

Hudson Boosters Youth Protection Policy

Effective January 17, 2019

Hudson Boosters Youth Protection Policy sets forth basic requirements for staff and volunteers who work with children under age eighteen (18). Hudson Boosters is committed to providing a safe and secure environment for the youth involved in our many activities, including baseball, football and softball.

Hudson Boosters adopts the following policies for the safety and well-being of its members and youth. These policies primarily protect youth involved in Boosters activities; however, they also serve to protect adult club members, parents, coaches and managers.

Youth Protection Mission Statement

Our mission is to promote and maintain a culture of youth protection, awareness and safety before, during, and after all Boosters events.

Coaching/Leadership/Volunteer Selection

A background check shall generally be conducted annually on all volunteers and staff that interact with youth, including but not limited to:

- Head or assistant coaches
- Team managers
- All active club members and board members
- Any volunteer interacting with youth at a Boosters event on an ongoing basis

Flagged background checks shall be reviewed by the Boosters Board, and the determination of the volunteer's fitness for duty will be decided on a case-by-case basis. Potential disqualifiers include, but are not limited to, convictions or pending charges for the following:

1. All sexual offenses, regardless of the amount of time since the offense. Examples include, but are not limited to: child molestation, rape, sexual assault, sexual battery, statutory rape, prostitution, solicitation, indecent exposure.
2. All felonies that constitute crimes against a person, regardless of the amount of time since the offense. Examples include, but are not limited to: murder, manslaughter, aggravated assault, kidnapping, robbery.
3. All misdemeanors that constitute offenses against a person within the past ten (10) years. Examples include, but are not limited to: drug offenses, theft, embezzlement, fraud, burglary, simple assault, battery, domestic violence and hit and run.
4. All misdemeanor or forfeiture drug and alcohol offenses within the past two (2) years or multiples of such offenses within the past ten (10) years. Examples include but are not limited to: driving under the influence, simple drug possession, disorderly conduct, public intoxication or possession of drug paraphernalia.

5. Any offense within the past five (5) years that could be considered a potential danger to children or demonstrates a propensity for violence.

After appointment to a position, if a background check identifies a disqualifier or other evidence is discovered that reveals a disqualifier, the coach or volunteer may be removed from that position, at the discretion of the Boosters Board.

Two-Deep Leadership

Isolated one-on-one contact between non-parent adults and youth is generally prohibited.

Two-deep leadership means that there are a minimum of two adults present for all Boosters events such as games and practices (including before, during, and after these events). One of these adults should be 21 years of age or older. If a child is waiting for a ride after an event there should be at least three people present at that location until the last child leaves.

Personal one-on-one-coaching should be conducted with the knowledge and in plain view of other adults and/or youth.

Travel accommodations and ride sharing to games, practices and tournaments

For out of town travel when the player's family is not making the trip, hotel accommodations require at least two adults or a second child be present overnight with any youth. If giving a ride to games, practices or tournaments to a non-relative youth, at least two adults or a second child should be present in the vehicle at all times.

Electronic communication.

Boosters coaches and volunteers shall not have private one-on-one online communications or engage one-on-one in other electronic activities (games, social media, etc.) with non-family member youth. Coaches and volunteers should copy a parent and another adult on any electronic or online communication, ensuring no one-on-one contact exists in text, social media, or other forms of online or electronic communication.

Other Policies to Protect our Youth

Inappropriate use of smart phones, cameras, imaging, or digital devices.

While most coaches, managers, volunteers and participants use cameras and other imaging devices responsibly, it is easy to unintentionally or inadvertently invade the privacy of other individuals with such devices. The use of any device capable of recording or transmitting visual images in or near locker rooms, showers, restrooms, or other areas where privacy is expected is inappropriate.

Correction and Discipline.

A positive approach gets the most from youth involved in sports. Boosters coaches, managers and leadership shall be constructive in any criticism and reflect good values. Physical

punishment and disciplinary activities involving isolation, humiliation, or ridicule are prohibited. The optimal ratio is five positive comments for every negative one.

Appropriate attire is required for all activities. Athletic attire and athletic-type shoes shall be worn while participating in all practices and games. Clothing containing inappropriate or offensive graphics, or inappropriate or offensive language, is prohibited. This policy applies to participants, coaches and managers. Jewelry and watches should generally not be worn during games or practices. Coaches, players and volunteers not wearing proper attire may be asked to change into appropriate athletic clothing.

No hazing. Hazing and initiations are prohibited and may not be included as part of any Booster activity.

No bullying. Verbal, physical, and cyberbullying are prohibited, including coach-to-player and player-to-player.

Incidents requiring an immediate report to the Boosters Board.

First person accounts of the following situations must be reported to the Hudson Boosters Board for action immediately:

1. Any threat or use of a weapon
2. Any negative behavior associated with race, color, national origin, religion, sexual orientation, or disability
3. Any abuse of a child that meets state reporting mandates for bullying or harassment
4. Any mention of or threats of suicide

Mandatory Reporting of Child Abuse

All coaches and volunteers involved in Boosters activities are required to report any good-faith suspicion or belief that any child is or has been physically or sexually abused, physically or emotionally neglected, exposed to any form of violence or threat, exposed to any form of sexual exploitation, including the possession, manufacture, or distribution of child pornography, online solicitation, enticement, or showing of obscene material. Such reports shall be made to the Hudson Police Department or St. Croix County Sheriff's Department.

Steps to Reporting Child Abuse

1. Ensure the child is in a safe environment.
2. In cases of child abuse or medical emergencies, call 911 immediately.
3. If necessary, separate the alleged victim from the alleged perpetrator.
4. Notify a Boosters Board member via HUDSONBOOSTERS@YAHOO.COM – or find contact information on the 'About' section of the Hudson Boosters home page and provide information about the incident you reported.

Reporting Violations of Hudson Booster Youth Protection Policies

If you think any of the Hudson Boosters Youth Protection policies have been violated, you must notify a Boosters Board member or committee chair so that appropriate action can be taken for the safety of our youth.

Link to the Volunteer Incident Report Form:

TBD