

MEIJER STATE GAMES OF MICHIGAN
Youth Sexual Abuse Prevention
Policy & Procedures

The Meijer State Games of Michigan (MSGOM) provides opportunities for thousands of athletes of all ages and abilities to compete and stay active. The MSGOM considers the safety and well-being of all participants to be a top priority. We strive to prohibit abuse and proactively address reports of this type of conduct. Utilizing tools and guidance from SafeSport™, National Sport Governing Bodies, and state resources, the MSGOM works diligently to provide safe environments for all participants.

Policy and Procedures:

The MSGOM has adopted the following Policy and Procedures to provide a safe environment for our coaches, athletes, volunteers and their families.

1. The Coach & Volunteer Recruitment process shall include the following:

- a) **Volunteer Application** – Every coach and volunteer working with youth must provide a written application that sets forth appropriate background information, requires disclosure of any prior claims or allegations of sexual abuse or other inappropriate conduct, and provide the names of at least two references.
- b) **Screening** – MSGOM will review all prospective coaches & volunteers
- c) **Background Check** – Coaches and volunteers will be subject to a background check, following the laws and guidelines for their state. These checks will include appropriate inquiries regarding any previous record of sexual abuse.

2. Abuse Prevention Orientation shall be conducted annually. MSGOM will review and update procedures annually and provide coaches, volunteers and staff with these procedures.

3. Prohibited Behavioral

- a) Use of degrading language or behavior. Coaches are also responsible for stopping disrespectful behavior between team members, including sexual harassment
- b) Threatening or intentionally inflicting physical injury upon anyone, especially a minor.
- c) Committing a sexual offense against a minor or engaging in sexual contact with a minor.

- d) Making any sexual or romantic advance, or engaging in other verbal, or physical conduct of a sexual nature with a minor.
- e) Non-related one-adult/one-child interaction except in an emergency where following this policy would be dangerous to the child. In an emergency, the coach or volunteer must contact a representative of MSGOM to inform him or her of this contact and the reason for it.

4. Communication

- a) All coaches, volunteers and staff will be instructed to keep all communications professional and event oriented.

5. Reporting of Suspected Child Sexual Abuse

- a) Within the guidelines and laws of Michigan, all coaches and volunteers are considered mandatory reporters and as such are required to report any conduct which could reasonably be considered abuse.
- b) MSGOM will appoint a designated representative to receive reports of sexual abuse or other inappropriate conduct. This representative will promptly notify the proper law enforcement agencies.
- c) All coaches, volunteers, parents and program participants are directed to report any incident of abuse or suspected abuse that they witness or that is reported to them to the designated representative.
- d) Should a suspected incidence of abuse be reported, MSGOM may temporarily suspend the coach/volunteer in question while an investigation takes place.

6. Investigation

- a) MSGOM will make every reasonable effort to keep the matters involved in any allegation as confidential as possible, while still allowing for a prompt and thorough investigation.
- b) MSGOM will report incidents to police as indicated.
- c) MSGOM will cooperate fully with any investigation conducted by law enforcement or other regulatory agencies.