

## **Olympic Authority Policy for Staff Conduct and Interaction with Youth/Minor Guests and Athletes**

(Revised March 30, 2020)

This policy defines appropriate conduct for the Olympic Authority staff in their interactions with youth/minor guests and athletes. All Olympic Authority staff, both paid and non-paid (volunteers), are expected to follow this policy.

As part of the Olympic Authority's goal to ensure a safe and healthy environment for athletes and guests, as well as the desire to enact practices and policies that are consistent with Federal and State legislation, the Olympic Authority is implementing conduct measures regarding appropriate and inappropriate interactions with youth/minor guests and athletes. **Actions defined in this policy as inappropriate are strictly prohibited.** The failure of any Olympic Authority staff person to adhere to the conduct measures contained in this policy will result in appropriate disciplinary measures which may include termination of employment (whether paid or unpaid).

**This policy supplements and does not replace existing the Olympic Authority policies regarding sexual harassment and misconduct, whistleblower, social media use, or any other policies regarding employee conduct.**

For the purposes of this policy, the term "youth/minor guests and athletes" is defined to include anyone under 18-years of age.

### **Appropriate and Inappropriate Conduct and Interactions**

#### **Inappropriate Contact includes:**

- Hugs
- Kisses
- Showing affection
- Lap sitting, wrestling, piggyback rides, tickling
- Massages
- Touching bottom, chest, or genital areas.

#### **Examples of Appropriate Contact include:**

- Shoulder to Shoulder
- Pats on shoulder or back
- Handshakes
- High-fives, hand slapping, fist bumps
- Verbal praise
- Touching hands, shoulders, and arms.
- Holding hands (with young children in escort situations)
- As part of job function: assisting after fall or with balance

#### **Inappropriate Verbal Interactions Include:**

- Name calling
- Discussing sexual encounters
- Discussing personal problems
- Secrets
- Cursing
- Off-color or sexual jokes
- Shaming or belittling

- Derogatory remarks about the youth/minor guest or athlete, that person’s family members, or others
- Harsh language that may frighten, threaten or humiliate a youth/minor guest or athlete
- Complimenting on physique or body development.

**Examples of Appropriate Verbal Interactions Include:**

- Positive reinforcement
- Encouragement
- Praise
- Appropriate public conversation exchanges.

Inappropriate Comments are all those that are sexual in nature, suggestive in nature, or contain innuendo. Regardless of age, Olympic Authority staff language is expected to be suitable for public consumption at all times. Examples of inappropriate comments include “dirty” jokes, discussion of sex life, and foul language.

**One-On-One Contact with Youth/Minor Guests and Athletes is Prohibited**

All Olympic Authority staff should take steps to assure that they are accompanied by at least one other person when interacting with youth/minor guests and athletes. For example:

- Avoid minor alone with adult in ski patrol - have additional ski patrol employee present;
- Avoid minor alone with adult ski instructor in gondola cabin - ride with other guests;
- Avoid minor alone with adult driver in shuttle bus - ride with other guests;
- Avoid minor alone with employee in office - have additional employee in office or move to public space.

Adult contact with a minor should be observable by others and at a distance that is interruptible by another adult. When possible, all interactions with youth/minor guests and athletes should be in a public space. If space is not public, it must be open (visible) and accessible to another adult at all times.

**Electronic Communications**

For the purpose of this policy the term “electronic communications” includes phone calls, text and other similar messaging, and all forms of social media, whether through the use of Olympic Authority technology or the staff member’s personal technology.

The use of electronic communications to engage in inappropriate written or verbal communications, or to distribute content that is lewd or sexual in nature, or otherwise inappropriate for minors, is prohibited.

All communications between the Olympic Authority staff and any youth/minor guest or athlete must include a parent or legal guardian as part of the communication. Contact through organizations or groups related to the Olympic Authority staff member’s job function is allowed only if done in a public context.

All communications using Olympic Authority technology are expected to adhere to relevant Olympic Authority policies, in addition to the requirements of this policy.

**Mandatory Reporting**

Any Olympic Authority staff person who witnesses or suspects any person of violating this policy must report the incident as soon as reasonably practicable to their Department Supervisor immediately. This includes any abusive or inappropriate behavior by a guest toward any youth, that happens on Olympic Authority property. The Department Supervisor must immediately report any incident to both the Director of Human Resources and the venue General Manager.

**Employees who are under investigation for having violated this Policy for Staff Conduct and Interaction with Youth/Minor Guests and Athletes will be removed from all contact with youth/minor guests and athletes until such investigation is complete, and appropriate actions have been taken in response.**

**Compliance with the Safe Sport Act**

The Olympic Authority expects that all guests on Olympic Authority property who are required to comply with the Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017, including but not limited to sport coaches, sport employees and sport volunteers will be Safe Sport certified and will adhere to U.S. Safe Sport standards. Any incident that an Olympic Authority employee suspect violates U.S. Safe Sport requirements must be reported to a Department Supervisor immediately. The Department Supervisor must immediately report any such incident or suspicion to the Director of Human Resources and/or venue General Manager.

I UNDERSTAND THAT THIS IS A CONTRACT THAT IS BINDING UPON ME, MY HEIRS AND LEGAL REPRESENTATIVES AND I, THE UNDERSIGNED, HAVE READ, UNDERSTAND AND AGREE WITH THE TERMS OF THIS AGREEMENT.

_____	_____	_____
Participant Signature	Printed Name	Date
_____	_____	_____
Parent/Legal Guardian Signature	Printed Name	Date