

**WGI SPORT OF THE ARTS  
PARTICIPANT ABUSE PREVENTION POLICY (PAPP) REQUIREMENTS**

**INTRODUCTION**

WGI Sport of the Arts is committed to building a community where participants can learn together in an atmosphere free of emotional, physical, and sexual misconduct.

The WGI Board of Directors has directed that the organization take steps to address the risk of emotional, physical, and sexual abuse of participants in WGI and implement policies to accomplish this goal. As a result, WGI will require the following:

Prevention Training

WGI requires training of its own staff, contractors and volunteers to prevent abuse, including emotional, physical, and sexual abuse, of any participant and further mandates that, at a minimum, all groups participating in WGI *must require training related to the prevention of participant abuse of its adult staff who have regular contact with or authority over participants*

Prevention Policies

WGI also has developed and implemented policies and procedures for its own staff, contractors and volunteers and will require all groups participating in WGI to develop and implement policies and procedures to prevent abuse, including emotional, physical, and sexual abuse, of any participant. As part of these policies and procedures, groups participating in WGI must implement *reasonable procedures to limit one-on-one interactions between a participant who is a minor and an adult (who is not the minor's legal guardian) while participating in group activities without being in an observable and interruptible distance from another adult, except under emergency circumstances.*

*The policies and procedures set forth herein have been developed by WGI to assist Participating Groups in meeting their obligations to protect participants and develop and implement their own such policies.*

**WGI SPORT OF THE ARTS  
PARTICIPANT ABUSE PREVENTION POLICY (PAPP) REQUIREMENTS**

**PART I  
EDUCATION & TRAINING**

**A. Adults Required to Complete Mandatory Training**

The following adults associated with a group participating in WGI shall complete training concerning participant protection:

- Adult instructional and administrative staff who have regular contact with or authority over with participants

Regular contact is defined as ongoing interactions in which an adult is in a role of direct and active engagement with participants. Some examples of persons who would be considered in regular contact with participants include:

- Instructors and/or designers
- Group management (e.g., directors, managers, board members)
- Guest clinicians
- Volunteers in positions of regular contact (e.g., parent chaperones, drivers, equipment crew)

To satisfy the training requirement, all adults subject to these policies are required to complete the U.S. Center for SafeSport’s Core Center for SafeSport Training

- Before regular contact with participants begins; or
- Within the first 45 days of beginning a new role subjecting the adult to this policy

*Training other than the Core Center for SafeSport Training does not satisfy this requirement.* A Participating Group may provide training *in addition* to the Core Center for SafeSport Training. However, if a Participating Group provides additional training, it shall not refer to such training as “SafeSport” Training.

A refresher course shall be required (as available) on a bi-annual cycle effective the calendar year following the completion of the Core Center for SafeSport Training for each of the above listed adults in a group participating in WGI.

## **PART II PREVENTION POLICIES**

### **A. Required policies**

All groups participating in WGI are required to implement participant protection policies addressing the following areas and in accordance with the SafeSport requirements:

1. One-on-One Interactions, including meetings and individual training sessions (all groups are required to establish reasonable procedures to limit one-on-one interactions).
2. Locker rooms and changing areas
3. Social media and electronic communications
4. Travel

To satisfy these requirements, policies which include the mandatory components identified in the model policies attached hereto are required for implementation by all groups participating in WGI.

For Scholastic groups, this abuse prevention training requirement can be fulfilled by existing policies of a school district or educational institution; however, if the school district or educational institution does not have policies for such training, the Participating Group must comply with this WGI requirement.

### **B. Model policies**

To satisfy these requirements, WGI has developed model policies to assist Participating Groups in developing and implementing their own required policies. Participating Groups may choose to implement stricter standards consistent with the implementation guidance below. Stricter standards may include applying the policy to additional constituents and may also include additional restrictions.

### **C. Implementation**

The mandatory components set forth in the model policies set a minimum standard. In implementing the required policies, **a Participating Group may choose to implement a policy that is stricter than the Model Policy**, if it includes or is stricter than the mandatory component.

**PART III  
MODEL POLICIES**

**POLICIES FOR ONE-ON-ONE INTERACTIONS**

The majority of child sexual abuse is perpetrated in isolated, one-on-one situations. By reducing such interactions between minors and adults, programs reduce the risk of child sexual abuse. However, one-on-one time with trusted adults is also healthy and valuable for a minor. Policies concerning one-on-one interactions are intended to protect participants while allowing for these beneficial relationships.

**1. ONE-ON-ONE INTERACTIONS**

*The following is a model one-on-one policy provided to assist Participating Groups in developing their own policies. Any policy developed by a Participating Group must include the Mandatory Components.*

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**A. Mandatory Components**

1. Participating Group policies must include components a through d.

a. This policy shall apply to:

- 1) Adult instructional and administrative staff who have regular contact with or authority over with participants
- 2) Adult participants who have regular contact with participants who are minors

(Collectively “Applicable Adult” for the purposes of this policy.)

b. Observable and interruptible

- One-on-one interactions between a minor participant and an Applicable Adult (who is not the minor’s legal guardian) are permitted if they occur at an observable and interruptible distance by another adult.
- One-on-one interactions between minor participants and an Applicable Adult (who is not the minor’s legal guardian) which are not observable and interruptible are prohibited, except under emergency circumstances.

c. Meetings

- Meetings between Applicable Adults and minor participants may only occur if another adult is present, except under emergency circumstances. Such meetings must occur where interactions can be easily observed and at an interruptible distance from another adult.
- If a one-on-one meeting take place in an office, the door to the office must remain unlocked and open. If available, it will occur in an office that has windows, with the windows, blinds, and/or curtains remaining open during the meeting.

d. Individual Training Sessions

- Individual training sessions between Applicable Adults and minor participants are permitted if the training session is observable and interruptible by another adult. It is the responsibility of the Applicable Adult to obtain the written permission of the minor’s legal guardian in advance of the individual training session if the individual training session is not observable and interruptible by another adult. Permission for individual training sessions must be obtained at least every six months. Parents, guardians, and other caretakers must be allowed to observe the training session.

## 2. LOCKER ROOMS AND CHANGING AREAS

*The following is a model locker room and changing area policy provided to assist Participating Groups in developing their own policies. Any policy developed by a Participating Group must include the Mandatory Components.*

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### A. Mandatory Components

1. Participating Group policies must include components a through d.

a. This policy shall apply to:

- 1) Adult instructional and administrative staff who have regular contact with or authority over with participants
- 2) Adult participants who have regular contact with participants who are minors

(Collectively “Applicable Adult” for the purposes of this policy.)

b. Shared facility

If a Participating Group uses a facility not fully under its jurisdiction (for, e.g., rehearsal or competition or similar events) and the facility is used by multiple constituents, Applicable Adults are nonetheless required to adhere to the rules set herein.

c. Use of recording devices

Use of any device’s (including a cell phone’s) recording capabilities, including voice recording, still cameras and video cameras in locker rooms, changing areas, or similar spaces at a facility under the Participating Groups jurisdiction is prohibited.

d. Undress

Under no circumstances shall an Applicable Adult at a facility under the Participating Groups jurisdiction expose his or her breasts, buttocks, groin, or genitals to a minor participant.

e. One-on-one interactions

- Except for participants in the same group, at no time are unrelated Applicable Adults permitted to be alone with a minor participant in a locker room or changing area when at a facility under the partial or full jurisdiction of the Participating Group, except under emergency circumstances.
- If the Participating Group is using a facility that only has a single locker room or changing area, the group will designate separate times for use by Applicable Adults, if any.

d. Monitoring

The Participating Group should regularly and randomly monitor the use of locker rooms and changing areas under their jurisdiction to ensure compliance with these policies.

### 3. SOCIAL MEDIA & ELECTRONIC COMMUNICATIONS

*The following is a model social media & electronic communications policy, provided to assist Participating Groups in developing their own policies. Any policy developed by a Participating Group must include the Mandatory Components.*

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#### A. Mandatory Components

1. Participating Group policies must include components a through d.

a. This policy shall apply to:

- 1) Adult instructional and administrative staff who have regular contact with or authority over with participants
- 2) Adult participants who have regular contact with participants who are minors

(Collectively “Applicable Adult” for the purposes of this policy.)

b. Content

All electronic communication originating from Applicable Adults to minor participants must be professional in nature.

c. Open and transparent

- Absent emergency circumstance, if an Applicable Adult with authority over minor participants needs to communicate directly to a minor participant via electronic communications (including social media), another Applicable Adult or the minor’s legal guardian will be copied.
- If a minor participant communicates to the Applicable Adult (with authority over the minor participant) privately first, said Applicable Adult should respond to the minor participant with a copy to another Applicable Adult or the minor’s legal guardian.
- When an Applicable Adult with authority over minor participants communicates electronically to the entire group, said Applicable Adult will copy another adult.
- Minor participants may “friend” the organization’s official page.

d. Requests to discontinue

Legal guardians may request in writing that their minor participant not be contacted through any form of electronic communication by the group or by the Applicable Adults subject to this policy. The group will abide by any such request that their minor participant not be contacted via electronic communication, absent emergency circumstances.

#### 4. TRAVEL

*The following is a model travel policy, provided to assist Participating Groups in developing their own policies. Any policy developed by a Participating Group must include the Mandatory Components.*

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##### **A. Mandatory Components**

1. Participating Group policies must include components a through e.

a. This policy shall apply to:

- 1) Adult instructional and administrative staff who have regular contact with or authority over with participants
- 2) Adult participants who have regular contact with participants who are minors

(Collectively “Applicable Adult” for the purposes of this policy.)

b. Transportation

Applicable Adults who are not also acting as a legal guardian, shall not ride in a vehicle alone with an unrelated minor participant, absent emergency circumstances, and must have at least two minor participants or another adult at all times, unless otherwise agreed to in writing by the minor participant’s parent/legal guardian in advance.

c. Hotel rooms

Applicable Adults shall not share a hotel room or other sleeping arrangement with a minor participant (unless the Applicable Adult is the legal guardian, sibling, or is otherwise related to the minor participant). However, a parent/legal guardian may consent to such an arrangement in advance and in writing. Furthermore, A parent/legal guardian may consent in advance and in writing to the minor participant sharing a hotel room or other sleeping arrangement with an adult participant.

d. Meetings

Meetings shall be conducted consistent with the group’s policy for one-on-one interactions (i.e., any such meeting shall be observable and interruptible).