

EXHIBIT C

PARTICIPANT PROTECTION POLICIES

SECTION 1. POLICY STATEMENT

At WGI, protection for all participants from all forms of abuse is central to our mission. We strive to create an environment where all participants of our community are aware of options for reporting about instances of suspected misconduct, how to seek assistance and support, and how to pursue action for their own protection and that of everyone in the WGI community.

In order to provide a trusted, respectful, and inclusive environment where the participants we serve and those who work within the organization feel safe, heard, equipped, and empowered to speak up for themselves and others and to take robust and visible action, as appropriate, to eradicate sexual exploitation and abuse, we are committed to the following core principles:

1. Ensure that participants are at the heart of everything we do when fighting abuse;
2. Equip and empower all within our organization to prevent, identify, and respond to misconduct;
3. Uphold organizational accountability in tackling misconduct.

SECTION 2. NATIONAL CRIMINAL BACKGROUND CHECKS

(a) Independent Contractor agrees to a Background Check through WGI's independent service. Such Background Checks shall be performed at the direction of WGI but in no event less than every two years.

SECTION 3. PREVENTION AND AWARENESS TRAINING

(a) Independent Contractor agrees to complete abuse prevention training as prescribed by WGI. All independent contractors must complete the U.S. Center for SafeSport's Core Center for SafeSport Training before participating in any WGI event in **Exhibit A** ("a Service Assignment")

SECTION 4. MANDATORY REPRESENTATIONS CONCERNING INAPPROPRIATE CONDUCT

(a) The following representations and reporting requirements are an integral part of the WGI Code of Conduct and Participant Protection Policies. Independent Contractor warrants and represents that they have disclosed to WGI any Inappropriate Conduct as defined by these policies below. Going forward, if any Inappropriate Conduct as defined in this Agreement occurs after this Agreement is executed by the parties, or if any of the events described below occur, then Independent Contractor must notify WGI immediately in writing.

(b) For purposes of this Agreement, the term "Inappropriate Conduct" includes but is not limited to: (a) direct or electronic communications of a sexual nature or harassing nature; (b) unwanted direct or electronic communications of a sexual nature or any direct or electronic communications of a harassing nature at any prior organization or job; (c) any non-consensual physical touching; or, (d) any other behavior which would violate any state or federal law related to sexual harassment or hazing. Inappropriate conduct is NOT limited to the adult-to-youth relationships. Inappropriate Conduct in any work or volunteer environment with a coworker/peer/co-volunteer is subject to the representations in this Agreement.

(c) Independent Contractor hereby warrants and represents that:

1. I have fully disclosed the facts and circumstances of any situation to the WGI Chief Executive Officer, in writing, if I have been the subject of an investigation or the named offender in any report or allegation involving inappropriate conduct.
2. I have fully disclosed the facts and circumstances of any situation to the WGI Chief Executive Officer, in writing, if I have been terminated from a position, or had my contract not renewed, or had my volunteer status revoked due to any report or allegation involving inappropriate conduct.
3. I have fully disclosed the facts and circumstances of any situation to the WGI Chief Executive Officer, in writing, if I have ever received a reprimand, ever been suspended (with or without pay), and ever had my teaching privilege or any license revoked related to any inappropriate conduct.
4. I have fully disclosed the facts and circumstances of any situation to the WGI Chief Executive Officer, in writing, if there is a record involving myself that exists which would contain any allegation of inappropriate conduct. The term "record" includes investigative reports, police reports that do not lead to arrest, public minutes from an administrative hearing; public minutes from a government meeting (such as school committee, school board, town council, or any public hearing.)
5. I have fully disclosed any past incidents of similar nature involving myself that could possibly tarnish the reputation of WGI its participants or stakeholders.

UNDERSTOOD AND AGREED:

Signature

Print Name

Date