

## 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 Adult Participants to report abuse, misconduct, and violations of this Handbook concerning Athlete and participant safety (see Section VI, Reporting Concerns of Abuse).

To do so, all Adult 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 the victim's caregiver(s)), manipulate the victim into sexual activity, and keep the victim from disclosing abuse.

This Policy defines training requirements for Adult Participants as well as Minor Athletes and their parents or legal guardians.

For purposes of USA Basketball's Minor Athlete Abuse Prevention Policies (MAAPP) found in Section III of this handbook, Adult Participants who have regular contact with Minor Athletes (see, Section III or Glossary)

### **SafeSport Trained Core**

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. *SafeSport Trained Core* course, the U.S. Center for SafeSport's online training course, must be successfully completed before contact with Athletes including Minor Athletes begins, and in any event within the first 45 days of individuals beginning their respective role with USA Basketball.

The *SafeSport Trained Core* course shall be required every four years, or after completion of all Refresher Training modules, as detailed below, if participation does not occur in consecutive years.

The following individuals and categories of individuals are required to successfully complete the *SafeSport Trained Core* course:

1. Adult Participants of USA Basketball:
  - a. Who retain a position of authority over any Athlete irrespective of age
  - b. Have frequent contact with any Athlete, including Regular Contact (as defined in Section III) with Minor Athletes

- c. USA Basketball Staff and Board Members
- d. USA Basketball Coach License Applicants and Pending Applicants
- e. 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 USA Basketball Adult Participants must complete the *SafeSport Trained Core* course:

- National Team Managers and Support Staff
- 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 USOPC authorizes to train, stay, or work at an Olympic Training Center.

The *SafeSport Trained Core* course is an online awareness and abuse prevention training course, designed to allow Adult Participants to understand how to recognize the red flags of emotional, physical, and sexual misconduct, and then provides tools regarding what to do if abuse does occur. The 90-minute course covers the following topics in-depth, provides a pre-and post-testing component, and points users to additional resources:

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

A complete course outline can be found by using the following link: [Center for SafeSport Online Training Course Outline](#).

### 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 the *SafeSport Trained Core* course. Refresher Training is comprised of the following courses, lasting approximately 30 minutes each:

1. Refresher 1: Recognizing and Reporting Misconduct
2. Refresher 2: Preventing Misconduct
3. Refresher 3

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\* Please note, Adult Participants who are medical providers covered by this section may take the Health Professionals Course in lieu of the *SafeSport Trained Core*.

If participation is not had in consecutive years (e.g., participation in 2020, 2021, 2023, and 2024), the Core Training and subsequent Refreshers will be completed in compliance with the Center's requirements.

As noted above, the *SafeSport Trained Core* course shall be required every four years.,

### Training Access

A custom link for USA Basketball's Adult Participants will be provided via email from an authorized USA Basketball representative, so that Adult Participants can register on [safesporttrained.org](https://safesporttrained.org). Coach Licensees and Pending Applicants can access the *SafeSport Trained Core* and Refresher Training through their profile on the USA Basketball Community website.

### Other Entities

If an individual has completed the *SafeSport Trained Core* or Refresher Training through another entity, verification of completion (e.g., U.S. Center for Safe Sport Trained Certificate) must be submitted to USA Basketball's Director of Safe Sport for approval prior to participation. USA Basketball should also be added to the individual's memberships if the course was taken via the Center's approved training platform.

USA Basketball reserves the right to, in its sole discretion, determine whether verification submitted by an Adult Participant is sufficient. If the proof of verification submitted is deemed insufficient, the Adult Participant will be required to successfully complete the *SafeSport Trained Core* course through USA Basketball's approved access link.

### **Minor Athlete Training & Parent Training Requirements**

USA Basketball will, on an annual basis, offer and provide training to Minor Athletes and their parents on the prevention and reporting of child abuse. The provision of training to Minor Athletes shall be subject to parental consent. Parental consent shall include the Minor Athlete's parent(s) or legal guardian(s).

USA Basketball will maintain a record of the training offered which shall include:

1. A description of the training provided; and
2. The date(s) the training was provided.

### **Tracking and Compliance**

USA Basketball will track and maintain complete records of whether the Adult Participants under its jurisdiction have completed the required training dictated by the U.S. Center for SafeSport and this Education and Awareness Training Policy.

At a minimum, prior to and within sixty days after the completion of a USA Basketball event or competition, USA Basketball's Director of Safe Sport shall conduct an audit of all Adult Participant's completion of the *SafeSport Trained Core* and/or Refresher Training and provide relevant department personnel and USA Basketball Staff documentation of their findings.

### **Exemptions and Accommodations**

Exemptions from this Education and Awareness Training Policy may be made on a case-by-case basis for victims or survivors of misconduct or abuse. However, requests must be made to USA Basketball's Director of Safe Sport at [safesport@usabasketball.com](mailto:safesport@usabasketball.com) or to the U.S. Center for SafeSport at [exemptions@safesport.org](mailto:exemptions@safesport.org).

Requests for reasonable accommodations or an exemption for those individuals with disabilities or limited English proficiency must also be forwarded to [safesport@usabasketball.org](mailto:safesport@usabasketball.org). The U.S. Center for SafeSport has ensured that it will work with USA Basketball to craft appropriate accommodations for those with disabilities or limited English proficiency so that they may satisfy the training requirements found in this section.