

MLB Youth Program Protection Policy: Summary for Authorized Adults

This document summarizes portions of the Major League Baseball Youth Program Protection Policy (“Policy”) for adults responsible for overseeing, supervising, and interacting (“Authorized Adult”) with youth program participants (“Youth”) in programs governed by the Policy (“Covered Program”). To the extent that there is any conflict between the Policy and this summary, the Policy controls. If you have any questions, please contact your Program Liaison or Youth Protection Compliance Officer, each of whom can provide you with the full Policy upon your request.

I. Child Abuse

“Child Abuse” exists when there is endangerment of a Youth’s physical or mental health due to injury by act or omission. Child Abuse includes physical abuse, verbal abuse, sexual abuse, emotional abuse, and neglect, each of which is described further in the Policy. No individual may participate in Covered Programs if that individual: (i) has a criminal conviction (including a plea of no contest or *nolo contendere*), civil judgment, or finding by a court or credible investigative body that the individual committed any act, however classified, that would constitute Child Abuse; or (ii) is listed as a registered sex offender on any state or federal registry.

II. Code of Conduct for Interactions with Youth in Covered Programs

1. Authorized Adults will exhibit the highest ethical best practices and personal integrity.
2. Authorized Adults will provide a professional work environment that is free from physical, psychological, written, or verbal intimidation or harassment.
3. Authorized Adults will not physically, sexually, or emotionally abuse or neglect a Youth, including but not limited to the conduct identified in the Child Abuse definition above.
4. Authorized Adults will share concerns about Child Abuse, other violations, or inappropriate behavior as required by the reporting requirements below.
5. Authorized Adults will report any suspected Child Abuse of a Youth to the proper authorities.
6. Authorized Adults will accept their personal responsibility to protect Youth from Child Abuse.
7. Authorized Adults will treat Youth with respect at all times.
8. Authorized Adults will maintain appropriate physical and relationship boundaries with Youth.
9. Authorized Adults will adhere to appropriate standards of displaying affection.
10. Authorized Adults will avoid affection with Youth that cannot be observed by others.
11. Authorized Adults will not use profanity or tell inappropriate or profane jokes in the presence of Youth.
12. Authorized Adults will not involve Youth in their personal problems or issues.
13. Authorized Adults will not engage in sexually oriented conversations with Youth, including not discussing their sexual encounters.
14. Authorized Adults will not date or become romantically involved with Youth.
15. Authorized Adults will not use or be under the influence of alcohol or illegal drugs in the presence of Youth.
16. Authorized Adults will not have sexually oriented materials, including printed or online pornography, on Covered Program property or in the presence of Youth.
17. Authorized Adults will not ask Youth to keep secrets.

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18. Authorized Adults will not give money or gifts to Youth, except with permission of the Program Liaison or a guardian.
19. Authorized Adults will not stare at or comment on Youths' bodies in a non-professional manner.
20. Authorized Adults will never be nude or inappropriately dressed in the presence of Youth and must be appropriately dressed at all times.
21. Authorized Adults will comply with the Covered Program's policies regarding interactions with Youth outside of the Covered Program.
22. Authorized Adults will not engage in prohibited or unprofessional electronic communication with Youth.
23. Private living areas or bedrooms of Authorized Adults are not to be used for Covered Programs or by Youth.
24. Authorized Adults are prohibited from working one-on-one with Youth in a private setting that cannot be interrupted.
25. Authorized Adults are to prohibit and prevent the following prohibited activities: a) hazing; b) bullying; c) derogatory name-calling; d) ridicule or humiliation; and e) sexual activity.
26. Authorized Adults may not have engaged in or been convicted of a Child Abuse offense, however classified, or be a registered sex offender.
27. Authorized Adults are prohibited from acting or speaking to Youth in a way that is unduly harsh, coercive, threatening, intimidating, shaming, derogatory, demeaning, or humiliating.
28. Authorized Adults will adhere to the provisions of this document both during and outside of the Covered Program.

III. Further Behavioral Guidelines

Physical Contact: Physical contact should promote a positive and nurturing environment while protecting Youth and Authorized Adults from misunderstandings. Inappropriate physical interactions include full-frontal hugs that include contact of intimate body parts; kisses; bed sharing; wrestling, piggyback rides, or tickling; touching intimate body parts; and any form of affection or contact that is unwanted by the Youth or the Authorized Adult.

Verbal Interactions: Inappropriate verbal interactions include discussing sexual encounters or adult personal problems; cursing; inappropriate or profane jokes; name-calling, shaming, or belittling; slurs; harsh language that may frighten, threaten, or humiliate Youth; and derogatory remarks about the Youth or his or her family.

Discipline: If discipline of Youth is warranted, it should be applied in a professional and fair manner. Authorized Adults are prohibited from using physical contact for the behavior management of Youth, including physical force.

One-on-One Interaction: Any one-on-one uninterruptible interactions between an Authorized Adult and Youth must be reported to the Program Liaison in advance, or, if unexpected, promptly after the interaction. When meeting one-on-one with Youth, be in an observable and interruptible distance from another adult, avoid physical affection, leave the door open, inform other adults, and document and immediately report any unusual incidents.

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Outside Contact: Any contact between an Authorized Adult and Youth outside of regularly scheduled activities must be reported to the Program Liaison in advance, or if unexpected, promptly after the interaction, unless the Authorized Adult and Youth: (i) are in a familial relationship; (ii) remain entirely in the presence of the Youth's guardian(s) during the encounter; or (iii) encounter each other in passing in public while in the visible presence of other adults. For other outside interactions, written permission of guardians and group activities are preferred.

Electronic Communications: No private one-on-one electronic communications between Authorized Adults and Youth are permitted, including but not limited to text, email, instant messages, and social networking messages. Another Authorized Adult or guardian must be included on the communication, or it should come from a generalized account to which the Program Liaison has access. If a Youth initiates a one-on-one communication, the Authorized Adult must either add another Authorized Adult or guardian to the communication, or promptly inform the Youth that the Authorized Adult is not permitted to continue the communication in that manner. For social media: (i) any posts involving Youth must be accessible to the Youth's guardian; and (ii) Authorized Adults must use private accounts inaccessible to Youth for posts that do not conform to the behavioral guidelines in this document.

Gift Giving: Any gifts or benefits to Youth (outside of program or game-related awards) must be disclosed to the Program Liaison and any recipient's guardian. Gifts include any items of value outside of the standard provisions of the Covered Program, such as objects, money, payments, favors, discounts, entertainment, hospitality, loans, services, meals, and travel expenses.

Medical Care: Any medical care, massage, or other athletic training therapy or modality must be provided by a licensed athletic trainer or other certified professional. Such activities may never be performed with only a single Youth and a single adult in a room. Where possible, without compromising the Youth's privacy, such activities should be performed in an open and interruptible location. Icing and taping near the intimate areas of the body is not permitted by a non-licensed medical professional and cannot be done with only the Youth and professional alone in a room.

Bathroom/Locker Room Usage: Authorized Adults are not permitted to be alone with Youth in locker rooms or changing areas. Authorized Adults are prohibited from changing clothes or being nude in the presence of Youth. If separate facilities are not available for Authorized Adults' exclusive use, Authorized Adults and Youth must use them at separate times.

Supervision: Ensure boundaries and adequate supervision, particularly for transportation, transition times, free times, field trips, and evening events and activities. Authorized Adults are on duty at all times when participating in a Covered Program, including travel.

Lodging: Overnight stays may not occur in private homes and may only occur in hotels, dorms, cabins, or other group rooms. Authorized Adults may not share rooms with Youth, unless he or she is the Youth's guardian or in a bunk in a group room. If an Authorized Adult needs to enter a Youth's room, it should be done with more than one Authorized Adult and when Youth is not present. One or more Authorized Adults must be on-premises and accessible throughout the night.

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IV. Responding and Reporting

Responding: If you witness concerning behaviors or Covered Program violations, you should:

- Interrupt the behavior, if physically safe to do so.
- If Child Abuse or other violations are disclosed to you, assure the individual disclosing that he or she was correct to tell you.
- Protect the alleged victim from intimidation, retribution, or further Child Abuse.
- Immediately report the behavior as described below.
- If you are not comfortable making the report directly, make it anonymously. But keep in mind that anonymous reports can be much more challenging to investigate, and Youth are better served if you provide your name when making a report.
- If the report is about a person designated to receive such reports, contact the next level of management.
- Document the incident, disclosure, or circumstances causing your suspicion.
- Document your report, including when, how, and to whom you reported it, but do not investigate.

Reporting: An Authorized Adult's failure to make a report under this Policy may result in disciplinary actions up to and including termination, in addition to civil and criminal penalties.

External Reporting: Authorized Adults are required by law to report suspected Child Abuse to local authorities within 24 hours of learning facts that give reason to suspect Child Abuse.¹ Reports may be made confidentially and anonymously. Various laws provide that a person who mistakenly reports suspected Child Abuse is immune from civil or criminal liability for good faith reports. Authorized Adults engaged in USA Baseball or USA Softball events must also report such suspicions to the U.S. Center for SafeSport.

Internal Reporting: Any suspicion that an Authorized Adult or Youth committed Child Abuse, or that an Authorized Adult failed to report Child Abuse, must be immediately reported to MLB's Department of Investigations by: (i) contacting MLB's Vice President, Investigations & Deputy General Counsel, currently Moira Weinberg, at (212) 931-7535 or moira.weinberg@mlb.com; or (ii) contacting the applicable Youth Protection Compliance Officer, who must then immediately relay the information to MLB's Department of Investigations. If needed, anonymous reports may be made directly to the MLB Department of Investigations hotline, but please keep in mind that anonymous reports are challenging to investigate and that a direct report is advised.²

Violations other than Child Abuse must be reported to the Program Liaison, or if not available or appropriate for the situation, to the applicable Youth Protection Compliance Officer.

Retaliation: Retaliation against an individual for reporting any violation or for participating in an investigation is strictly forbidden and should be reported to a Program Liaison.

¹ Local reporting information is available at <https://www.childwelfare.gov/topics/systemwide/sgm/>.

² The hotline is reachable at: (i) United States calls: 888 RPT 2MLB (888 778 2652); (ii) Text: 732 TXT 2DOI (732 898 2364); (iii) Email: MLBDOI@mlb.com; iv) Dominican Republic: 888 225 5288; after operator assistance dial 866 620 6899; and (v) Venezuela: 800 225 5288; after operator assist dial 866 620 6899.

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Authorized Adult Acknowledgement

I have received a copy, read, and voluntarily agree to comply with MLB Youth Program Protection Policy Summary for Authorized Adults. I understand that failure to comply with this Policy may result in removal from my Covered Program.

Please Print

Name _____

Position _____

Program _____

Signature _____

Date _____