

SECTION II: USA BASKETBALL MISCONDUCT PREVENTION POLICIES

USA Basketball is committed to creating a healthy and safe environment for its athletes and participants, free from abuse and misconduct. As part of this commitment, USA Basketball has implemented policies that are targeted to address and intended to reduce, certain forms of abuse and misconduct in our programs. Our Core Values of Safety and Protection, Teamwork, Integrity, and Accountability govern the following USA Basketball Misconduct Prevention Policies:

- Sexual Misconduct Policy
- Physical Misconduct Policy
- Emotional Misconduct and Harassment Policy
- Hazing Policy
- Bullying Policy
- Locker Room Policy
- Social Media, Mobile and Electronic Communications Policy
- Travel Policy

All USA Basketball participants, including coaches, athletes, and staff, should familiarize themselves with these policies and each form of misconduct. Participants should understand that violation of these policies whether during or outside of the representation of USA Basketball may subject the violator to penalties up to and including permanent ineligibility.

USA Basketball strongly encourages its constituent members to adopt similar policies, which are intended to provide and promote an environment free from misconduct and abuse.

Should anyone participating in the activities or affairs of USA Basketball observe behavior which violates one or more of the policies contained in this Handbook or the *Code*, including suspected physical or sexual abuse, such person is responsible to **immediately** report their observations to a USA Basketball representative and, where required, law enforcement authorities and the Center.

Additional information regarding reporting concerns of misconduct and abuse may be found in Section VII of this Handbook. Reporting parties should not attempt to evaluate the credibility or validity of allegations before reporting to USA Basketball, law enforcement, or the Center.

USA Basketball has zero tolerance for abuse and misconduct and responds to allegations of abuse or misconduct in accordance with the policies and procedures detailed in Section VIII of this Handbook.

A. SEXUAL MISCONDUCT POLICY

Jurisdiction and U.S. Center for SafeSport

The U.S. Center for SafeSport retains exclusive jurisdiction¹ over all allegations of sexual misconduct and/or child abuse. Any allegation of sexual misconduct or child abuse must be reported to the U.S. Center for SafeSport and in some instances law enforcement. Any allegation of sexual misconduct or child abuse should also be reported to USA Basketball's SafeSport Director for documentary purposes.

Any violation of the *Code* shall be deemed a *per se* violation of this policy. Without limiting the information contained in this policy, any act or conduct described as sexual abuse, sexual misconduct, or child sexual abuse under applicable federal or state law constitutes a *per se* violation of this Policy. A dismissal of a charge under federal or state law shall not automatically relieve an individual from a determination of a violation under this policy.

Application and Terminology

Sexual Misconduct committed by any Covered Individual is expressly prohibited by this USA Basketball Sexual Misconduct Policy. As noted above, any violation of the *Code's* policies or procedures concerning sexual misconduct shall be considered a *per se* violation of this policy.

Generally, Sexual misconduct offenses include:

- A. Sexual Conduct, or attempts to commit the same, without Consent.
- B. Sexual Conduct, or attempts to commit the same, where there is a Power Imbalance regardless of purported Consent.
- C. Sexual Harassment.
- D. An Intimate Relationship involving a person in a Position of Power where a Power Imbalance exists.

Sexual Misconduct Involving Minors

Regardless of any purported Consent, a sexual misconduct offense involving a Minor includes:

- A. Sexual Conduct, or attempt to commit the same, between a Covered Adult and a Minor where the age difference is three or more years.
- B. Sexual Conduct, or attempt to commit the same, between a Covered Adult and a Minor where the age difference is less than three (3) years, but a Power Imbalance exists.

¹ Exclusive jurisdiction means the exclusive authority to investigate, resolve and/or issue sanctions for prohibited conduct unless referred back to USA Basketball by the Center.

- C. An Intimate Relationship, or attempt to establish the same, between a Covered Adult and a Minor where the age difference is three (3) or more years and a Power Imbalance exists.
- D. Sexual Conduct between a Covered Minor and another Minor if:
 - a. The age difference between the two is three or more years; or
 - b. There is a Power Imbalance based on the totality of the circumstances.

A Covered Individual shall not engage in any behavior that constitutes child abuse as defined by federal or applicable state law. It is a violation of the *Code* and this Handbook for a Covered Individual to be convicted of or subject to a Criminal Disposition for crimes involving behaviors amounting to Sexual Misconduct or child abuse.

Additionally, a Covered Individual shall not engage in any other form of sexual misconduct, including Bullying Behaviors or Hazing of a sexual nature.

Terminology

1. Sexual Misconduct: Any unwelcome or unwanted sexual conduct committed without consent or by force, intimidation, coercion or manipulation.
2. Sexual Conduct: Contact and non-contact behaviors of a sexual nature.
3. Contact Behaviors of a Sexual Nature: Any intentional bodily contact of a sexual nature, however, slight, whether clothed or unclothed, of a person's intimate body parts with any object or body part up to and including a completed or attempted penetration.
 - a. Sexual Contact: Sexual contact is (i) any intentional bodily contact, however slight, whether clothed or unclothed, of a person's intimate body parts (primarily their genital area, groin, inner thigh, buttock or breast) with any object or body part; and/or (ii) any other intentional bodily contact committed in a sexual manner.
 - b. Sexual Intercourse: Sexual intercourse is (i) a completed or attempted penetration of the vulva or anus by a penis object, tongue or finger; and/or (ii) contact between the mouth and the penis, vulva or anus.
4. Non-Contact Behaviors of a Sexual Nature: Non-Contact behaviors of a sexual nature include (i) exposure to sexual situations (e.g., pornography, voyeurism, exhibitionism); (ii) sexual comments; (iii) sexually explicit photographs; and/or (iv) filming taking or disseminating of a sexual nature.
 - a. Exploitation → Non-contact behavior of a sexual nature includes Exploitation, taking sexual advantage of another to benefit or gratify one's self or any other person other than the person or person's being exploited. Exploitation includes, but is not limited to:
 - i. Voyeurism or spying on persons engaged in intimate or sexual behavior
 - ii. Exposing one's genitals or inducing another person to expose his or her genitals without Consent

- iii. Taking pictures or video or audio recordings of another in a sexual act or in any other private activity, without the Consent of all involved in the activity, or
 - iv. Disseminating or threatening to disseminate pictures, video recordings or audio recordings of another person in a sexual act or any other private activity.
- 5. Sexual Harassment: Conduct by a Covered Individual toward an athlete or other non-employee non-athlete participant that includes:
 - a. Sexual advances, requests for sexual favors or other verbal or physical behaviors of a sexual nature; or
 - b. Is sufficiently severe, persistent or pervasive and objectively offensive that it negatively affects an individual's performance.
- 6. Consent: Freely given agreement by all people involved. As it relates to Sexual Conduct, Consent requires words or actions by a person who is legally and functionally competent to give informed permission for specific sexual activity. Consent to any one form of sexual activity does not automatically imply consent for any other forms of sexual activity. Previous relationships or prior consent does not imply consent to future sexual activity. **Once given, Consent can be withdrawn through clear communication. Consent does not exist if a person does not give Consent, or an Inability to Consent or Inability to Refuse exists.**
 - a. Inability to Consent: An Inability Consent exists when Consent cannot be given because the person (i) lacks legal capacity or (ii) is Incapacitated.
 - i. Incapacitated: A state where a person cannot make a rational, reasonable decision because they lack the capacity to give informed consent (i.e., to understand the "whom what, when where, why or how of the sexual interaction). A person may be Incapacitated because of a developmental or mental disability, illness, injury, alcohol or other drug use (voluntary or involuntary), blackout, sleep, unconsciousness or involuntary physical restraint.
 - b. Inability to Refuse: An Inability to Refuse exists when effective Consent cannot be given because of the use of Coercion, Force, Intimidation or creating or misusing a Power Imbalance.
 - i. Coercion: Unreasonable pressure to engage in Sexual Conduct. Whether pressure is unreasonable depends on four factors, considered together: (1) frequency, (2) intensity, (3) isolation, and (4) duration.
 - ii. Force: The use or threat of physical force that overcomes free will or resistance.
 - iii. Intimidation: Implied threats or acts that reasonably cause a fear of harm in another.
- 7. Position of Power: When one person who has direct, supervisory, evaluative or other authority over another.
 - a. Example: A person who may be in a Position of Power includes someone such as a coach, boss, employer, or medical personnel.

8. Power Imbalance

- a. A Power Imbalance may exist where one person is in a Position of Power such that, based on the totality of the circumstances, there is a Power Imbalance. Whether someone occupies a Position of Power such that there is a Power Imbalance depends on several factors including:
 1. The nature and extent of the supervisory evaluative, or other authority over the person;
 2. The actual relationship between the parties;
 3. The parties' respective roles;
 4. The nature and duration of the relationship;
 5. The age of the adult; and
 6. The age of the people involved
 - ii. **Once a coach-athlete relationship is established, a Power Imbalance is presumed to exist throughout the coach-athlete relationship**, regardless of age, and is presumed to continue for Minor athletes after the coach-athlete relationship terminates and until the athlete reaches 20 years of age. A Power Imbalance may exist, but is not presumed, where an Intimate Relationship existed before the sport relationship (e.g., a relationship between two spouses or life partners that preceded the sport relationship).
 - b. A Power Imbalance may also exist, based on the totality of the circumstances, including whether there is an aggressor, and/or a significant disparity in age, size, strength or mental capacity.
9. Intimate Relationship: A close personal relationship that exists independently and outside of the sport relationship. Whether a relationship is intimate is based on the totality of the circumstances including:
- a. Regular contact and/or interactions outside of or unrelated to the sport relationship, whether electronically or in person;
 - b. The parties' emotional connectedness;
 - c. The exchange of gifts;
 - d. Ongoing physical contact and/or Sexual Conduct;
 - i. Identity as a couple;
 - ii. The sharing of sensitive personal information; and/or
 - iii. Knowledge about each other's life outside the sport relationship.

Practical Application

Sexual misconduct may include prohibited behaviors including, without limitation, an adult discussing his or her sex life with a minor, an adult asking a minor about his or her sex life, an adult requesting or sending nude or partial dress photo(s) to a minor, an adult exposing minors to pornographic material, an adult sending minors sexually explicit electronic messages or photos (e.g. sexting), an adult deliberately exposing a minor to sexual acts, or an adult deliberately exposing a minor to inappropriate nudity. These behaviors may also constitute sexual misconduct between or among adults or other Covered Individuals.

Romantic or sexual relationships, which began during or incident to the sport relationship, between minor athletes or other USA Basketball participants and those individuals who: (i) have direct supervisory or evaluative control, or (ii) are in a position of power and trust over the minor athlete or participant, also constitutes prohibited sexual misconduct. Except in circumstances where no Power Imbalance exists, coaches have this direct supervisory or evaluative control and are in a Position of Power and trust over those athletes or participants they coach.

The prohibition on Intimate Relationships does not include those relationships where it can be demonstrated that there is no Power Imbalance. For example, the prohibition does not apply to a pre-existing relationship between two spouses or life-partners.

Neither Consent of a minor to Sexual Contact, mistake as to the athlete's age, nor the fact that the Sexual Contact did not take place at a USA Basketball competition or event are defenses to an allegation of sexual abuse or misconduct.

Procedure and Temporary Measures

Decisions by the U.S. Center for SafeSport

USA Basketball will mirror and enforce any decision rendered by the U.S. Center for SafeSport, whether temporary or final.

Before the Center Takes Jurisdiction

Before the U.S. Center for SafeSport has accepted jurisdiction, USA Basketball may implement temporary measures, up to and including suspension.

After the Center Takes Jurisdiction

After the U.S. Center for SafeSport has accepted jurisdiction, and prior to any final decision, USA Basketball may implement temporary measures excluding suspension. Nothing in this section prevents USA Basketball from enforcing a temporary suspension issued by the U.S. Center for SafeSport.

In the event that the Center does not take jurisdiction, for any reason, USA Basketball may assume jurisdiction and will proceed under this Handbook and its other applicable rules, policies, and procedures.

B. PHYSICAL MISCONDUCT POLICY

Any activity that physically harms an athlete, such as direct contact with coaches or teammates, disciplinary actions or punishment, is unacceptable. Physical misconduct can extend to seemingly unrelated areas including inadequate recovery times for injuries and diet. USA Basketball seeks to promote safe conditions for participation by setting clear boundaries and taking a team approach to monitoring athletes and participants.

Physical Misconduct committed by any Covered Individual is expressly prohibited by this USA Basketball Physical Misconduct Policy. As noted above, any violation of the Code's policies or procedures concerning physical misconduct shall be considered a *per se* violation of this policy.

Without limiting the information contained in this policy, any act or conduct described as physical abuse, physical misconduct, or child abuse under applicable federal or state law constitutes a *per se* violation of this policy. A dismissal of a charge under federal or state law shall not automatically relieve an individual from a determination of a violation under this policy.

Application and Terminology

Physical Misconduct is any contact or non-contact conduct that causes or reasonably threatens to cause physical harm to another person. Physical misconduct also includes physical contact with a participant that intentionally creates a threat of immediate bodily harm or personal injury.

Forms of Physical Misconduct include, but are not limited to:

- **Contact Violations**
 - Punching, beating biting, striking, choking or slapping another
 - Intentionally hitting another with objects or sports equipment
 - Encouraging or knowingly permitting an athlete to return to play prematurely following a serious injury (e.g., a concussion) and without the clearance of a medical professional
- **Non-Contact Violations**
 - Isolating a person in a confined space, such as locking an athlete in a small space
 - Forcing an athlete to assume a painful stance or position for no athletic purpose (e.g., requiring an athlete to kneel on a harmful surface)
 - Withholding recommending against, or denying adequate hydration, nutrition, medical attention or sleep
 - Providing alcohol to a person under the U.S. legal drinking age
 - Providing illegal drugs or non-prescribed medications to another
- **Criminal Conduct**
 - Physical misconduct includes any act or conduct described as physical abuse or misconduct under federal or state law (e.g. assault)

Exclusions

Physical Misconduct does not include professionally accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline or improved athlete performance. For example, hitting, punching and kicking are well-regulated forms of contact in combat sports but have no place in basketball.

C. EMOTIONAL MISCONDUCT AND HARASSMENT POLICY

USA Basketball's Emotional Misconduct and Harassment Policy encompasses a variety of prohibited conduct and behavior including but not limited to: Emotional Misconduct, Harassment, and Stalking. Behavior tantamount to bullying, committed by an adult is properly addressed under this policy or USA Basketball's Hazing policy. A dismissal of charge under federal or state law shall not automatically relieve an individual from a determination of a violation under this policy.

While often other individuals may be the perpetrators of emotional misconduct, harassment or sexual harassment, it is a violation of this Policy if a coach or other Covered Adult knows or should know of the Emotional Misconduct or Harassment but takes no action to intervene on behalf of the targeted individual(s).

Bullying, threats, and hazing, as defined in other USA Basketball Misconduct policies, often involve some form of Emotional Misconduct.

Application and Terminology

Emotional Misconduct

Repeated and/or severe non-contact behavior involving:

- (a) Verbal Acts,
- (b) Physical Acts, and/or
- (c) Acts that Deny Attention or Support.

Emotional Misconduct is determined by the objective behaviors, not whether harm is intended or results from the behavior. Emotional misconduct also includes any act (e.g., psychological abuse, emotional abuse, mental abuse, child abuse) or conduct that can be described as emotional abuse under federal or state law.

Verbal Acts

Verbal Assault that repeatedly attacks someone personally (e.g. calling a person worthless, fat or disgusting, taunting a person for being too effeminate) or repeatedly and excessively yelling at a particular athlete or other participant in a manner that serves no productive training or motivational purpose.

Physical Acts

Physically aggressive behaviors such as throwing sport equipment, water bottles or chairs at or in the presence of others; punching walls, windows or other objects.

Acts that Deny Attention or Support

Ignoring or isolating a person for extended periods of time, including routinely or arbitrarily excluding a participant from practice.

Harassment:

Repeated and/or severe conduct that:

- (a) Causes fear, humiliation or annoyance
- (b) Offends or degrades,
- (c) Creates a hostile environment,
- (d) Reflects discriminatory bias in an attempt to establish dominance, superiority or power over an individual athlete or group based on age, gender sexual orientation, gender expression, gender identity, race, ethnicity culture, religion, national origin, or mental or physical disability, or
- (e) Any act or conduct described as harassment under federal or state law.

Whether conduct is harassing depends on the totality of the circumstances, including the nature, frequency, intensity, location, context and duration of the behavior.

Harassment may be a form of Emotional, Physical or Sexual Misconduct, and includes but is not limited to:

Discriminatory Harassment

Conduct with the design or effect of establishing dominance, superiority or power over an individual or group based on age, sex, race, color, ethnicity, culture, national origin, religion, sexual orientation, gender expression, gender identity, or mental or physical disability.

Sexual Harassment

Conduct by a Covered Adult toward an athlete or other non-employee, or non-athlete participant that includes:

- (a) Sexual advances, request for sexual favors, or other verbal or physical behaviors of a sexual nature; or
- (b) Is sufficiently severe, persistent or pervasive and objectively offensive that it negatively affects an individual's performance.

Unwelcome sexual advances, requests for sexual favors, or other verbal, nonverbal or physical conduct of a sexual nature may constitute sexual harassment, even if the harasser and the individual(s) being harassed are the same sex, and it is immaterial whether the individual resists or submits to the harasser when:

- (a) Submission to such conduct is made, either explicitly or implicitly, a term or condition of a participant's participation in any activity; or
- (b) Submission to or rejection of such conduct by a participant is used as the basis for decisions affecting the participant; or
- (c) Such conduct is sufficiently severe, persistent or pervasive that it limits a participant's ability to participate in or benefit from a basketball-related program or activity, or creates a hostile/abusive environment.

Acts of verbal or physical aggression intimidation or hostility based on sex, but not involving conduct of a sexual nature may also constitute sexual harassment.

Please note, that Sexual Harassment may also be addressed under USA Basketball's Sexual Misconduct Policy or may be covered by the *Code*.

Stalking:

Conduct directed at a specific person that would cause a reasonable person to fear for his or her safety or the safety of others or to suffer substantial emotional distress.

Stalking involves a course of conduct which includes two or more acts, involving persistent and frequent unwanted in-person contact, surveillance or unwanted in-person contact, surveillance or unwanted telephone and/or other electronic contact.

Stalking behaviors include without limitation:

- (a) Following a person, appearing at a person's home, class, work or practice;
- (b) Frequent phone calls, emails, or text messages;
- (c) Continuing to contact a person after receiving requests to stop;
- (d) Leaving unwanted written messages, objects or gifts;
- (e) Vandalizing a person's property;
- (f) Threatening, intimidating or intrusive behavior; and
- (g) Violating a lawful order preventing contact with a person.

Exclusions

Emotional Misconduct **does not** include professionally accepted and age-appropriate coaching methods for skill and performance enhancement, physical conditioning, team building or appropriate discipline.

D. HAZING POLICY

Hazing often begins as seemingly benign behavior but can become a serious issue if allowed to continue. Hazing conduct is typically an activity that serves as a condition for joining a group or being socially accepted by a group's members. Since hazing often occurs amongst peers, coaches, staff and other Covered Adults can send a strong anti-hazing message by creating an environment that encourages athletes, to raise concerns or share information. USA Basketball seeks to create an environment that discourages hazing and holds those who participate accountable. USA Basketball strongly encourages the adoption and use of this policy, in connection with other policies and procedures contained in this Handbook, as best practices by Coach Licensees and the organizations with which they are affiliated.

Violations of the policy may include Hazing behavior or instances of Hazing committed by USAB Designated Athletes, Coaches or other individuals whom USAB deems to be Covered Individuals, or the failure to report instances of hazing by the aforementioned individuals. It is immaterial whether hazing occurred during a USA Basketball event.

It shall also be a violation of this policy if a coach or other Covered Adult knows or should know of the hazing but takes no action to intervene. Additionally, convictions, pleas of nolo contendere, and deferred agreements under state or federal law for hazing will be considered to be a *per se* violation of this policy. A dismissal of a charge under federal or state law shall not automatically relieve an individual from a determination of a violation under this policy.

Application and Terminology

Hazing

Any conduct that subjects another person, whether physically, mentally, emotionally or psychologically, to anything that may endanger, abuse, humiliate, degrade or intimidate a person as a condition of joining or being socially accepted by a group, team or organization.

Purported consent by the person subject to hazing is not a defense, regardless of the person's perceived willingness to cooperate or participate.

Forms of Hazing include, but are not limited to:

- **Contact Acts**, including, but not limited to:
 - Physical restraint of another person, including tying or taping
 - Beating
 - Paddling
 - Other forms of physical assault
- **Non-Contact Acts**, including, but not limited to:
 - Requiring or forcing the consumption of alcohol, illegal drugs or other substances in an effort to illicit a negative physiological response

- This may include participation in binge drinking and drinking games
 - Personal servitude
 - Requiring social actions or public displays that are illegal or meant to draw ridicule
 - Could include wearing inappropriate or provocative clothing or public nudity for example
 - Excessive training requirements demanded of only particular individuals that serve no reasonable or productive training purposes
 - Prolonged deprivation of sleep, food or drink
 - Forced consumption of any food, beverage, medication or controlled substance, whether or not prescribed in excess of the usual amounts for human consumption
 - Forced consumption of any substance not generally intended for human consumption
 - Otherwise unnecessary schedule disruptions
 - Restrictions on personal hygiene
- Sexualized Acts
 - Actual or simulated Sexual Conduct of any nature
- Criminal Acts
 - Any act or conduct that constitutes hazing under applicable federal or state law

Exclusions

Hazing shall not include group or team activities that are reasonably designed to establish normative team behaviors or promote team cohesion, so long as such activities do not have reasonable potential to cause emotional or physical distress to any participant.

E. BULLYING POLICY

USA Basketball supports an environment for participation that is conducive to the enjoyment of the sport; Bullying Behavior seeks to disrupt that environment and is expressly prohibited. Actions that demean or intimidate athletes, either physically or emotionally, can affect performance and team cohesion. This policy seeks to promote consistency of approach, and emphasize teamwork and mutual support, to aid in the creation of a climate which enforces the notion that all forms of Bullying Behavior are unacceptable.

Bullying-like behaviors among adults are addressed under other forms of misconduct such as Hazing and Harassment.

Application and Terminology

Bullying Behavior

Repeated and/or severe aggressive behavior among Minors, that is intended or likely to hurt, control or diminish another person emotionally, physically or sexually.

Forms of Bullying Behavior include, but are not limited to:

- Physical, including, but not limited to:
 - Hitting
 - Pushing
 - Punching
 - Beating
 - Biting
 - Striking
 - Kicking
 - Choking
 - Spitting or Slapping
 - Throwing objects such as sporting equipment at another person
- Verbal, including, but not limited to:
 - Teasing
 - Ridiculing
 - Taunting
 - Name-Calling
 - Intimidating or threatening to cause someone harm
- Social, including cyberbullying, including, but not limited to:
 - Using rumors or false statements about someone to diminish that person's reputation
 - Using electronic communications, social media or other technology to harass, frighten, intimidate, or humiliate someone
 - Socially excluding someone and asking others to do the same
- Sexual, including, but not limited to:

- Teasing, ridiculing or taunting based on gender or sexual orientation (real or implied), gender traits or behavior (e.g. taunting someone for being too effeminate)
- Teasing someone about their looks or behavior as it relates to sexual attractiveness.
- Threats, including but not limited to:
 - Any written, verbal, physical or electronically transmitted expression of intent to physically injure or harm someone else, whether communicated directly to the intended victim or communicated to a third party.
- Criminal Conduct
 - Bullying Behavior includes any conduct described as bullying under federal or state law.

Exclusions | Rude, Mean and Conflict Distinguished

Conduct may not rise to the level of Bullying Behavior if it is:

- Rude: Inadvertently saying or doing something hurtful
- Mean: Purposefully saying or doing something hurtful, but not as a pattern of behavior
- Or, arising from conflict or struggle between persons, absent a Power Imbalance, who perceive they have incompatible goals.

Bullying also does not include group or team behavior designed to establish normative behavior or promote team cohesion. For example, bullying does not include verbal admonitions to encourage team members to train harder or push through a difficult training regimen.

F. LOCKER ROOM POLICY

Locker room and changing area settings may create an environment where extra diligence is required due to athletes being in various stages of dress and undress, and because they are often less supervised than at other times. Athlete-to-athlete problems, such as sexual abuse, bullying, harassment, or hazing, often occur when a coach or other responsible adult is not in a position to observe – this is especially true in locker rooms. Adherence to this locker room policy enhances privacy and reduces the likelihood of misconduct.

Additional requirements, including regarding limiting one-on-one interactions in locker rooms, as required under federal law, may be found in **Section IV: USA Basketball Minor Protection Policies**.

USA Basketball strongly encourages the adoption and use of this policy, in connection with other policies and procedures contained in this Handbook, as best practices by Coach Licensees and the organizations with which they are affiliated.

Locker Room Supervision

During USA Basketball team events or activities involving Minor athletes, and when reasonably practicable, USA Basketball shall provide at least one Covered Adult who shall be present to monitor the locker room during all team events to ensure that only coaches, athletes, and approved team personnel (including, without limitation, support staff and other volunteers) are permitted in the locker room (or other changing area) and to supervise the conduct in the locker room.

During USA Basketball team events or activities, any individual meetings between a Minor athlete and a coach or other Covered Adult in a locker room shall require that a second Covered Adult be present. The Covered Adult designated to monitor and supervise the locker room shall have been screened in accordance with the Background Screening and Program and Protocols found in Section IV of this Handbook.

Further, Covered Adults must also secure the locker room appropriately during times when minor participants are on the court.

Cell phones and other mobile devices with recording capabilities, including voice recording, still cameras, and video cameras increase the risk for some forms of abuse or misconduct. Accordingly, the use of a mobile device's recording capabilities in the locker room or changing areas is not permitted at any USA Basketball event, provided that it may be acceptable to take photographs or recordings in a locker room in such unique circumstances as a victory celebration or team party, where all persons in the locker room are appropriately dressed and have been advised that photographs or recordings are being taken.

While the requirements contained in this Locker Room Policy are required for USA Basketball team events or activities involving Minor athletes, this policy is strongly

recommended for all USA Basketball events or activities regardless of whether Minor athletes are involved or participating.

G. SOCIAL MEDIA, MOBILE AND ELECTRONIC COMMUNICATIONS POLICY

As part of USA Basketball's emphasis on athlete and participant safety, communications involving athletes should be appropriate, productive, and transparent. Effective communication concerning travel, practice or game schedules, and administrative issues among coaches, administrators, players and their families is critical.

However, the use of mobile devices, web-based applications, social media, and other forms of electronic communications increases the possibility for improprieties and misunderstandings and also provides potential offenders with unsupervised and potentially inappropriate access to participants. The improper use of mobile and electronic communications can result in misconduct. Adherence to this Social Media, Mobile and Electronic Communications Policy helps reduce these risks.

All electronic communication between a Covered Individual and an athlete, including email, text messaging and the use of social media, should be professional in nature and generally used for the purpose of communicating information about team activities or other basketball-related content.

Professional communication between Covered Individuals and athletes is subjective and depends on the facts and circumstances, however, professional communication is generally limited to information submitted for the purpose communicating information about team activities or team-oriented motivational purposes.

Covered Individuals must follow common sense guidelines regarding the volume and time of day of any electronic communication with athletes. Where possible, electronic communication in accordance with this policy should be conducted during business hours, with additional consideration given to the recipient's time zone.

Additional requirements, including those regarding limiting one-on-one interactions with regard to Social Media, Mobile, and Electronic Communications, as required under federal law, may be found in **Section III: USA Basketball Minor Abuse Protection Policies**.

Abuse and Misconduct

Social media and other means of electronic communication can be used to commit abuse and misconduct (e.g., Emotional and Sexual Misconduct, Bullying, Harassment, and Hazing). Such communications by anyone participating in the activities or affairs of USA Basketball will not be tolerated and are considered violations of this Handbook.

H. TRAVEL POLICY

A significant portion of sports participation involves overnight travel for teams to games and tournaments. Athletes are most vulnerable to abuse or misconduct during travel, particularly overnight stays. This includes a greater risk of player to player misconduct. During travel, players may be away from their families and support networks, and the setting – unfamiliar locker rooms, automobiles, and hotel rooms – is less structured and less familiar.

This Travel Policy provides guidelines so that care is taken to minimize one-on-one interactions between athletes and Covered Individuals while traveling. Further, the policy directs how athletes will be supervised between and during travel to and from practice and competitions. Adherence to this Travel Policy helps to reduce the opportunities for misconduct.

Additional requirements, including those regarding limiting one-on-one interactions for Local and Team Travel, as required under federal law, may be found in **Section III: USA Basketball Minor Protection Policies**.

USA Basketball strongly encourages the adoption and use of this policy, in connection with other policies and procedures contained in this Handbook, as best practices by Coach Licensees and the organizations with which they are affiliated.

The following policies should be in effect for all USA Basketball National Team program travel involving athletes, when reasonably practicable:

- Regardless of gender, no USA Basketball staff member or other Covered Individual may share a hotel room or other sleeping arrangement with an athlete, unless such individual is the parent, guardian, sibling or is otherwise related to the player, or is another player of the same gender, per below.
- Players should share rooms with other players of the same gender, with the appropriate number of players assigned per room depending on accommodations.
- Individual meetings between a player and a coach, trainer, or other Covered Individual should not occur in hotel sleeping rooms unless the door to the room remains open.
- USA Basketball should provide same-sex chaperones for any international National Team travel, as well as domestic travel, as necessary.
- Regular monitoring and curfew checks should be made of each athlete's room.
- No USA Basketball staff member or other Covered Individual should drive alone with an unrelated minor player, unless emergency circumstances require it.
- No USA Basketball staff member or other Covered Individual should engage in team travel without the proper safety requirements in place and on record,

including valid drivers' licenses, automobile liability insurance as required by applicable state law, a vehicle in safe working order, and compliance with all state laws.

- All USA Basketball staff members and Covered Individuals travelling with a team should be familiar with the *Code* and this Handbook to monitor compliance with all athlete and participant protection policies.
- No USA Basketball staff member or other Covered Individual should be impaired by alcohol or drugs while performing their respective duties.
- All players should be encouraged to make regular check-in phone calls to parents, and team personnel (including, without limitation, support staff and other volunteers) should allow unscheduled check-in phone calls initiated by either the player or their parent(s) or legal guardian(s).
- The team should make every effort to accommodate reasonable parental requests when a minor is away from home without a parent.
- Specific travel itineraries should be distributed to parents when they are available and will include a detailed itinerary as well as contact information for all team personnel (including, without limitation, support staff and other volunteers) and chaperones.