

SECTION V: EDUCATION AND AWARENESS TRAINING

Education is a key component of any abuse and misconduct prevention strategy. Awareness training provides relevant participants with information necessary to provide effective oversight, minimize the opportunities for Physical and Sexual Misconduct, in addition to other types of misconduct, and respond to concerns and allegations surrounding the safety of USA Basketball's athletes and participants.

USA Basketball's policies and procedures require USA Basketball staff members and specified Covered Individuals to report abuse, misconduct, and violations of this Handbook concerning Athlete and participant safety (see Section VI, Reporting of Concerns of Abuse).

To do so, all Covered Individuals and participants should have a basic understanding of sexual abuse and misconduct and the strategies that offenders use to target their victims. For example, often using a combination of attention, affection and gifts, offenders target a victim, win the victim's trust (and the trust of victim's caregiver(s)), manipulate the victim into sexual activity, and keep the victim from disclosing abuse.

This Policy defines training requirements for certain USA Basketball Covered Individuals as well as minor athletes.

Core Center for SafeSport Training:

Education and training concerning child abuse prevention and the key elements of USA Basketball's Athlete and Participant Safety Program is a requirement for participation in USA Basketball's programs and activities. "Core Center for SafeSport Training," the U.S. Center for SafeSport's online training, must be successfully completed before contact with Athletes begins, and in any event within the first 30 days of individuals beginning their respective role with USA Basketball.

The following individuals and categories of individuals are required to successfully complete the Core Center for SafeSport Training:

1. Covered Individuals that USA Basketball formally authorizes, approves or appoints to:
 - a. A position of authority over, or
 - b. To have frequent contact with athletes
2. USA Basketball Staff and Board Members
3. USA Basketball Coach License Applicants and Pending Applicants
4. Any other individual participating in the activities or affairs of USA Basketball, as designated by USA Basketball.

For the avoidance, of doubt the following categories of Covered Individuals participating in USA Basketball's activities or programs must complete Core Center for SafeSport Training:

- National Team Managers and Support Staff
- National Team Locker Room Monitors
- National Team Travel Chaperones
- USA Basketball Committee Members
- Medical Staff
- U.S. Open Championships, Open Court, and Coach Clinic Volunteers and Operators
- Officials
- Contractors and Vendors who have regular contact with Athletes
- Any non-athlete individual that USA Basketball or the USOC authorizes to train, stay, or work at an Olympic Training Center

To educate Covered Individuals regarding Sexual Misconduct, Physical Misconduct, and other types of abuse and misconduct, the training:

- Describes what constitutes, and potential effects of, physical and sexual abuse
- Describes what constitutes, and potential effects of, all forms of abuse and misconduct (emotional, physical, and sexual; bullying, harassment, and hazing)
- Identifies risk opportunities for physical and sexual abuse
- Addresses common myths about offenders
- Outlines patterns, behaviors, and methods of operation of sexual predators
- Identifies risk opportunities for abuse and misconduct in sport
- Identifies policies, practices, and procedures to recognize, reduce, and report misconduct

Core SafeSport Training consists of the following interactive online courses (three 30-minute courses):

1. Sexual Misconduct Awareness Education
2. Mandatory Reporting
3. Emotional and Physical Misconduct

Refresher Training:

The Center's online training courses designated as "refresher" courses ("Refresher Training") must be successfully completed on an annual basis by those required to complete Core Center for SafeSport training. USA Basketball will require and enforce the Refresher Training requirement once available and in accordance with designated timelines provided by the U.S. Center for SafeSport.

Refresher Training should only be completed by those Covered Individuals who have previously completed the Core SafeSport Training and should complete the following course: Refresher 1: Recognizing and Reporting Misconduct (one 30 -minute course).

Training Access

A custom link for USA Basketball Covered Individuals will be provided via email from an authorized USA Basketball representative, so that Covered Individuals can register on safesport.org. Coach Licensees and Pending Applicants can access Core SafeSport Training through the USA Basketball Community website.

Individuals who have already created an account in the safesport.org system, should sign in at [SafeSport Sign-In Link](#). Users may receive an error message if their email address has already been used when trying to create a new account.

If a user does not remember their password, they should click on the forgot password link and reset their password. Users who choose to create a new account instead of signing in to their existing account will be required to take the Core SafeSport Training again.

Other Entities

If an individual has completed Core SafeSport Training or Refresher Training through another entity, verification of completion (e.g. U.S. Center for SafeSport Trained Certificate) must be submitted to USA Basketball's SafeSport Director for approval prior to participation.

USA Basketball reserves the right to, in its sole discretion, determine whether verification submitted by a Covered Individual is sufficient. If the verification submitted is deemed insufficient, the Covered Individual will be required to successfully complete Core SafeSport Training through USA Basketball's approved access link.

Minor Athlete Training Requirements

In accordance with federal law and the U.S. Center for SafeSport, USA Basketball will offer abuse prevention training to Minor USAB Designated Athletes with parental consent. Parental consent shall include a Minor USAB Designated Athlete's parent or guardian. USA Basketball will offer such training once available and in accordance with designated timelines provided by the U.S. Center for SafeSport.

USA Basketball will track its offering of training and documentation for auditing purposes, in accordance with federal law, shall include:

1. A description of the training provided
2. The date(s) the training was provided
3. The number of, and age ranges of the Minor Athletes who attended the training.

Tracking and Compliance

USA Basketball will track compliance with Core SafeSport and Refresher Training and complete periodic checks for compliance.

At a minimum, prior to and within sixty days after the completion of a USA Basketball, event or competition, USA Basketball's SafeSport Director shall conduct an audit of all covered individual's completion of SafeSport training for compliance and provide relevant department personnel and USA Basketball Staff documentation of their findings.