

# **Turnpike Basketball Club, Inc.**

## **Abuse & Molestation Policy**

As a youth basketball club, Turnpike Basketball Club, Inc. (hereinafter “Turnpike”) is dedicated to providing a safe, nurturing, and inclusive environment for all its members, including players, coaches, volunteers, officials and spectators. Our primary goal is to promote the physical, emotional, and social well-being of every individual associated with our club.

**Objectives of this Policy** – The Turnpike Abuse and Molestation Policy is designed to establish a zero-tolerance culture, ensuring that any behavior that jeopardizes the well-being of our members is promptly and appropriately addressed. We firmly believe in creating an atmosphere that fosters respect, empathy, and positive relationships among all participants.

Remember, at Turnpike, these policies apply **to all participants**.

The following outlines our specific expectations of all Turnpike participants in our continuing efforts to safeguard children from any misconduct or inappropriate behavior.

**Abuse or Mistreatment** – Turnpike has zero tolerance for abuse and will not tolerate the abuse or mistreatment of players, volunteers, officials and spectators in its programs. Any form of abuse or mistreatment by our players, volunteers, officials or spectators will result in disciplinary action, up to and including expulsion and exclusion from Turnpike membership and cooperation with law enforcement.

Use of abusive language, obscene or profane language, including racial, religious or sexual references directed at other people will not be tolerated. It is important to treat others as you would like to be treated.

- 1) **Verbal Interactions:** Players, volunteers, officials or spectators shall not engage in the verbal or emotional abuse or mistreatment of others.

Examples of **appropriate** verbal interactions with youth players:

- Appropriate Jokes
- Encouragement
- Praise

Examples of **inappropriate** verbal interactions with youth players:

- Name-calling
- Bullying
- Ridicule or Humiliation
- Discussing sexual encounters
- Cursing

- Hazing
- Off-color or sexual jokes
- Shaming
- Belittling
- Derogatory remarks
- Harsh language that may frighten, threaten, or humiliate others

2) **Physical Interactions:** Players, volunteers, officials or spectators shall not engage in the physical abuse or mistreatment of others.

Examples of **appropriate** physical interactions with players:

- Side hugs
- Shoulder-to-shoulder or “temple” hugs
- Pats on the shoulder or back
- Handshakes
- High-fives and hand slapping
- Pats on the head when culturally appropriate
- Touching hands, shoulders, and arms
- Arms around shoulders

Examples of **inappropriate** physical interactions with players:

- Full-frontal hugs
- Kisses
- Showing affection in isolated areas
- Lap sitting
- Wrestling
- Piggyback rides
- Tickling
- Exposing oneself
- Any type of massage given by or to a player
- Any form of affection that is unwanted by the player, volunteer, official or spectator
- Compliments relating to physique or body development
- Touching bottom, chest, or genital areas
- Hitting
- Spanking
- Shaking
- Slapping
- Unnecessary restraints
- Viewing or showing others pornographic materials

**One-on-One Interactions** – Turnpike discourages one-on-one interactions between adult volunteers and youth players. However, one-on-one interactions may occur as part of Turnpike’s programs under authorized circumstances. This section of our policy communicates our expectations for volunteers and gives examples of appropriate behavior when one-on-one interactions may occur.

1) **Permissible One-on-One Interactions:**

Examples of **permissible one-on-one interactions:**

- Emergencies
- Pre-existing familial or social relationships
- Written consent from the youth’s parent/guardian
- Adult and youth are first to arrive at a game or practice and others are expected
- Adult remains after a game or practice so the player is not left alone waiting for a ride home
- Adult accompanies the youth to restroom to tend to an injury

2) **Guidelines to limit the risk of abuse or false allegations of abuse:**

- ☐ **Leave the gymnasium entry door open** or move to an area that can be easily observed by others passing by.
- ☐ **Avoid physical affection during one-on-one interactions.** If unavoidable, ensure physical and verbal interactions align with Turnpike’s established policies and are limited to the task at hand.
- ☐ **Document and immediately report any unusual incidents** that occurred during such meetings to Turnpike, such as disclosures of abuse or maltreatment, behavior problems and how they were handled, or injuries.

**Off-Site Contact** – Turnpike strongly encourages volunteers and officials to refrain from outside contact with youth players. However, if off-site contact is unavoidable, Turnpike offers the following examples of appropriate and inappropriate off-site contact:

Examples of **appropriate off-site contact:**

- Taking groups of youths on an outing
- Attending sporting activities with groups of youths
- Attending functions at a youth’s home with parents/guardians present

Examples of **inappropriate off-site contact**:

- Taking a single youth player on an outing without the parents' / guardians' written permission
- Visiting a youth in the youth's home without a parent / guardian present
- Entertaining one youth in the volunteer's / official's home
- A single youth spending the night with volunteers or officials

**Gift Giving** – Volunteers, officials and spectators should only give gifts to groups of youth players, such as award certificates at end-of-the-season celebrations. Parents / guardians must be notified of the gift.

**Electronic Communication** - All participants must adhere to the Turnpike Social Media Policy.

**Bullying** – All participants must adhere to the Turnpike Anti-Bullying Policy.

**Disruptive Behavior** – We take pride in the appearance of our organization and we always want to ensure members are safe. Inappropriate or disruptive behavior is not permitted in our organization. This includes, but is not limited to, graffiti, littering, spitting, or throwing objects that could intentionally or unintentionally harm others or cause disorder.

**Reporting** – Because our organization is dedicated to maintaining zero tolerance for abuse, it is imperative that everyone, including youth players, actively participates in the protection of youth players. In the event that any Turnpike participant observes any suspicious or inappropriate behaviors and/or policy violations on the part of any players, coaches, volunteers, officials and spectators, it is their personal responsibility to immediately report their observations to the Turnpike President at [turnpike.basketball@gmail.com](mailto:turnpike.basketball@gmail.com) or any Turnpike Board member.

Examples of **Suspicious or Inappropriate Behaviors Between Adult Volunteers and Youth Players**:

- Violation of any abuse prevention policies outlined by the organization
- Seeking private time or one-on-one time with the player
- Buying gifts for a single player
- Making suggestive comments to a player
- Picking favorites

*Adopted by the Turnpike Board of Directors: August 1, 2023*