



# USGA SAFEGUARDING PROGRAM

## Education & Training Policy

Effective August 2, 2024

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### Introduction

This USGA Safeguarding Program defines the framework that the United States Golf Association (USGA) will follow to ensure the protection of Minor Athletes participating on a USGA Team or in the U.S. National Development Program in connection with In-Program events and activities.

Capitalized terms used in this Policy are defined in the Glossary.

## Education & Training Policy

### A. Adult Participant Training on Child Abuse Prevention

#### 1. Adult Participant Training

- a. Adult Participants identified below shall take the *SafeSport Trained Core* course offered by the U.S. Center for Safe Sport's online or through a Center-approved in-person training:
  - i. Adult Participants who have Regular Contact with any athlete who is a minor;
  - ii. Adult Participants who have Authority Over any athlete who is a minor;
  - iii. Adult Participants who are USGA employees or Executive Committee members.
- b. Adult Participants, who are medical providers, are required to complete either the *SafeSport Trained Core* course offered by the U.S. Center for Safe Sport's online or through a Center-approved in-person training, or the Health Professionals Course in lieu of the *SafeSport Trained Core* course.

#### 2. Timing of Training

Adult Participants must complete this training:

- a. Before having Regular Contact with an athlete who is a minor; and
- b. Within thirty (30) days of beginning a new role subjecting the adult to this policy.

#### 3. Refresher Training

- a. All Adult Participants must complete a *Core Refresher* course on an annual basis (every 12 months), beginning the calendar year after completing the *SafeSport Trained Core* course or the *Health Professionals Course*, as applicable.
- b. Every four (4) years, Adult Participants are required to retake the *SafeSport Trained Core* training. Adult Participants, who are medical providers, may retake the *Health Professionals Course* in lieu of the *SafeSport Trained Core*.
- c. Individuals can renew the athlete protection education requirement as early as 90 days prior to their expiration date by taking the appropriate refresher course.

## **B. Minor Athlete and Parental Training**

On an annual basis, the USGA shall offer and, subject to parental/guardian consent, give training to Minor Athletes and parents/guardians on the prevention and reporting of child abuse. The youth and parental courses offered by the U.S. Center for Safe Sport shall satisfy this training requirement and are located at [www.safesporttrained.org](http://www.safesporttrained.org).

## **C. Optional Training**

Adult Participants serving in a volunteer capacity, who will not have Regular Contact with or Authority Over Minor Athletes, are encouraged to take the U.S. Center for Safe Sport's *Volunteer Course* or *SafeSport Trained Core* before engaging or interacting with any Minor Athlete(s).

The USGA may provide training in addition to the *SafeSport Trained Core* but any such additional training does not replace requirement to complete the *SafeSport Trained Core* and subsequent *Core Refresher*.

Parents of Minor Athletes shall be provided free online access to the U.S. Center for SafeSport *Parent Course* and are encouraged to take the training.

## **D. Exemptions and Accommodations**

Exemptions from this Education & Training Policy may be made on a case-by-case basis for victims/survivors. Requests may be made via email to [Safeguarding@usga.org](mailto:Safeguarding@usga.org).

The USGA shall provide reasonable accommodations for any person with disabilities or individual with limited English proficiency to satisfy these training requirements and track any exemptions for such individuals.

## **E. Monitoring**

USGA shall track whether Adult Participants under the organization's jurisdiction complete the required training listed in Section A above.

The USGA may update this Policy at any time, in its discretion. Unless otherwise stated, changes are effective immediately upon publication.

## Glossary of Terms

**Adult Participant** is any adult (18 years of age or older) who is:

1. An employee or Executive Committee member of the USGA.
2. Authorized, approved, or appointed by the USGA in connection with a USGA Team or the USNDP or related Event to have Regular Contact with or Authority Over Minor Athletes, including adult athletes, caddies, coaches, captains, team managers, chaperones, USGA staff, including interns, USGA Executive Committee members, medical professionals, trainers, transportation drivers, contract personnel, and volunteers.
3. Within the governance or disciplinary jurisdiction of the USGA in connection with a USGA Team or USNDP.

**Authority Over** is defined as one person's position over another person is such that, based on the totality of the circumstances, they have the power or right to direct, control, give orders to, or make decisions for that person.

**Center** means the U.S. Center for SafeSport which, pursuant to the Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017, develops resources and policies to safeguard athletes from bullying, harassment, hazing, physical abuse, emotional abuse, sexual abuse, and sexual misconduct. The Safe Sport Authorization Act also provides that the Center has the exclusive authority to respond to reports of allegations of sexual abuse and sexual misconduct within the United States Olympic & Paralympic Committee and their recognized National Governing Bodies (NGBs). For clarity, USGA is not recognized as a NGB under the Safe Sport Authorization Act. However, these Prevention Policies developed by the USGA are intended to provide the same protections set forth within the MAAPP to Minor Athletes participating on a USGA Team or in the USNDP during In-Program activities.

**Coach** is a person who is authorized to instruct or train athletes, based on supervisory, evaluative or other authority over that athlete. Once a Coach-Athlete relationship is established, a Power Imbalance is presumed to exist throughout the relationship, regardless of age.

**Event** includes any of the following In-Program activities relating to a USGA Team or the USNDP which are sanctioned by the USGA:

1. Competitions;
2. Training, including practices, camps, and clinics;
3. Travel and transportation;
4. Lodging;
5. Pre/post competition meals or outings sponsored by USGA;

6. Off-site outings for teambuilding, socialization, or fundraising sponsored by USGA;
7. Awards banquets; and
8. Mental health or medical treatment.

**In-Program.** Activities related to participation in golf. Examples include, but are not limited to: competition, practices, meetings, camps/clinics, training/instructional sessions, pre/post event meals or outings, team travel, video review, team- or golf-related team building activities, celebrations, award ceremonies, banquets, team- or golf-related fundraising or community services, golf education, competition site visits, conventions, conferences, summits and/or workshops.

**Minor Athlete** is an athlete under 18 years of age who participates in, or participated within the previous 12 months in, a USGA Team or USNDP event, program, activity, or competition that is part of, or partially or fully under the Jurisdiction of the USGA.

**Power Imbalance** exists where, based on the totality of the circumstances, one person has supervisory, evaluative, or other authority over another. A Power Imbalance is presumed to exist through the duration of a Coach-Athlete relationship.

**Regular Contact** is defined as ongoing interactions during a 12-month period wherein an Adult Participant is in a role of direct and active engagement with any Minor Athlete.

**SafeSport** refers to any designation when the two words “Safe” and “Sport” are combined, the reference is to the U.S. Center for SafeSport.

**USGA Teams** refers to any national or international team in which members are selected by the USGA to represent the USGA or the United States of America in any national or international competition. This includes any National Team of the U.S. National Development Program, the Walker Cup Team, the Curtis Cup Team, and the World Amateur Team.

**USNDP** refers to the U.S. National Development Program of the USGA, which includes the National Teams, camps, clinics and other events, programs or activities sanctioned by the USGA in connection with the U.S. National Development Program.