

# 23Club Coach/Volunteer Abuse Policy

## Purpose

The safety and well-being of all participants in the 23Club Baseball program is paramount. 23Club Baseball strives to create an environment that is as safe as possible both on and off the field. The goal of this policy is to prevent child abuse from occurring through an application screening process for all required volunteers, provide training, create awareness, and mandate reporting of any abuse. As part of its efforts, 23Club Baseball also continues to take steps to stay current by adhering to the youth protection standards of SafeSport.

## Statement of Policy

23Club Baseball has zero tolerance for any type of abuse against a minor, including, but not limited to, sexual abuse, physical abuse, mental, and emotional abuse (as well as any type of bullying, hazing, or harassment). Any individual with an offense involving or against a minor (refer to Volunteer Application), will not be permitted to participate in any 23Club programs or activities.

23Club Baseball has established a zero-tolerance culture that does not allow any type of activity that permits or promotes any form of misconduct or abuse (mental, physical, emotional, or sexual) between players, coaches, parents/guardians/caretakers, spectators, volunteers, and/or any other individual.

## Elements of Policy

### A. Volunteer Application Process

23Club Baseball regulations require an annual application process for volunteers, which consists of an application and background check.

1. All applicants must complete the 23Club Coach/Volunteer Application and submit a government issued photo identification card. For new applicants, an interview and review of references is necessary.
2. The background check must, at a minimum, meet the standard of a nationwide criminal search, a national sex offender registry search, a review of the public U.S. Center for SafeSport's Centralized Disciplinary Database.
3. The 23Club Baseball board will review the results of the background check with the 23Club Volunteer Application and a government issued photo identification card to verify that the information provided on both is identical (Full Name, DOB, and address).
4. This Volunteer Application Process must be completed and approved before an individual is permitted to participate in any 23Club Baseball activity.

### Offenses that Prohibit Participation:

1. Any pending charge, conviction, no contest plea, guilty plea, or admission to any crime involving or against a minor;
2. Individual is listed on either of the public U.S. Center for SafeSport's Centralized Disciplinary Database and/or Little League International Ineligible/Suspended List.
3. If an individual has any charge, conviction, no contest plea, or guilty plea, or admission to any crimes that are considered sexual in nature or listed on the National Sex Offender Registry, they will not be allowed to participate in any capacity in 23Club Baseball.

**NOTE:** If an individual involved with a league is under investigation for any type of child abuse, has a pending charge against, or involving, a minor, that individual will be suspended until the outcome of the investigation or pending charges are complete and the allegations are resolved

## **B. Mandatory Reporting Requirements**

When an allegation of abuse is made against a 23Club Baseball participant, the organization must protect the child from any further potential abuse by keeping the alleged abuser away from all children in the program until the incident is reported to one or more of the below outlets and completely investigated.

### **Investigation**

1. If the allegations are substantiated, the local league must assure that the individual will not have any further contact with the children in the local league. Little League urges local leagues work with a lawyer who can advise them about the rights of an alleged abuser. 23Club Board members should not attempt to investigate suspected abuse on their own.

### **Reporting**

- **1. NEBRASKA**

Under Nebraska law, certain individuals (including doctors and health care professionals, teachers and school employees, social workers and the inspector general) and any other person who knows of or suspects child abuse or neglect are required to immediately report the abuse or neglect to a law enforcement agency or to the Department of Health and Human Services on the child abuse hotline. Any oral report is required to be followed by a written report of the abuse or neglect.

Child abuse or neglect is defined as knowingly, intentionally or negligently causing or permitting a minor child to be placed in a situation that endangers his/her life or physical or mental health; cruelly confined/punished; deprived of necessary food, clothing, shelter or care; left unattended in motor vehicle if such minor child is six years of age or younger; sexually abused; or sexually exploited.

**Child Abuse & Neglect Hotline:  
1-800-652-1999**

Federal law establishes a nationwide standard of duty to report suspected child abuse.

2. Any individual who has regular contact with a minor must report suspected child abuse, including sexual abuse, within 24 hours to the proper authorities.

### **C. Non-Retaliation for Reporting**

Concern has been expressed over the potential for criminal or civil liability if a report of abuse is subsequently found to be unsubstantiated. However, potential reporters should not be afraid to come forward in cases where they either have firsthand knowledge of or a good faith belief that abuse has occurred, even if there is a possibility that the report is wrong. Many states provide immunity to those who report suspected child abuse in "good faith."

### **D. Prohibited One-on-One Interactions Guidelines**

An approved volunteer should not allow themselves to be alone with a minor (who is not their own child) and should always position themselves in an area where they can be observed by others. Leagues must encourage proper supervision at all games, practices, tournaments, travel/transportation, etc.

### **E. Training & Education**

23Club Board Members must educate their coaches, volunteers and participants about the Child Protection Program.

### **Enforcement & Implementation**

Any violations of the policies set forth may result in the suspension of Board members, umpires, coaches, volunteers or players.