



USGA SAFEGUARDING PROGRAM

Prevention Policies

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.

These Prevention Policies are based on the Minor Athlete Prevention Policies (“MAAPP”) which is a collection of proactive prevention and training policies for the U.S. Olympic & Paralympic Movement developed by the U.S. Center for SafeSport (the “Center”). The MAAPP limits one-on-one interactions between adults and minor athletes. Although USGA is not subject to the authority of the Center or the U.S. Olympic & Paralympic Committee, USGA is committed to ensuring these Prevention Policies conform with the MAAPP in connection with USGA Teams or the USNDP and In-Program activities and events.

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.

Adult Participant Personal Care Assistant (PCA) is defined as an Adult Participant who assists an athlete requiring help with activities of daily living (ADL) and preparation for athletic participation. This support can be provided by a Guide for Blind for visually impaired athletes or can include assistance with transfer, dressing, showering, medication administration, and toileting. Personal Care Assistants are different for every athlete and should be individualized to fit their specific needs. When assisting a Minor Athlete, Adult Participant PCAs must be authorized by the athlete’s custodial parent/legal guardian annually.

For a PCA to be considered an Adult Participant, the PCA must have Regular Contact with additional Minor Athlete(s) besides the Minor Athlete for whom they provide care, or the PCA must be hired by the USGA.

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.

Close-in-age Exception is defined as an exception applicable to certain policies when an Adult Participant does not have Authority Over a Minor Athlete and is not more than four years older than the Minor Athlete (e.g., a 19-year-old and a 16-year-old).

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.

Dual Relationship is defined as an exception applicable to certain policies when an Adult Participant has a dual role or relationship with a Minor Athlete outside of the USGA Team or the USNDP, and the Minor Athlete's custodial parent/guardian has provided written consent at least annually authorizing the exception. Examples of Dual Relationships include, but are not limited to, family members, mental health professionals, teachers, medical professionals, and family friends. For clarity, custodial parents/guardians do not require written consent; however, if a non-custodial parent, such parent will require written consent.

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.

Facility means any golf course, golf club, or facility that USGA owns, leases, rents or is otherwise utilized by the USGA in connection with a USGA Team or the USNDP for In-Program practice, training or competition.

Familial Dual Relationship is a relationship between family members where the person in position of authority over a Minor Athlete is considered immediate family such as a parent, grandparent, sibling or in-law or related by blood such as an uncle or aunt.

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.

In-Program Contact constitutes any contact (including communications, interactions, or activities) between an Adult Participant and any Minor Athlete(s) related to participation in golf. The USGA does not allow any other interactions except for In-Program Contact.

Examples of In-Program Contact include, but are not limited to: competition, practices, camps/clinics, training/instructional sessions, pre/post-game meals or outings, team travel, review of video, team- or sport-related relationship building activities, celebrations, award ceremonies, banquets, team- or sport-related fundraising or community service, sport education, or competition site visits.

Jurisdiction means the ability to enforce applicable USGA policies and includes Events and Facilities.

Minor Athlete Abuse Prevention Policy (MAAPP) is a collection of proactive prevention and training policies for the U.S. Olympic & Paralympic Movement developed by the U.S. Center for SafeSport. The MAAPP policies address training requirements and limiting one-on-one interactions between adults and minor athletes.

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.

Out of Program Contact is any one-on-one contact between an Adult Participant and Minor Athlete unrelated to In-Program activities or events (i.e., trips, meals, or gifts without any direct correlation to the USGA). Out of Program Contact is prohibited unless a Dual Relationship or Close-in-Age Exception exists, or a custodial parent/legal guardian has provided written consent from Out of Program Contact.

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.

PREVENTION POLICIES

A. One-on-One Interactions Policy

One-on-One is defined as interaction between one Adult Participant and one Minor Athlete. One-on-One interactions between Adult Participants and Minor Athletes **are not permitted** under any circumstance and applies to all situations, both In-Program Contact and Out-of-Program Contact, except as stated in this policy.

Interactions Must be Observable and Interruptible

Interactions are not One-on-One if they are observable and conducted at a distance allowing for interruption by another adult. One Adult Participant and one Minor Athlete alone violates this policy.

Exceptions

USGA recognizes the following exceptions to the prohibitions against One-on-One interactions:

1. Emergency circumstances such as fires, medical emergencies, or minors left without parental supervision after an In-Program activity. In all emergency circumstances every effort must be made for the One-on-One Policy to be maintained.
2. When a Dual Relationship exists, and a custodial parent/guardian has provided written consent annually; or
3. When the Close-in-Age Exception applies; or
4. If a Minor Athlete needs a Personal Care Assistant, and:

- a. the Minor Athlete's custodial parent/guardian has provided written consent annually to the USGA for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
 - b. the Adult Participant Personal Care Assistant has complied with the USGA Education & Training Policy; and
 - c. the Adult Participant Personal Care Assistant has complied with the USGA Background Check Policy.
5. In other circumstances specifically addressed in this policy that allow for certain one-on-one interactions if the USGA receives custodial parent/ guardian consent.

Individual Training Sessions

One-on-One individual training sessions between an Adult Participant and Minor Athlete are not allowed. All individual training sessions with Minor Athletes must adhere to the following:

- Sessions must be observable and interruptible at all times.
- A Minor Athlete's parent/legal guardian must be allowed to attend the individual training session.
- All individual training sessions require advance, written consent from the Minor Athlete's custodial parent/ guardian at least annually, which can be withdrawn at any time. This includes all One-on-One sessions as stated above.

Virtual Training Sessions

All virtual training is considered In-Program Contact and must comply with the One-on-One Interactions policy and remain open and transparent at all times.

All efforts should be made for virtual training to occur in common areas, such as a backyard - never in a bedroom, bathroom, or other private space of either the Minor Athlete or Adult Participant. If this cannot occur, all parties must maintain a professional atmosphere during the virtual session.

Private messaging Minor Athletes during virtual sessions is strictly forbidden as it would violate the One-on-One Interactions Policy. All messaging during virtual training sessions needs to be made public and visible for all participants.

The USGA recognizes the following exceptions to the prohibitions against One-on-One Individual Training Sessions or Virtual Training Sessions:

- When a Familial Dual Relationship exists, and a custodial parent/ guardian has provided written consent annually; or
- When the Close-in-Age Exception applies.

Meetings with Mental Health Professionals and Health Care Providers:

If a licensed mental health care professional or licensed health care provider meets One-on-One with a Minor Athlete at an Event or Facility under the partial or full

Jurisdiction of USGA in conjunction with participation, the meeting must be observable and interruptible without exception.

Additionally:

- Another adult must be present at the Facility and notified that a meeting is occurring, although the Minor Athlete's identity need not be disclosed.
- The USGA representative, or other person of authority must be notified that the provider will be meeting with a Minor Athlete.
- Custodial parent /guardian of the Minor Athlete must provide written consent.
- The provider must obtain consent consistent with applicable laws and ethical standards, which can be withdrawn at any time.
- Closed door (door must remain unlocked and open/partially open) meetings with Minor Athletes are not allowed at any Event or Facility under the partial or full Jurisdiction of the USGA.
- Private virtual meetings without another adult present are not allowed.

B. Transportation

Absent emergency circumstances, Adult Participants shall not transport a Minor Athlete One-on-One during In-Program or Out-of-Program travel, and a second Minor Athlete or second Adult Participant must always be present, except:

1. When a Dual Relationship exists; or
2. When the Close-in-Age Exception applies; or
3. If a Minor Athlete needs a Personal Care Assistant, and:
 - a. the Minor Athlete's custodial parent/guardian has provided written consent annually to the USGA for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
 - b. the Adult Participant Personal Care Assistant has complied the USGA Education & Training Policy; and
 - c. the Adult Participant Personal Care Assistant has complied with the USGA Background Check Policy.
4. In other circumstances specifically addressed in this policy that allow for certain one-on-one interactions if the USGA receives custodial parent/ guardian consent.

Transportation Sanctioned by the USGA

Custodial parents or guardians of Minor Athletes must give written consent on an annual basis for travel sponsored by the USGA in connection with a USGA Team or USNDP. Parents or guardians of Minor Athletes can withdraw this consent at any time. For all In-Program travel authorized or funded by the USGA, all Adult Participants will agree to and sign the USGA Travel Policy annually.

Parental/Guardian Consent for Travel Between One Adult Participant and One Minor Athlete

An Adult Participant may be offered an exception from the One-on-One Interactions Policy if they obtain written consent on an annual basis from a Minor Athlete's custodial parents/guardian for In-Program travel. The parent/guardian may withdraw consent at any time.

Shared or Carpool Travel Arrangements

USGA encourages parents/guardians to pick up their Minor Athlete first and drop off their Minor Athlete last in any shared or carpool travel arrangement.

C. Lodging

All In-Program Contact at a hotel or other lodging site between an Adult Participant and a Minor Athlete must be observable and interruptible, and an Adult Participant cannot share a hotel room or otherwise sleep in the same room with a Minor Athlete(s), except:

1. When a Familial Dual Relationship exists, and custodial parent/ guardian has provided advance, written consent before each instance for the lodging arrangement; or
2. When the Close-in-Age Exception applies, and written consent has been given in advance before each instance for the lodging arrangement; or
3. If a Minor Athlete needs a Personal Care Assistant, and:
 - a. the Minor Athlete's custodial parent/guardian has provided written consent before each instance to the USGA for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
 - b. the Adult Participant Personal Care Assistant has complied with the USGA Education and Training Policy; and
 - c. the Adult Participant Personal Care Assistant has complied with the USGA Background Check Policy.

Lodging Sanctioned by the USGA

For all In-Program lodging authorized or funded by the USGA in connection with a USGA Team, all Adult Participants will agree to and sign the USGA Travel/Lodging Policy annually. Custodial parents/guardians of a Minor Athlete must provide written consent for all In-Program lodging at least annually.

- Adult Participants that travel overnight with Minor Athlete(s) are assumed to have Authority Over a Minor Athlete(s) and thus must comply with the USGA Education & Training Policy and pass a background check. This does not include Adult Athletes who meet the Close-in-Age Exception. Adult Athletes are exempt from the background check requirement provided they are not in a position of

authority, but must complete U-110: Safe Sport Core Course as a condition of participation.

- Adult athletes traveling with Minor Athletes must meet the Close-in-Age exemption to be eligible to stay in the same hotel room with a Minor Athlete. Written consent must be provided by a custodial parent/ guardian prior to the lodging arrangement. The Minor Athlete, their parent/guardian or the adult athlete may refuse this arrangement without explanation. A refusal by any party must be honored without exception.
- Athletes are permitted and encouraged to make and receive regular check-in telephone calls to and from parents/guardians. Team personnel will allow any calls that do not interfere with team events, such as training sessions or meetings. Emergency calls will be permitted regardless of team schedule or events.

Monitoring or Room Checks During In-Program Travel

If room checks are performed during In-Program lodging, the One-on-One Interactions Policy must be followed and at least two adults must be present for the room checks.

Meetings

Meetings must not be conducted in the hotel room or other lodging location of an Adult Participant, a Minor Athlete or other athlete during In-Program travel.

D. Electronic Communications & Social Media

Electronic communication between an Adult Participant and Minor Athlete includes, but is not limited to, phone calls, video calls, video/live-streamed training sessions, texts, social media platforms (e.g., Facebook, Twitter (X), Instagram, WhatsApp, Snapchat, etc.), fitness, statistical and/or performance improvement applications, emails, gaming platforms and direct messaging. All electronic communication between an Adult Participant and a Minor Athlete must comply with the One-on-One Interactions Policy and must be open and transparent.

1. Open and Transparent means that the Adult Participant copies or includes the Minor Athlete's parent/guardian, another adult family member of the Minor Athlete, or another Adult Participant.
2. If a Minor Athlete communicates with the Adult Participant first, the Adult Participant must follow this policy in the response.
3. All electronic communication must be professional in nature.
4. Only platforms that allow for open and transparent communication may be used to communicate with Minor Athletes.
5. Communication platforms must be able to record or maintain the message.

6. Electronic communications to an entire team or any number of Minor Athletes on the team must include at least one other Adult Participant or the Minor Athletes' parents/guardians if any team member is a Minor Athlete.
7. A custodial parent or guardian may request in writing that a Minor Athlete not be contacted through electronic communications. Requests that a Minor Athlete not be contacted electronically must be honored.
8. Any private or public direct communication between adults and Minor Athletes encouraging illegal drug and alcohol use and/or involving sexual content is prohibited.

This includes all communications unless the following exceptions exist:

- a. When a Dual Relationship exists; or
- b. When the Close-in-Age Exception applies.

Hours

Send electronic communications to athletes and parents/guardians only between the hours of 8:00 a.m. and 8:00 p.m., except for travel, competition or emergency circumstances.

Social Media

All social media communication is considered In-Program Contact and must comply with the One-on-One Interactions Policy, in addition to the following conditions:

1. Adult Participants, except those with a Dual Relationship or who meet the Close-in-Age Exception, are not permitted to maintain private social media connections with Minor Athletes. This includes requesting or accepting a request to "follow" or "friend" a Minor Athlete or "liking" a Minor Athlete's social media post. All such existing connections must be discontinued by the Adult Participant if they violate this policy.
2. Minor Athletes may "friend", "like" or "follow" an official USGA social media account or page.
3. Photos or videos of Minor Athletes may be posted on the private social media page of the Adult Participant provided that:
 - photos are displayed professionally;
 - in context of practice or competition;
 - displayed positively representing the athlete(s);
 - public facing and demonstrate the photo(s) are taken as a part of the professional role;
 - parents or Minor Athletes reserve the right to request photos to be removed and all requests respected;
 - parents are allowed to see the photo(s); and
 - parents are aware of such postings.

4. Adults Participants must conduct themselves in a professional manner when posting on any social media platform, as this information is often public and can be perceived as a direct reflection of the USGA.
5. Acts of cyberbullying by any Minor Athlete or Adult Participant towards another Minor Athlete or Adult Participant is prohibited and includes acts of harassment, intimidation, humiliation, or places an individual in reasonable fear of harm and has the effect of substantially disrupting the operation of any activity or Event within the Jurisdiction of the USGA.

Note: Public fan pages are excluded from these restrictions. Private messaging to Minor Athletes is not excluded.

E. Photography/Videography

Photographs or videos of athletes must be taken in public view, observe generally accepted standards of decency, and must appropriately serve the best interest of the athlete.

F. Gifting

Personal or individual gifts are not permitted to be given to athletes by Adult Participants. Gifts must serve a legitimate motivational, inspirational or educational purpose and must be accessible to all individual members in a group or team.

G. Locker Rooms & Changing Areas

Adult Participants are not permitted at any time to be alone with a Minor Athlete in a locker room or changing area, except under emergency circumstances. The One-on-One Interactions Policy applies at all times, and in all locker rooms, changing areas, and restrooms within a Facility that is partially or fully under the Jurisdiction of the USGA. All interactions must be observable and interruptible except:

1. When a Dual Relationship exists, and custodial parent/guardian has provided written consent annually; or
2. When the Close-in-Age Exception applies; or
3. If a Minor Athlete needs a Personal Care Assistant, and:
 - a. the Minor Athlete's custodial parent/guardian has provided written consent annually to the USGA for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
 - b. the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and
 - c. the Adult Participant Personal Care Assistant has complied with the USGA Background Check Policy.

Conduct in Locker Rooms and Changing Areas

- Adult Participants must not change clothes or behave in a manner that intentionally or recklessly exposes their breasts, buttocks, groins, or genitals to a Minor Athlete.
- Adult Participants must not shower with Minor Athletes under any circumstance unless a Close-in-Age exemption exists.
- Custodial parents/guardians may request in writing that their Minor Athlete(s) not change or shower with Adult Participant(s) where a Close-in-Age exception applies. The USGA and the Adult Participant(s) must abide by this request.
- Recording of any kind is prohibited in locker rooms, restrooms, changing areas or similar spaces by Adult Participants, any athletes, and parents. This includes voice recording, still cameras, and video recording.
- Credentialed media will not be allowed to interview or photograph any athletes in a bathroom or changing area.
- Adult Participant Personal Care Assistants are permitted to be with and assist Minor Athlete(s) in locker rooms, changing areas, and similar spaces where other Minor Athletes are present, if they meet the requirements above.

Availability and Monitoring of Locker Rooms, Changing Areas, and Similar Spaces

Private or semi-private places must be made available for Minor Athletes to change clothes or undress at competitions or Facilities that are partially or fully under the Jurisdiction of the USGA.

- A semi-private area is an area that is not separate from where other individuals are changing but offers the Minor Athlete some privacy to change. For example, a bathroom stall with a door would meet this requirement. A semi-private area can also be created by a partition or drapery.
- A private area is an area separated completely from anyone else changing. This area would be fully enclosed with a door, and no other individual would be able to enter without the Minor Athlete's permission. This could be a single restroom or family restroom, where the Minor Athlete can change alone and lock the door.

Designated Locker rooms or changing areas must be monitored with random sweeps at any Facility hosting an Event or Facility under the partial or full Jurisdiction of the USGA to ensure compliance with policy, including competitions, camps, and other relevant Events.

H. Athletic Training/Medical Modalities, Massages, Rubdowns & Medical Orders

All In-Program athletic training or medical modalities, stretching, massages, or rubdowns of a Minor Athlete must adhere to the following general conditions. There are no exceptions to this policy.

- Observable and interruptible, with another Adult Participant physically present and in full sight of the treatment at all times;
- Performed with the Minor Athlete fully or partially clothed, ensuring that the breasts, buttocks, groin, or genitals are always covered; and
- Allow parents/guardians in the room as an observer, except for competition or training venues that limit credentialing.

Except for emergency medical treatment or immediate pain mitigation, only licensed professionals who are hired to specifically perform such duties are permitted to perform any athletic training/medical modality, stretching, rubdown or massage within the competition facilities or training area. However, Coaches, regardless of whether they are licensed massage therapist, may not massage Minor Athletes.

Consent

The following consent procedures must be adhered to before any non-emergency athletic training/medical modality, massage, stretching or rubdown is offered:

- Providers of athletic training or medical modalities, massages, and rubdowns or the USGA, when applicable, must obtain written consent at least annually from Minor Athletes' custodial parents/guardians before providing any athletic training or medical modalities, massages, or rubdowns.
- A detailed treatment plan including specific areas and method of each treatment must be presented verbally to the athlete before each treatment is offered and throughout the process.
- Athletes and/or parent/guardian may withdraw consent at any time and without explanation.

Medical Orders and Follow-up

Adult Participants must adhere to any and all restrictions placed on the athlete for practice and/or competition. To include, but not limited to:

- A time frame for how long the medical provider wants the restrictions placed on the athlete;
- Any training modifications that the medical provider feels will benefit the athlete; and
- Any alternative forms of conditioning that may be acceptable during practice (i.e. lower body conditioning only, in place of full body conditioning).

I. Parent Training

USGA recommends that parents/guardians of Minor Athletes complete the SafeSport education and training on child abuse prevention that are offered by the USGA before providing consents for their Minor Athlete as set forth in these

Prevention Policies, including, consents for (i) meetings or training sessions with an Adult Participant (ii) One-on-One travel by Minor Athletes with an Adult Participant, (ii) lodging arrangements for Minor Athletes, and (iii) athletic training or medical modalities, massages, stretching or rubdowns under these Policies.