



Minor Athlete Abuse Prevention Policy (MAAPP)

For U.S. Ski & Snowboard and its membership,
and its Member Clubs

Publication Date: December 1, 2024

Effective Date: January 1, 2025

It is U.S. Ski & Snowboard's policy that all one-on-one In-Program Contact between an Adult Participant and a Minor Athlete must be observable and interruptible, except in limited emergency circumstances or with a documented exception.

INTRODUCTION

The Minor Athlete Abuse Prevention Policy (MAAPP) has four primary components:

1. Required Prevention Policies, focused on limiting one-on-one interactions between Adult Participants and Minor Athletes, that must be implemented to prevent abuse;
2. Organizational Requirements for Education & Training and Prevention Policies;
3. Education & Training for certain Adult Participants; and
4. Recommended Prevention Policies.

U.S. Ski & Snowboard recommends that parents first complete training on abuse prevention to be informed about potential boundary violations and concerns before consenting to any one-on-one interaction. The training can be found at safesporttrained.org.

The MAAPP should be implemented alongside the [SafeSport Code](#).

How Does the U.S. Center for SafeSport (Center) Ensure Compliance with the MAAPP?

Federal law requires the Center to conduct regular and random audits of the NGBs to ensure compliance with the MAAPP. Such audits include U.S. Ski & Snowboard sanctioned activity at all levels of participation. Adult Participants also have an independent responsibility to comply with the MAAPP. Violations of the MAAPP can result in sanctions under the SafeSport Code.

Application and Implementation. U.S. Ski & Snowboard is committed to building a sport community where participants can work and learn together in an atmosphere free of emotional, physical, and sexual misconduct. Where the policy is indicated as “Required,” the policy must be followed. Where the policy is indicated as “Recommended,” the policy is recommended for best practices by Member Clubs and may be followed or required when it is appropriate for the situation.

U.S. Ski & Snowboard requires that its Member Clubs implement the MAAPP in full. The MAAPP must be reviewed and agreed to in writing by all athletes, parents, coaches, and other non-athlete members of Member Clubs on an annual basis with such written agreement to be retained by the Member Club.

MAAPP Violations. U.S. Ski & Snowboard accepts reports that an Adult Participant is violating the MAAPP. Anyone may submit a report directly and anonymously on U.S. Ski & Snowboard’s [website](#). All reports will be investigated and resolved by U.S. Ski & Snowboard and, when necessary, Member Clubs must assist with the investigation and resolution, unless the violation is reported to the Center, and it exercises jurisdiction over the report.

SCOPE

The MAAPP Applies to “In-Program Contact” Within the Olympic & Paralympic Movement

The MAAPP is required for the U.S. Olympic & Paralympic Committee (USOPC), National Governing Bodies (NGBs) and Member Clubs (also known as Local Affiliated Organizations (LAOs)) (NGBs and Member Clubs are collectively referred to herein as the “Organizations”).

The MAAPP applies to:

- All U.S. Ski & Snowboard employees, contractors, athletes, officials, and members;
- Participating non-members (e.g., foreign officials, timers, volunteers); and
- Any Adult Participant (as defined herein).

Some policies in the MAAPP impose requirements at sanctioned events and facilities partially or fully under U.S. Ski & Snowboard’s jurisdiction. For example, Organizations must monitor locker rooms at their facilities and sanctioned events. Other policies impose certain requirements on Adult Participants under the Organizations’ jurisdiction when the Adult Participant is having “In-Program Contact.” For example, Adult Participants cannot have one-on-one interactions with Minor Athletes that they coach, unless it is observable and interruptible.

Who is a Minor Athlete?

A **Minor Athlete** is an amateur athlete under 18 years of age who currently participates or participated within the previous 12 months in an event, program, activity, or competition that is part of, or partially or fully under the jurisdiction of, U.S. Ski & Snowboard or a Member Club.

Partial or Full Jurisdiction: Includes any sanctioned event (including all travel and lodging in connection with the event) by U.S. Ski & Snowboard or a Member Club, or any facility that U.S. Ski & Snowboard or a Member Club owns, leases, or rents for practice, training, or competition.

Who is an Adult Participant?

An **Adult Participant** is any adult (18 years of age or older) who is:

1. A member or license holder of U.S. Ski & Snowboard or a Member Club;
2. An employee or board member of U.S. Ski & Snowboard or a Member Club;
3. Within the governance or disciplinary jurisdiction of U.S. Ski & Snowboard or a Member Club; or
4. Authorized, approved, or appointed by U.S. Ski & Snowboard or a Member Club to have regular contact with or authority over Minor Athletes.¹

¹ This may include volunteers, medical staff, trainers, chaperones, monitors, contract personnel, bus/van drivers, officials, adult athletes, staff, board members, and any other individual who meets the Adult Participant definition.

For clarity, an **Adult Participant does not include**²:

- Board members of 501(c)(3) Foundation or Booster Clubs that are separate from Member Clubs and would not be considered an LAO because they do not have any role in managing or delivering programs or have any In-Program Contact (as defined below).
- Educators at schools, colleges, and universities where their roles are independent of athletic programs associated with U.S. Ski & Snowboard and/or a Member Club and do not have any In-Program Contact (as defined below).
- Management/Leadership over resort operations where their roles are independent of athletic competition programs with U.S. Ski & Snowboard and Member Clubs and do not have any In-Program Contact (as defined below).
- Board members of multi-sport community recreational clubs/programs that have a small competition program. In this case, at least three (3) members must be identified as leading or having authority over the ski and snowboard activities of the club and must form an athlete safety committee and they must be members of U.S. Ski & Snowboard, and they will be considered Adult Participants.³

What is In-Program Contact?

In-Program Contact includes sanctioned events and facilities, but it also applies more broadly to sport-related interactions. **The MAAPP defines “In-Program Contact” as:**

Any contact (including communications, interactions, or activities) between an Adult Participant and any Minor Athlete(s) related to participation in sport.

Examples of In-Program Contact include, but are not limited to competition, practices, camps/clinics, training/instructional sessions, pre/post-game meals or outings, team travel, review of game film, team- or sport-related relationship building activities, celebrations, award ceremonies, banquets, team- or sport-related fundraising or community service, sport education, or competition site visits.

Am I required to take SafeSport Training?

Certain Adult Participants within U.S. Ski & Snowboard and Member Clubs who have (i) regular contact with amateur athletes who are minors, (ii) authority over amateur athletes who are minors, or (iii) are employees or board members of the U.S. Ski & Snowboard and Member Clubs are required to take training. See above for limited exceptions.

² An individual in one of these positions could be considered an Adult Participant based on a separate affiliation or role with U.S. Ski & Snowboard, including holding a membership.

³ For multi-sport community recreational clubs/programs with an approved exemption, the three (3) identified members on the athlete safety committee will be responsible for oversight of, or participation in, organizational leadership, governance and/or athletic program and for reviewing and implementing the MAAPP for the Member Club and must be members of U.S. Ski & Snowboard.

PART I
REQUIRED PREVENTION POLICIES
FOR ONE-ON-ONE INTERACTIONS

As sexual abuse is often perpetrated in isolated, one-on-one situations, it is critical to limit such interactions. This section provides policies for meetings to limit one-on-one interactions between children and adults, including mental health care professionals, and licensed health care providers.

IT IS U.S. SKI & SNOWBOARD'S POLICY THAT ALL ONE-ON-ONE IN-PROGRAM CONTACT BETWEEN AN ADULT PARTICIPANT AND A MINOR ATHLETE MUST BE OBSERVABLE AND INTERRUPTIBLE, EXCEPT IN LIMITED EMERGENCY CIRCUMSTANCES OR WITH A DOCUMENTED EXCEPTION.

EXCEPTIONS

The following exceptions are applicable within all Required Prevention Policies listed below unless otherwise noted.

1. A Close-in-Age Exception

This exception allows for In-Program Contact between an Adult Participant and a Minor Athlete, as determined by date of birth if:

- a. The Adult Participant has **no** authority over the Minor Athlete; and
- b. The Adult Participant is not more than four years older (determined by date of birth) than the Minor Athlete.

Note: This exception is different than the close-in-age exception in the [SafeSport Code](#) pertaining to misconduct.

2. Exceptions for Personal Care Assistants Working with a Minor Athlete

PERSONAL CARE ASSISTANTS (PCA) REQUIREMENTS: for all one-one-one interactions where a Minor Athlete needs an Adult Participant PCA, the following is required:

- a. the Minor Athlete's parent/guardian has provided written consent to U.S. Ski & Snowboard or the Member Club for the Adult Participant PCA to work with the Minor Athlete; and
- b. the Adult Participant PCA has complied with the Education & Training Policy; and
- c. the Adult Participant PCA has complied with U.S. Ski & Snowboard's [Screening Policy](#).

3. Exceptions for Dual Relationships

This exception applies to certain policies when the Adult Participant has a relationship that is outside of the sport program with a Minor Athlete. The exception requires written consent of the Minor Athlete's parent/guardian for each type of one-on-one In-Program Contact. Each consent must be provided *at least annually* and must specifically identify the Required

Prevention Policies, as identified below, that the parent/guardian is allowing the one-on-one In-Program Contact.

4. Emergency Exception

This exception applies to all Required Prevention Policies for situations where an Adult Participant must violate requirement(s) of the MAAPP due to an emergency. Adult Participants must carefully consider whether specific circumstances meet the threshold of “emergency.” Adult Participants should document emergency situations in accordance with respective protocols.

CONSENTS: Many of the exceptions require parent/guardian annual consent. Parents should take training on child abuse prevention before providing consent under the MAAPP. The Center offers a free Parent Course at safesporttrained.org. Parents must create an account to complete the training, but there are no charges for the training from the Center.

MEETINGS AND TRAINING SESSIONS

1. Observable and Interruptible

Adult Participants must ensure that all In-Program meetings and training sessions with Minor Athletes be observable and interruptible, unless an exception exists.

2. Individual Training Sessions

- a. One-on-one, In-Program, individual training sessions must be **observable and interruptible**, unless an exception exists.
- b. The Adult Participant providing the individual training session must receive advance, written **consent** from the Minor Athlete’s parent/guardian at least annually, which can be withdrawn at any time; and
- c. Parents/guardians must be allowed to **observe** the individual training session.

3. Meetings with Licensed Mental Health Care Professionals and Health Care Providers (other than athletic trainers⁴)

If a licensed mental health care professional, licensed health care provider, or a student under the supervision of a licensed mental health care professional or licensed health care provider meets one-on-one with a Minor Athlete at a sanctioned event or a facility, which is partially or fully under U.S. Ski & Snowboard’s or a Member Club’s jurisdiction, the meeting must be observable and interruptible except:

- a. If the door remains unlocked; and
- b. Another adult is present at the facility and notified that a meeting is occurring, although the Minor Athlete’s identity need not be disclosed; and
- c. U.S. Ski & Snowboard or the Member Club is notified that the provider will be meeting with a Minor Athlete; and
- d. The provider obtains parent/guardian consent consistent with applicable laws and ethical standards, which can be withdrawn at any time.

⁴ Athletic trainers who are covered under these policies must follow the “Athletic Training, Manual Therapy, Therapeutic, and Recovery Modalities” policy.

4. Monitoring

Another Adult Participant must monitor each meeting or training session. Monitoring includes reviewing the consent forms, knowing the approximate planned duration of the session, and having the ability to drop in on the session.

ATHLETIC TRAINING, MANUAL THERAPY, THERAPEUTIC AND RECOVERY MODALITIES

Note: Only the emergency exception applies within this policy.

1. Athletic training, manual therapy, therapeutic and recovery modality

All In-Program athletic training, manual therapy, and therapeutic and recovery modalities of a Minor Athlete must:

- a. Be observable and interruptible; and
- b. Have another Adult Participant physically present for the athletic training, manual therapy, and therapeutic and recovery modalities; and
- c. Have documented consent as explained in subsection (2) below; and
- d. Be performed with the Minor Athlete fully or partially clothed, ensuring that the breasts, buttocks, groin, and genitals are always covered; and
- e. Allow parents/guardians in the room as an observer, except for competition or training venues that limit credentialing; and
- f. The provider must narrate the steps in the modality before taking them, seeking assent of the Minor Athlete throughout the process.

2. Consent

- a. Providers of athletic training, manual therapy, and therapeutic and recovery modalities for U.S. Ski & Snowboard or the Member club, must obtain consent at least annually from Minor Athletes' parents/guardians before providing any athletic training modalities, massages, or rubdowns.
- b. Minor Athletes or their parents/guardians can withdraw consent at any time.

3. Parent Training

Parents/guardians may receive the U.S. Center for SafeSport education and training on child abuse prevention before providing consent (see safesporttrained.org).

4. When possible, techniques must be used to reduce physical touch of Minor Athletes.
5. Only licensed providers may administer a massage, rubdown, or athletic training modality.
6. Coaches, regardless of whether they are licensed massage therapists, may not massage Minor Athletes.

LOCKER ROOMS AND CHANGING AREAS

1. Observable and Interruptible

Adult Participants must ensure that all In-Program Contact with Minor Athletes in a locker room, changing area, or similar space where Minor Athletes are present is observable and interruptible, unless an exception as defined above exists.

2. Conduct in Locker Rooms, Changing Areas, and Similar Spaces

- a. No device with photographic or recording capabilities is allowed in locker rooms, changing areas, or any other area designated as a place for changing clothes or undressing.
- b. Adult Participants must not remove their clothes or behave in a manner that intentionally or recklessly exposes their breasts, buttocks, groins, or genitals to a Minor Athlete.
- c. Adult Participants must not shower with Minor Athletes unless:
 - i. The Adult Participant meets the Close-in-Age Exception and is the same gender as the Minor Athlete; or
 - ii. The shower is part of a pre- or post-activity rinse while wearing swimwear.
- d. Parents/guardians may request in writing that their Minor Athlete(s) not change or shower with Adult Participant(s) during In-Program Contact. U.S. Ski & Snowboard or a Member Club and the Adult Participant(s) must abide by this request.
- e. Mixed gender is not allowed in areas where changing, undressing, or showering where the base layer is not maintained. Please review U.S. Ski & Snowboard's Base Layer Policy, which is posted to its website.

3. Media and Championship Celebrations in Locker Rooms

No recording or photography is permitted in locker rooms and there is no exception for media or celebrations.

4. Personal Care Assistants

Personal Care Assistants are permitted to be with and assist Minor Athlete(s) in locker rooms, changing areas, and similar spaces where other Minor Athletes are present, if they meet the requirements herein.

5. Availability and Monitoring of Locker Rooms, Changing Areas, and Similar Spaces

- a. U.S. Ski & Snowboard or a Member Club must provide a private or semi-private place for Minor Athletes that need to change clothes or undress at sanctioned events or facilities partially or fully under their respective jurisdiction.
- b. U.S. Ski & Snowboard or a Member Club must monitor the use of locker rooms, changing areas, and similar spaces to ensure compliance with these policies at sanctioned events or facilities partially or fully under their respective jurisdiction.

ELECTRONIC COMMUNICATIONS⁵

1. Open and Transparent

- a. All one-on-one electronic communications between an Adult Participant and a Minor Athlete must be Open and Transparent unless an exception as defined above exists.
- b. “Open and Transparent” means that the Adult Participant copies or includes the Minor Athlete’s parent/guardian, another adult family member of the Minor Athlete, or another Adult Participant.
 - If a Minor Athlete communicates with the Adult Participant first, the Adult Participant must follow this policy if the Adult Participant responds.
- c. Only platforms that allow for Open and Transparent communication may be used to communicate with Minor Athletes.

2. Team Communication

When an Adult Participant communicates electronically to the entire team or any number of Minor Athletes on the team, the Adult Participant must copy or include the Minor Athletes’ parents/guardians, another adult family member of the Minor Athletes, or another Adult Participant.

3. Content

All electronic communication originating from an Adult Participant to a Minor Athlete must be professional in nature unless an exception exists.

4. Requests to discontinue

Parents/guardians may request in writing that U.S. Ski & Snowboard or a Member Club or an Adult Participant subject to this policy not contact their Minor Athlete through any form of electronic communication. The respective party must abide by any request to discontinue electronic communications, absent emergency circumstances.

5. Hours

Electronic communications must generally be sent only between 8:00 a.m. and 8:00 p.m. local time for the location of the Minor Athlete.

6. Social Media Connections

Adult Participants, except those with a Dual Relationship or who meet the Close-in-Age Exception, are not permitted to maintain private social media connections with Minor Athletes and should discontinue existing social media connections with Minor Athletes.

TRANSPORTATION

1. Transportation

- a. An Adult Participant must ensure that all In-Program Contact during travel is Observable and Interruptible unless an exception as defined above exists; or
 - i. The Adult Participant has advanced, written consent to transport the Minor Athlete one-on-one, obtained at least annually from the Minor Athlete’s parent/guardian; or

⁵ Electronic communications include, but are not limited to phone calls, videoconferencing, video coaching, texting, and social media.

- ii. The Adult Participant is accompanied by another Adult Participant or at least two minors who are at least 8 years of age.
 - b. For transportation sanctioned by U.S. Ski & Snowboard or a Member Club, written consent from a Minor Athlete's parent/guardian is required at least annually.
 - c. Minor Athlete(s) or their parent/guardian can withdraw consent at any time.
2. Shared or Carpool Travel Arrangement
Parents/guardians should pick up their Minor Athlete first and drop off their Minor Athlete last in any shared or carpool travel arrangement.

LODGING AND RESIDENTIAL ENVIRONMENTS

1. Hotel Rooms and Other Sleeping Arrangements
 - a. All In-Program Contact at a hotel, lodging site, overnight rentals such as Airbnb or VRBO, or long-term residential environments between an Adult Participant and a Minor Athlete must be Observable and Interruptible.
 - b. An Adult Participant cannot share a hotel room or otherwise sleep in the same room with a Minor Athlete, unless an exception as defined above exists and the Minor Athlete's parent/guardian has provided U.S. Ski & Snowboard or a Member Club with advance, written consent at least annually for the lodging arrangement. Consent can be withdrawn at any time.
2. Monitoring or Room Checks During In-Program Travel
If U.S. Ski & Snowboard or a Member Club performs room checks during In-Program lodging, the one-on-one interaction policy must be followed and at least two adults must be present for the room checks.
3. Additional Requirements for Lodging Authorized or Funded by U.S. Ski & Snowboard or a Member Club
 - a. Adult Participants that travel overnight with Minor Athletes are assumed to have Authority over Minor Athletes and thus must comply with U.S. Ski & Snowboard's Education & Training Policy, unless the Adult Participant meets the Close-in-Age exception.

Regarding long-term residential environments where a Minor Athlete lives away from his/her parents/guardians in a private residence arranged or coordinated by a Member Club (also known as a "Billet"), the Member Club's Billet policy shall include the following minimum requirements:

- Billet families, the Minor Athlete, and the Minor Athlete's parents/guardians must consent and sign a written agreement for the arrangement.
- All adult members of the Billet families will be considered Adult Participants and must hold an annual membership with U.S. Ski & Snowboard in good standing.
- The Member Club must assign a billet coordinator who is responsible for overseeing compliance with the policy.
- A Member Club coach should not billet players who train under such coach.

Note: Housing arrangements are not subject to a Billet policy if the host adult or family is related to the Minor Athlete or otherwise has a Dual Relationship, or where the housing is arranged privately. Billeting does not include group housing arrangements such as a dormitory, apartment, hotel, or similar residential dwellings that are not operated by a Member Club. Additionally, Dormitory housing offered in conjunction with an accredited or sanctioned school are not part of this policy.

PART II
EDUCATION & TRAINING POLICY

Education about child abuse, athlete abuse and bullying, helps everyone become more aware of unsafe situations and encourages discussions about methods to provide a safe environment for all athletes. U.S. Ski & Snowboard encourages all members and all parents to participate in the SafeSport training.

A. Mandatory Child Abuse Prevention Training for Adult Participants

1. Adult Participants Required to Complete Training

- a.** U.S. Ski & Snowboard requires the following Adult Participants to complete the *SafeSport Trained Core* through the Center's online training:
- i. Adult Participants who have regular contact with any amateur athlete(s) who is a minor;
 - ii. Adult Participants who have authority over any amateur athlete(s) who is a minor;
 - iii. Adult Participants who are an employee, contractor, or board member of U.S. Ski & Snowboard or a Member Club that interact with minor athletes; and
 - iv. Adult Participants who are athletes of U.S. Ski & Snowboard that will become 18 years of age during the upcoming membership year either on or before their 18th birthday, provided that such athlete under 18 has the consent of their parent or legal guardian.
- b.** Adult Participants, who are medical providers required to take training under Section (a), can take the Health Professionals Course in lieu of the *SafeSport Trained Core*.

2. Timing of Training

Adult Participants must complete this training:

- a.** Before regular contact with an amateur athlete who is a minor; **and**
- b.** Within the first **45 days** of either initial membership or upon beginning a new role subjecting the adult to this policy, whichever comes first.

3. Refresher Training

Adult Participants must complete a refresher course on an annual basis (within 12 months) after completing the *SafeSport Trained Core*. Every four years, Adult Participants will complete the *SafeSport Trained Core* training. Medical providers can take the Health Professionals Course in lieu of the *SafeSport Trained Core* and are required to take the refresher courses on an annual basis if they meet the criteria for A(1).

B. Minor Athlete Training

1. Every twelve (12) months, U.S. Ski & Snowboard will offer, subject to parental consent, training to Minor Athletes on the prevention and reporting of child abuse.
2. The Center offers youth courses, located at safesporttrained.org.

C. Parent Training

1. Every twelve (12) months, U.S. Ski & Snowboard will offer training to parents on the prevention and reporting of child abuse.
2. The Center offers a parent course, located at safesporttrained.org.

D. Optional Training

1. Adult Participants serving in a volunteer capacity, who will not have regular contact with or authority over Minor Athletes, should take the Center's brief Volunteer Course (or *SafeSport Trained Core*) before engaging or interacting with any Minor Athlete(s).

E. Exemptions and Accommodations

The Center's online training courses contain information about various forms of abuse. The courses do not include graphic descriptions of abuse or show violent images or video. The content may be uncomfortable or trigger trauma for some participants.

1. Exemptions to the online training requirement may be requested by survivors of abuse and misconduct. Survivors of abuse can request an exemption by contacting the Center directly to request an exemption at exemptions@safesport.org or U.S. Ski & Snowboard at membership@usskiandsnowboard.org. All exemptions granted by the Center or U.S. Ski & Snowboard in this category are considered indefinite and do not need to be re-requested every year.
2. Exemptions to the online training requirement for reasons other than survivor of abuse and misconduct are limited to cognitive or physical disability or language barrier. Requests for these exemptions must be made by the individual to U.S. Ski & Snowboard. U.S. Ski & Snowboard will determine whether to grant the exemption. If U.S. Ski & Snowboard grants the exemption, it will track the exemption to ensure it is appropriately applied to the individual's membership status. U.S. Ski & Snowboard will preserve documentation that the exemption was granted and for what duration.
3. The Center has several options available to assist individuals in completing the online training courses, including screen reader-compatible versions and course availability in several languages, including English, Spanish, French, Mandarin, Russian, German, and Japanese. If none of the available options will fit the individual's needs, U.S. Ski & Snowboard may determine whether to grant an exemption.

PART III
**ORGANIZATIONAL REQUIREMENTS FOR EDUCATION &
TRAINING AND PREVENTION POLICIES**

A. Organizational Requirements for Education & Training

1. U.S. Ski & Snowboard will track whether Adult Participants under U.S. Ski & Snowboard's jurisdiction complete the required training listed in Part II.
2. Every twelve (12) months, U.S. Ski & Snowboard and Member Clubs will offer, subject to parental consent, training to Minor Athletes on the prevention and reporting of child abuse. U.S. Ski & Snowboard will track the training, including a description of the training and how it was offered, but not individual course completions.
3. Every twelve (12) months, U.S. Ski & Snowboard and Member Clubs will offer training to parents on the prevention and reporting of child abuse. For training to parents, U.S. Ski & Snowboard must track a description of the training and how the training was offered and provided to parents. U.S. Ski & Snowboard is not required to track individual course completions of parents.

B. Required Prevention Policies and Implementation

1. U.S. Ski & Snowboard's MAAPP contains the mandatory components of the Center's model policies. These model policies cover:
 - a. One-on-one Interactions
 - b. Meetings and Training Sessions
 - c. Athletic Training, Manual Therapies, Therapeutic and Recovery Modalities, Locker Rooms, and Changing Areas
 - d. Locker Rooms and Changing Areas
 - e. Electronic Communications
 - f. Transportation
 - g. Lodging and Residential Environments
2. The policies must be approved by the Center as described in subsection (C) below. The policies may include the recommended components in Part III and the recommended policies in Part IV. Given the uniqueness of each sport, however, some recommended components or policies may not be feasible or appropriate. U.S. Ski & Snowboard may choose to implement stricter standards than the model policies.
3. U.S. Ski & Snowboard requires that its Member Clubs implement the MAAPP.
4. The MAAPP must be implemented for all In-Program Contact.

- a. At sanctioned events and facilities partially or fully under U.S. Ski & Snowboard's or a Member Club's jurisdiction, U.S. Ski & Snowboard or the Member Club must take steps to ensure the policies are implemented and followed.
 - b. For In-Program Contact that occurs outside U.S. Ski & Snowboard's or a Member Club's sanctioned event or facilities, implementing these policies means:
 - i. Communicating the policies to individuals under U.S. Ski & Snowboard's or a Member Club's jurisdiction;
 - ii. Establishing a reporting mechanism for violations of the policies; and
 - iii. Investigating and enforcing violations of the policies.
5. U.S. Ski & Snowboard has a reporting mechanism to accept reports that an Adult Participant is violating U.S. Ski & Snowboard's MAAPP. Reports may be made directly to U.S. Ski & Snowboard at www.usskiandsnowboard.org/safesport-athlete-safety. U.S. Ski & Snowboard will appropriately investigate and resolve any reports received, unless the violation is reported to the Center, and it exercises exclusive jurisdiction over the report. This requirement is in addition to requirements to report abuse under the SafeSport Code.

C. Policy Approval and Submission Process

1. U.S. Ski & Snowboard may adopt the mandatory minimum requirements of the MAAPP as-is or adapt it to fit their needs. Regardless, U.S. Ski & Snowboard must submit their policies to the Center at compliance@safesport.org for review and approval by April 1, 2024. The Center will approve, approve with modifications, or deny the policies. If the Center denies the proposed policy, the mandatory components of Part III of the Center's Model MAAPP become the default policy until the Center approves the policy.
2. U.S. Ski & Snowboard must require their Member Clubs to incorporate the mandatory components of Part III. U.S. Ski & Snowboard may require that their Member Clubs implement U.S. Ski & Snowboard's policies, which may be more stringent than the policies in Part III.
3. The mandatory components of Part III will serve as the default policy for any organization that fails to develop its own policy as required by this section.

Any changes made to U.S. Ski & Snowboard's MAAPP after the policy is approved must be submitted to the Center for approval. The previously approved MAAPP will remain in effect until written approval is provided to U.S. Ski & Snowboard from the Center.

PART IV
RECOMMENDED POLICIES FOR
KEEPING YOUNG ATHLETES SAFE

A. Out-of-Program Contact

Adult Participants, who do not meet the Close-in-Age Exception nor have a Dual Relationship with a Minor Athlete, should not have out-of-program contact with Minor Athletes without parent/legal guardian consent, even if the out-of-program contact is not one-on-one.

B. Gifting

1. Adult Participants, who do not meet the Close-in-Age Exception nor have a Dual Relationship with a Minor Athlete, should not give personal gifts to Minor Athletes.
2. Gifts that are equally distributed to all athletes and serve a motivational or educational purpose are permitted.

C. Photography/Video

1. Photographs or videos of athletes may only be taken in public view and must observe generally accepted standards of decency.
2. Adult Participants should not publicly share or post photos or videos of Minor Athletes if the Adult Participant has not obtained the Parent/Guardian and Minor Athlete's consent.

TERMINOLOGY

Adult Participant: Any adult (18 years of age or older) who is:

- a. A member or license holder of U.S. Ski & Snowboard or a Member Club;
- b. An employee or board member of U.S. Ski & Snowboard or a Member Club;
- c. Within the governance or disciplinary jurisdiction of U.S. Ski & Snowboard or a Member Club; or
- d. Authorized, approved, or appointed by U.S. Ski & Snowboard or Member Club, to have regular contact with or authority over Minor Athletes.⁶

For additional information on “Adult Participant” please see pages 3-4. For the 2024-2025 season, all U.S. Ski & Snowboard adult members or license holders must take annual SafeSport training as part of their membership except for certain Alpine Masters-only participants and short-term memberships.

Amateur Athlete: An athlete who meets the eligibility standards established by the National Governing Body or paralympic sports organization for the sport in which the athlete competes.

Authority: When one person’s position over another person is such that, based on the totality of the circumstances, they have the power or right to direct, control, give orders to, or make decisions for that person. Also see the [Power Imbalance definition in the SafeSport Code](#).⁷

Close-in-Age Exception: An exception applicable to certain policies when an Adult Participant does not have authority over a Minor Athlete *and* is not more than four years older than the Minor Athlete, determined by date of birth (e.g., a 19-year-old and a 16-year-old). Note: this exception *only* applies within the prevention policies and *not* regarding conduct defined in the SafeSport Code.

Dual Relationships: An exception applicable to certain policies when an Adult Participant has a Dual Relationship outside the sport program with a Minor Athlete and the Minor Athlete’s parent/guardian has provided written consent at least annually authorizing the exception.

In-Program Contact: Any contact (including communications, interactions, or activities) between an Adult Participant and any Minor Athlete related to participation in sport.

Examples of In-Program Contact include, but are not limited to competition, practices, camps/clinics, training/instructional sessions, pre/post-game meals or outings, team travel, review of film, team- or sport-related relationship building activities, celebrations, award ceremonies, banquets, team- or sport-related fundraising or community service, sport education, or competition site visits.

⁶ This may include volunteers, medical staff, trainers, chaperones, monitors, contract personnel, bus/van drivers, officials, adult athletes, staff, board members, and any other individual who meets the Adult Participant definition.

⁷ This includes coaches, medical staff, trainers, chaperones, contract personnel, officials, adult athletes, staff, board members, and any other individual who meets the Adult Participant definition.

Local Affiliated Organization (LAO): A regional, state, or local club or organization that is directly affiliated with an NGB or that is affiliated with an NGB by its direct affiliation with a regional or state affiliate of an NGB. U.S. Ski & Snowboard deems its member clubs (“Member Clubs”) to be LAOs.⁸

Member Clubs: For the purposes of the MAAPP, whenever the term Member Club is used, it includes LAOs.

Minor Athlete: An Amateur Athlete under 18 years of age who participates in, or participated within the previous 12 months in, an event, program, activity, or competition that is part of, or partially or fully under the jurisdiction of, U.S. Ski & Snowboard, a Member Club, or the USOPC.

Partial or Full Jurisdiction: Includes any sanctioned event (including all travel and lodging in connection with the event) by U.S. Ski & Snowboard, a Member Club, or the USOPC, or any facility that U.S. Ski & Snowboard, a Member Club, or the USOPC, owns, leases, or rents for practice, training or competition.

National Governing Body (NGB): A U.S. Olympic National Governing Body recognized by the U.S. Olympic & Paralympic Committee pursuant to the Ted Stevens Olympic and Amateur Sports Act, 36 U.S.C. §§ 220501, et seq. This definition shall also apply to the USOPC, or other sports entity approved by the USOPC, when they have assumed responsibility for the management or governance of a sport included on the program of the Olympic or Paralympic Games. U.S. Ski & Snowboard is an NGB.

Adult Personal Care Assistant: An Adult Participant who assists a para-athlete requiring help with activities of daily living (ADL) and preparation for athletic participation. This support can be provided by a guide for blind or visually impaired athletes or can include assistance with transfer, dressing, showering, medication administration, and toileting. Personal Care Assistants (PCAs) are different for every athlete and should be individualized to fit their specific needs. When assisting a Minor Athlete, PCAs must be authorized by the athlete’s parent/guardian.

Regular Contact: Ongoing interactions during a 12-month period wherein an Adult Participant is in a role of direct and active engagement with any Minor Athlete.⁹

-
- ⁸ LAOs specifically exclude schools, colleges, and universities (only the athletic programs associated with U.S. Ski & Snowboard are LAOs); all mountain and ski resort management/leadership over resort operations where their roles are independent of athletic competition programs; and multi-sport community recreational clubs/programs (only the athletic program associated with U.S. Ski & Snowboard is an LAO), Board members of 501(c)(3) Foundation or Booster Clubs that are separate from Member Clubs and are not an LAO because they do not have any role in managing or delivering programs or have any In-Program Contact (as defined below).

⁹ This includes coaches, medical staff, trainers, chaperones, contract personnel, officials, adult athletes, staff, board members, and any other individual who meets the Adult Participant definition.

Residential Environment: A place in which participants live or stay temporarily. Residential environments include, but are not limited to, onsite housing at training facilities, billeting, hotel stays, or rentals (i.e., Airbnb, VRBO, HomeToGo, etc.).

Billeting: A residential environment facilitated by an Adult Participant, U.S. Ski & Snowboard, a Member Club, the USOPC, or sanctioned event staff in which a Minor Athlete is temporarily housed in a private home with an adult or family who is not related to or known by the Minor Athlete. This lodging arrangement is in conjunction with an activity related to sport.

U.S. Olympic & Paralympic Committee (USOPC): A federally chartered nonprofit corporation that serves as the National Olympic Committee and National Paralympic Committee for the United States.