY MEASURES

CONSIDERATIONS FOR WHETHER TO IMPOSE TEMPORARY MEASURES

Generally, temporary measures should be implemented based on the severity of the allegations, the evidentiary support for the allegations, and/or the perceived risk to athletes or the sport community.

If a report includes allegations of a Coach-Athlete relationship, athlete-to-athlete misconduct, or adult-to-adult misconduct, the following are examples of what could be considered when assessing the issuance of temporary measures:

- > How long ago did the alleged misconduct occur?
- > Does the Respondent have a prior history of misconduct with the NGB/LAO/PSO?
- > Did the alleged misconduct occur within the context of sport?
- > Is there a power imbalance between parties that was used to effectuate misconduct?
- > How many Claimants are there?
- > Can the risks for this allegation to occur again be changed? If the Respondent is returning to sports, can they be placed into a lower-risk situation?
- > Is potential harm imminent and/or severe, based on threats, physical force, or use of weapons?

If a report includes allegations of child abuse, the NGB/LAO/PSO should assess the need for implementing temporary measures. There does not have to be a Temporary Suspension in every case; however, decisions should err on the side of caution for Claimants' physical and emotional safety. As a reminder, all allegations of child abuse should be reported to law enforcement immediately.

CONSIDERATIONS FOR THE TYPES OF TEMPORARY MEASURES TO IMPOSE

Measures should be implemented on a case-by-case basis and tailored to the specific needs of a matter.

When assessing what types of temporary measures are necessary and appropriate, the following are examples of what could be considered:

- > The type of event (e.g. practice, competition, national championship)
- > If the event is local, regional, national, or international
- > The type of facility and the NGB/LAO/PSO's level of control over the facility
- > Staffing levels at the event, and who can be identified as onsite enforcement officials or neutral individuals assigned to chaperone
- > How the event is structured (i.e., what is occurring, when, and where)
- > Types of interactions that are likely, given the circumstances
- > Specific concerns voiced by the involved parties
- > Whether or not the identity of the Claimant is known (e.g., No Contact Orders and Claimant-specific conditions/restrictions may not be possible, but assigning a Supervision/Chaperone or event-specific conditions/restrictions are possible.)

II TEMPORARY MEASURES

WHAT IF A RESPONDENT VIOLATES A TEMPORARY MEASURE?

Any suspected violations of temporary measures should be immediately reported to the Center for investigation. If substantiated, violations constitute a separate and independent violation of the SafeSport Code. These may be rolled into the current investigation or treated as a separate matter. Temporary measure violations are sanctionable independent from, or in conjunction with, other violations of the SafeSport Code.

Examples of Temporary Measure Violations:

- > Respondent attends an event precluded by a Temporary Suspension, whether blatantly, accidentally, or clandestinely.
- > Party bound by No Contact Order sends another party a message via social media.
- > Respondent under lodging restriction joins teammates for a hotel room party at the hotel where Claimant is staying.

ENFORCEMENT OF TEMPORARY MEASURES

The Center renders determinations regarding membership and eligibility based on reported allegations of misconduct. NGBs, LAOs and PSOs must ensure that eligibility determinations (e.g., temporary measures, sanctions) are enforced across their sport, and to do that, must effectively communicate those decisions to those with a need to know. However, the Center does not have the jurisdiction to prevent Respondents from participating with other sports, organizations, clubs, or events outside the USOPC umbrella.

NOTICES RELATED TO TEMPORARY MEASURES

The Center may issue several different Notices that relate to temporary measures throughout its process. Although Notices are provided only to the NGBs and/or appropriate parties, below is a list of common Notices.

- > Request for Participant Information allows NGBs to share membership records with the Center and includes requests for confirmation of NGB/LAO/PSO measures, as well as confirmation of any conflict of interest concerns.
- > Notice of Exercise of Jurisdiction specifies whether the Center is accepting or declining jurisdiction back to the NGB for resolution of the reported allegations.
- > Notice of Allegations and Temporary Measures is a formal Notice to a Respondent regarding the allegations brought against them and of any temporary measures imposed.
- > Notice of Allegations and Modification of Temporary Measures alerts parties after new information/evidence warrants a modification to the temporary measures.

III SAMPLE LANGUAGE FOR TEMPORARY MEASURES

SAMPLE LANGUAGE FOR A NO CONTACT ORDER:

Respondent is prohibited from communicating in any way with Claimant for **[length of time]**.

Communication includes, but is not limited to, contact by phone, email or text message, via any social media application or other electronic medium, in-person interactions (verbal and non-verbal), or contact facilitated through a third party. Should Respondent and Claimant happen to be in the same place at the same time, in addition to refraining from any form of communication, Respondent should make reasonable efforts to keep their distance and avoid getting too close to Claimant.

SAMPLE LANGUAGE FOR SUPERVISION/CHAPERONE:

A designated **[NGB/LAO/PSO]** staff member will monitor and observe Respondent throughout the **[XXX]** event. This staff member has been apprised of the situation and understands its confidential nature, and may also serve as a resource for Respondent should any concerns related to this matter arise during the event.

SAMPLE LANGUAGE FOR TRAVEL OR LODGING RESTRICTIONS:

[Respondent] will stay at **[hotel/lodging]** and travel to and from **[sporting facility]** via **[type of transportation]**. **[Respondent]** is prohibited from transporting minor athletes on **[date]**.

SAMPLE LANGUAGE FOR SCHEDULE MODIFICATIONS:

[Respondent] will attend practices on **[day of week]** at **[time]** with **[coach/team name]**.

[Respondent] will compete in **[event]** at **[time]** on **[date]** at **[location]**.

SAMPLE LANGUAGE FOR TEMPORARY SUSPENSION:

Respondent is prohibited for **[length of suspension]** from participating, in any capacity, in any event, program, activity, or competition authorized by, organized by, or under the auspices of the United States Olympic & Paralympic Committee (USOPC), the National Governing Bodies recognized by the USOPC, a Local Affiliated Organization as defined by the Code, any Paralympic Sport Organization (PSO), or at a facility under the jurisdiction of the same.

IV SAFETY PLANNING

The Center only imposes temporary measures as part of its Response and Resolution process; however, temporary measures are not the only type of safety plans available. NGBs, LAOs, and PSOs have additional authority to put safety plans in place, even prior to reporting allegations to the Center. Safety plans can increase parties' physical and emotional safety throughout an investigation, support a fair and neutral process, and aid in prevention of retaliatory behaviors. Safety plans may include the same types of limitations as temporary measures, but can extend to include any other action an NGB/LAO/PSO may deem necessary in each unique situation.

WHAT IS A SAFETY PLAN?

A safety plan is a practical plan to reduce the chances of conflict or unsafe environment between participating parties and to put in opportunities for support of an individual in keeping safe. Safety plans are specific to the details of the individual case to address the concerns of the parties. They are often specific to the sport, meaning a plan from one sport likely would not work for those in other sports across the Movement (e.g., team vs. individual sports, whether team travels, types of facilities used).

Safety plans should include clear terms, restrictions, and other requirements for continued participation by Respondents, and they are available in all matters, even those in which the Center will not be conducting a formal investigation (e.g., coach allegedly throwing water bottle at athlete).

Examples of Safety Plans in Other Contexts:

- > Often survivors of domestic violence, sexual assault, or stalking obtain an Order of Protection (civil cases) or Restraining Order (criminal cases) to discourage contact by their aggressor. These are given by and enforced by the court system.
- > Educational institutions are required by law and policy to take measures to address and prevent harassment. Safety plans in this context are composed with input from the reporting party and are enforced by campus administrators and security.

IV SAFETY PLANNING

HOW ARE SAFETY PLANS CREATED?

Safety plans should be implemented on a case-by-case basis and tailored to the specific needs of a matter.

When creating a safety plan, the following should be considered/addressed:

- > Identify specific staff that will create and communicate safety plans to involved parties. This person should be available to discuss the plan over the phone. Many organizations already have SafeSport-specific staff who may do this, or you may consider other internal resources (e.g., Human Resources, Legal Department, Safety Coordinator).
- > Plans should be clearly laid out in writing, listing each involved party (e.g., Respondent, Claimant(s), those overseeing teams/events) and their responsibilities. Ensure all parties in your safety plan are members of your organization whom you have authority over.
- > Reasons for the safety plan should be defined (i.e., What allegation(s) or risk factor(s) were taken into consideration?).
- > The duration of the safety plan should be established (e.g., throughout the investigation, for a specific event, for a specified amount of time).
- > Options for reporting retaliation or violations of the safety plan should be established, along with contact information for the party who will take reports of violations.
- > Clearly state the consequences for retaliation if a violation occurs.
- > The safety plan should establish a schedule of periodic check-in with involved parties to ensure effectiveness.

IV SAFETY PLANNING

WHAT FACTORS SHOULD BE CONSIDERED WHEN ASSESSING RISK FOR SAFETY PLAN CREATION?

The following are examples of factors that should be considered when creating a safety plan:

- > Type of alleged misconduct (e.g., sexual, physical, emotional, or combination)
- > Severity of alleged misconduct (e.g., inappropriate comments vs. physical harm)
- > Ages of parties involved
- > Cognitive development of parties involved
- > Respondent and Claimant's participation status (e.g., coach, athlete, official)
- > Respondent's relationship to Claimant (e.g., coach, peer, imbalance of power)
- > Respondent's access to Claimant
- > When the reported event(s) occurred
- > Respondent's disciplinary history
- > Upcoming events (e.g., practices, competitions, travel) and the likelihood of contact between parties
- > The number of Claimants
- > Input by Claimant(s) and Respondent (e.g., people they feel safe with, how they feel safe sharing violations)
- > Mental health of parties involved
- > Living situations of parties involved
- > Law enforcement perspective (if applicable)

WHAT ABOUT MINOR CLAIMANTS AND RESPONDENTS?

When working with minors, always include a parent or guardian in safety planning conversations. The goal with minors should be to learn and grow from mistakes to prevent future SafeSport Code violations, encourage personal accountability, and allow for safe participation in sport. In non-sexual matters where a minor Respondent admits to alleged misconduct that is less severe in nature (e.g., verbal or social media bullying), safety planning may look different and focus more on their goals in the sport, the misalignment of their behavior and their goals, and making a plan to deal with thoughts and emotions that are problematic to them achieving their goals.

HOW ARE FINALIZED SAFETY PLANS IMPLEMENTED?

After finalizing a safety plan, documentation should be provided to the appropriate NGB and/or the Center, as well as all parties who need to be aware or are responsible for parts of the safety plan. The number of staff with this knowledge should be as limited as possible, in accordance with confidentiality policies, while still ensuring safety of parties.

Acknowledge the safety plan with the applicable parties, and check for understanding and allow for clarifying questions. Document that all parties are fully aware of the conditions set forth in the safety plan (e.g., by an email receipt, signature on the safety plan, documented phone call).

V CASE STUDIES

Below are three case study examples meant for individual or group practice. This will help ensure readiness to create and implement safety plans and/or temporary measures in your organization. It is recommended that all parties in positions of leadership who may be involved in creating and implementing temporary measures/safety plans work through these examples together to allow for discussion on differing perspectives and ensure consistency throughout your organization. To aid in thinking through each scenario, consider the following guiding questions:

- > Do you have the authority to implement temporary measures in this matter? If yes, which measures are you able to consider? (Note: You always have the authority to create or modify a safety plan.)
- > What temporary measures or safety plan, if any, should be implemented in this matter? Why did you decide that? Are all parties' physical and emotional safety being considered?
- > Who will enforce the measures/safety plan? How will you ensure each person is aware of their role and clearly understands what they need to do to follow the plan?
- > Who needs to be notified about the measures/safety plan, and what details do they need to be told? Do they know what to do if they observe violations of the measures/safety plan?
- > Is this response consistent with prior safety planning involving similar situations?
- > What other considerations are there to this situation, if any? How will you deal with them?

Please note there are certainly other questions that could be considered, as each situation is unique. Similarly, the possible responses listed after each case study are meant to facilitate critical thinking and are not the only acceptable responses for these scenarios.

CASE STUDY #1:

On Friday afternoon, a report was made to the Center involving an adult coach and one of their 18-year-old athletes at Club A, alleging a sexual relationship that started about two years ago and lasted about six months. This was already reported to law enforcement.

The Respondent is Pat Baker (40 years old), who coaches 15-to-18-year-old athletes and has no prior disciplinary history or complaints within the organization. Respondent still coaches at Club A.

The Claimant is Sam Fischer (20 years old), an athlete who was 18 years old at the time of the alleged misconduct. Claimant is no longer at Club A, but is an assistant coach in the same city at Club B.

Club A and Club B are slated to participate in an event that begins Saturday morning and lasts all weekend.

POSSIBLE RESPONSE:

You do have authority to implement any temporary measures, as the Center hasn't yet accepted jurisdiction.

Although the relationship allegedly occurred two years ago, and both parties are adults who have been interacting in the sport without known incident since then, there is potential risk of harm. Specifically, the Respondent is accused of engaging in an intimate/sexual relationship with an athlete under his authority ("imbalance of power"), and that individual is still coaching athletes in the 15-to-18-year age range. Because law enforcement has been notified, parties may or may not be aware of the report. Because the event is taking place before the Center resumes working hours, you may determine that a Supervision/Chaperone temporary measure is appropriate to ensure the Respondent is not alone with any of their athletes or the Claimant. Perhaps you discuss this situation with the Board President and assign him the task of discreet supervision, as he will be in attendance at the event. Then you send an email to the Respondent and Board President, letting the Respondent generally know that you received a report about him and that the Board President will be chaperoning him at the weekend event to be on the safe side until the Center opens again on Monday. You then use the Center's online reporting form to let the Center know that you have implemented this temporary measure.

CASE STUDY #2:

The Center received a report alleging harassment and bullying via Snapchat by Respondent Justin Scott toward Claimant Jose Padilla. A screenshot of a Snap was attached to the report, which shows a picture of Jose's head on a unicorn's body with sexist and homophobic slurs written around it. The Center declined jurisdiction to your NGB.

Respondent and Claimant are both 13 years old and have no disciplinary history on the team. Their team has weekly practices, weekly games, and they are scheduled to travel to an out-of-state tournament in two weeks.

Respondent vehemently denies sending the Snap and is calling Claimant a liar on social media platforms, including on team pages. Claimant's parents are demanding that Respondent be immediately removed from the team.

POSSIBLE RESPONSE:

You do have authority to implement any safety plan or measure, as the Center declined jurisdiction.

Due to the screenshot, you have evidence that this photo was sent from Respondent's personal account.

In an effort to use this as a learning moment while also conveying the seriousness of using harmful slurs, you may decide to issue the Respondent a two-week suspension, during which time the Respondent will complete research and write a reflective essay on why those words are unacceptable to use, how they have done harm to others, and how he can better express himself next time he is frustrated by a fellow team member. You may then make a phone call to explain this decision to the Respondent and his caregiver(s). During this phone conversation you are clear about the terms of this suspension, including that Respondent is not to contact any team members regarding practices, games, or these allegations. You may also ask the head coach to monitor team pages and let you know if there's a violation. Because the entire team is aware of the allegations, you may also decide to require SafeSport minor athlete training or create a new team policy to be clear that xenophobic language of any kind is not tolerated on your team. You also call the Claimant and his caregiver(s) to clearly explain the suspension, what Claimant should do if he hears from Respondent, and that you plan to give Respondent a second chance after these two weeks, in which he should have learned and reflected on his negative behavior. You should also alert your NGB to this safety plan.

CASE STUDY #3:

The Center received a report alleging a physical fight between two adult athletes, in which a photo was attached of the Claimant's black eye and facial contusions. The Center exercised jurisdiction and imposed a Temporary Suspension for Respondent Tanya Johnson, who is 24 years old. The Claimant has requested that their identity be withheld from the NGB.

Respondent has requested a stay of her Temporary Suspension, as she has an upcoming Olympic qualifying event in town, in which she is the #1 seed. The Center has granted this stay based on irreparable harm analysis, but has advised you that the Claimant will also be participating in the same Olympic qualifying event.

POSSIBLE RESPONSE:

As a Temporary Suspension is already in place, you have the authority to implement any other type of temporary or safety planning measure.

Because you do not know the identity of the Claimant, your options are limited and will need to be focused on ensuring the Respondent is supervised, completes her event, then promptly leaves the facility. Since both parties will be at the same event, you may plan for the Respondent's coach to accompany Respondent from the time they enter the facility to the time they leave. You may arrange for them to be present only during Respondent's qualifying event, to use a separate door for entry/exit, and to come suited up as to not use the locker rooms. Since the qualifying event is in town, no travel restrictions will be necessary. You would clearly explain these restrictions to both the Respondent and her coach, including that any violations will be immediately reported to the Center. You should also alert the Center to this safety plan so they can relay the plan to the Claimant.

VI EXTERNAL RESOURCES

The following are different types of resources available in most communities that may be useful to you or the participants you work with. In some places these services are provided by nonprofits, and in other places by government agencies. They all are experienced in creating safety plans.

- > Child Advocacy Centers provide multi-disciplinary services for survivors of child abuse, including forensic interviews, mental health services, and community referrals for further support. You can find your local CAC at www.nationalcac.org/find-a-cac.
- > Community Domestic Violence (DV) programs provide services like helplines, crisis intervention, shelter placement, court accompaniment, and resource connection for people who have experienced domestic or dating violence. You can find your local DV program at: www.thehotline.org.
- > Community Sexual Violence (SV) programs provide similar services to DV programs, but specifically for those who have experienced sexual abuse. Find your local SV program at www.centers.rainn.org.
- > For those seeking ongoing therapy or mental health services, you can find listings at www.psychologytoday.com. These listings are easily filterable by location, type of insurance accepted, gender preference, age of client, type of trauma experienced, shared religion/faith, and more. For therapists who specialize in treating sex offenders specifically, visit www.atsa.com/referral.
- > Sexual Assault Nurse Examiners (SANEs) and Forensic Nurse Examiners (FNEs) are specially trained medical professionals who collect medical evidence that can be used in court, following a sexual assault. Learn more at www.forensicnurses.org.
- > There are Crime Victim Compensation Funds available to provide monetary compensation to victims of crimes. Typically, this requires that a law enforcement report has already been made. Locate your local office at www.nacvcb.org.
- > Free or low-cost civil legal advice and services are available to those who qualify based on income. Find your local office at www.lsc.gov.

VI EXTERNAL RESOURCES

There are also national organizations that provide emotional support, crisis intervention, safety planning assistance, and resources. All of them offer 24/7 traditional phone hotlines, and most also offer chat page and text message options. Many are available in Spanish. Their websites are also filled with useful information for educational purposes.

- > SafeSport Helpline (**866-200-0796**) is a collaborative project between the Center and RAINN, specifically for athletes who have experienced sexual misconduct in sport.
- > RAINN is the nation's largest anti-sexual violence organization, and they run the National Sexual Assault Hotline (**800-656-HOPE**).
- > The National Domestic Violence Hotline (**800-799-SAFE**) is for those who have experienced domestic violence.
- > Love Is Respect (**866-331-9474**) is the national dating violence hotline for teens and young adults, and it is part of the National Domestic Violence Hotline.
- > Childhelp runs the national child abuse hotline (**800-422-4453**) and can be used by minors or parents of minors who have experienced any type of abuse.
- > The National Suicide Prevention Lifeline (**800-273-TALK**) provides support for people who are suicidal or in crisis, as well as for people trying to help someone who is suicidal.

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VII CRISIS SAFETY PLAN

NAME: _____

DATE: _____

In the realm of mental health, **crisis refers to how a person reacts to a traumatic situation or event.** When someone is in crisis, they have the opportunity to either grow or regress. Preparation can aid in overcoming difficult and overwhelming feelings. Keep this document easily accessible and use it during times of crisis.

What warning signs does your body give that alert you that you are going into crisis mode (e.g., thoughts, mood, behavior, sensations, mental images, physical response)?

What can you do to take your mind off the problem (e.g., physical activity, relaxation technique, repeating a mantra, physical relocation)?

Who can you ask for help or distraction (e.g., family member, friend, significant other, professional, mentor)?

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VII CRISIS SAFETY PLAN

NAME:

DATE:

How can you make your environment safer for you and others (physically, emotionally, psychologically)?

Who or what in your life brings you joy and is worth living for?

EMERGENCY CRISIS CONTACT OPTIONS:

FOR LIFE-THREATENING EMERGENCIES, CALL **911** OR GO TO YOUR NEAREST EMERGENCY ROOM.

NATIONAL SUICIDE PREVENTION LIFELINE (24/7): **800-273-TALK**
OR CHAT OPTION THROUGH THEIR WEBSITE.

CRISIS TEXT LINE (24/7): TEXT "HOME" TO **741741** TO TEXT WITH A CRISIS COUNSELOR.

RAINN'S SAFESPORT SEXUAL ASSAULT HOTLINE (24/7): **866-200-0796**
OR CHAT OPTION THROUGH THEIR WEBSITE.

MY DOCTOR OR CLINICIAN'S EMERGENCY CONTACT NUMBER:

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VII CRISIS SAFETY PLAN

NAME:

DATE:

TIPS FOR DEALING WITH A CRISIS

(based on Dr. Russ Harris' *The Happiness Trap*)

S.T.O.P.

SLOW YOUR BREATHING

Take a few deep breaths and mindfully observe the breath flowing in and flowing out. This will help to anchor you in the present.

TAKE NOTE OF YOUR EXPERIENCE IN THIS MOMENT

Notice what you are thinking. Notice what you are feeling. Notice what you are doing. Notice how your thoughts and feelings are swirling around and can easily carry you away if you allow them.

OPEN UP

Breathe into your thoughts and feelings to make room for them, like an imaginary bubble of padding.

PURSUE YOUR VALUES

Determine how best to respond to the crisis by aligning your actions with your values. Ask yourself, "In the face of this crisis, what do I want to be about? What do I want to stand for? How would I like to act so that I can look back and feel proud of my response?"

CHANGEABLE VS. UNCHANGEABLE SITUATIONS

Is there anything you can do to improve the situation in any way? Are there any TINY steps you could take immediately that could be helpful? Perhaps you can create an action plan of the smallest, simplest, easiest steps you could take a) in the next few minutes, b) in the next few hours, and c) in the next few days. Then follow through on those actions.

If there is nothing you can do to improve the situation, the situation is unchangeable. So, instead think about how you can spend your time and energy constructively, rather than worrying or blaming or dwelling. Ask yourself, "Given this is the hand I've been dealt, what's the best way to play with it? What personal strengths can I develop or strengthen as I go through this ordeal? How can I learn and grow from this experience?"

Always remember to be compassionate to yourself. Ask yourself, "If someone I loved was going through this experience, feeling what I am feeling—how would I treat them? What might I say or do?" Then try treating yourself the same way.

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VII ORGANIZATIONAL SAFETY PLAN

TEAM/CLUB:

DATE:

This document is intended to help guide safety planning conversations. There may be other safety risks to consider, dependent upon your sport, the individuals involved, and the unique aspects of each situation. Feel free to use this as a guide to create a form specific to your organization and replace the logo with your own.

What temporary measures or other safety measures have already been put in place, if any?

What safety concerns have the Claimant and/or Respondent presented, if any?

What upcoming contact will the Claimant and Respondent have? What changes can be made (e.g., schedules, facility use, supervision, travel arrangements) to increase physical and emotional safety?

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VII ORGANIZATIONAL SAFETY PLAN

TEAM/CLUB:

DATE:

How can digital access between Claimant and Respondent be minimized (e.g., unfollowing on social media, no-contact directive)?

What should parties communicate to others asking about or commenting on the investigation?

If a violation of this agreement occurs, who should be notified? What's the best way to contact them?

If a violation of this agreement occurs, what will the consequence be?

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VII ORGANIZATIONAL SAFETY PLAN

TEAM/CLUB:

DATE:

List each person involved in this safety plan, their role (e.g., athlete, coach, board member), what responsibility/restriction they have in this agreement, how long it will last, and when/how they were notified of their responsibility/restriction in this matter.

Possible responsibilities/restrictions include, but are not limited to, the following:

- > No contact, even through others, between Claimant and Respondent (in person and online)
- > Supervision/chaperone for Respondent (e.g., arrival check-ins with coach, always accompanied)
- > Event-specific conditions/restrictions (e.g., use a different enter/exit door, no locker room access)
- > Claimant-specific conditions/restrictions (e.g., can't be in same room at same time, 100 ft. distance)
- > Travel/lodging restrictions (e.g., stay at different hotel, drive separately)
- > Schedule modification (e.g., Respondent switches practice night, gym access only in AM)
- > Temporary suspension (only if the Center hasn't exercised jurisdiction)

Does the NGB or Center need to be notified of this plan? If so, who will be responsible for that?

NAME	ROLE/POSITION IN CLUB	RESPONSIBILITIES/ RESTRICTIONS	DURATION	NOTIFIED

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VII INDIVIDUAL SAFETY PLAN

NAME: _____

DATE: _____

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Who do you have safety concerns about (emotional or physical)? What is your relationship to them?

What have they said or done in the past that makes you feel unsafe?

In what places does this person have access to you/your location (digitally and physically)?

How will you minimize their access to you (digitally and physically)?

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VII INDIVIDUAL SAFETY PLAN

NAME:

DATE:

Who can help keep you safe (in sport and in your personal life)? And how will you ask them to help?

What will you do if you encounter that person unexpectedly in public?

(If needed) How will you document interactions with or communication from that person?

Are you a risk to anyone else's safety? Who? How will you maintain distance (digitally and physically)?

As your athlete safety coordinator, how would you like me to support you?

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VII INDIVIDUAL SAFETY PLAN

NAME:

DATE:

What do you want your coach/trainer to be aware of?

(If needed) **Additional Safety Considerations:**

> **Cease and Desist Letter/Order**

You can send the letter yourself or reach out to an attorney to help with an order.

> **Restraining/Protection Order**

Contact your local courthouse or law enforcement for guidance.

> **Impose Temporary Measures**

If the Center has exercised jurisdiction, local organizations can issue any temporary measure that doesn't deny or threaten a Respondent's opportunity to participate, such as a suspension.

HELPFUL PHONE NUMBERS:

FOR LIFE-THREATENING EMERGENCIES, CALL **911** OR GO TO YOUR NEAREST EMERGENCY ROOM.

FOR FILING A POLICE REPORT OR GETTING HELP WITH COURT ORDER FORMS, CALL YOUR LOCAL LAW ENFORCEMENT AGENCY.

FOR EMOTIONAL/MENTAL HEALTH SUPPORT, CALL A LOCAL OR NATIONAL HELPLINE (OFTEN HAVE CHAT/TEXT OPTIONS, TOO).

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VII MINOR RESPONDENT REFLECTION PLAN

NAME: _____

DATE: _____

This document is intended to help guide safety planning conversations with minor Respondents who have accepted responsibility for their negative actions. The goal in working with minor athletes is to help them learn from their mistakes and move forward toward their goals in a way that is healthy for everyone involved.

What were the allegations made against you?

Why was this behavior problematic? How did it impact the Claimant and others in your club?

What are your hopes and dreams in this sport/club? How do you plan to reach those goals?

If you could go back in time, how would you handle this differently? Or, if the roles were reversed, how would you want the Claimant to handle the situation?

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VII MINOR RESPONDENT REFLECTION PLAN

NAME:

DATE:

How can you make better decisions in the future? What rules can you create for yourself to prevent this from happening again?

What will you do if you see others engaging in harmful or inappropriate behaviors?

What will you do when you begin to feel angry/frustrated/upset?

Who in the club brings out the best in you? And who on the team should you avoid when possible?

What changes, if any, should you make to your social media follows/usage to avoid drama?

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