



All American Gymnastics & Super Ninja Safe Environment Policy (updated 9/9/18)

ALL AMERICAN GYMNASTICS & SUPER NINJA & SUPER NINJA is committed to creating a safe and positive environment for all coaches, staff, volunteers, athletes and parents, as well as, promoting an environment that is free of misconduct. Therefore, the following Policy has been set forth to promote a safe environment, both solely and in partnership with other necessary parties, including staff, volunteers, parents, and athletes.

ALL AMERICAN GYMNASTICS & SUPER NINJA has “zero tolerance” for abuse, including inappropriate behavior and sexual misconduct, in its programs, activities and events. All coaches, staff and volunteers shall abide by and adhere to all ALL AMERICAN GYMNASTICS & SUPER NINJA policies, standards, rules, procedures and guidelines pertaining to safe environments/athlete protection.

Definition of Abuse

Abuse, including child abuse, is defined in various sources, such as state statutes, case law, sports organization and professional association codes of conduct and training manuals, corporate and business workplace documents and human rights commission materials. ALL AMERICAN GYMNASTICS & SUPER NINJA has not adopted any specific definition of abuse; rather, it has chosen to defer to such general sources and definitions for reference and application, depending upon the circumstances. Nonetheless, in general, the following conduct may be considered abusive:

Physical Abuse

1. Any physical contact with a participant that intentionally causes the participant to sustain bodily harm, including without limitation striking, hitting, kicking, biting, shaking, shoving, forcing an athlete to train or compete when injured or mandating excessive exercise as a form of punishment.
2. Any physical contact with a participant that intentionally creates a threat of immediate bodily harm or personal injury.
3. Giving alcohol or inappropriate drugs to a participant.
4. Any violation of applicable law.

Physical contact that is reasonably intended to coach, teach or demonstrate a gymnastics skill or to prevent or lessen injury (e.g., spotting, catching) does not constitute physical abuse. Infrequent, non-intentional physical contact particularly that which arises out of error on the part of the gymnast or coach, does not constitute physical abuse.

Sexual Abuse

5. Rape, incest, fondling, exhibitionism or sexual exploitation.
6. Any form of sexual contact or inappropriate touching, unwanted physical contact, unwelcome advances or requests for sexual favors.

7. Any form of wanton or obscene gesturing, lewd remarks or indecent exposure.
8. Sexual abuse of a minor includes without limitation:
 - Touching a minor participant for the purpose of causing the sexual arousal or gratification of either person.
 - A minor participant touching any person, if the touching occurs at the request of or with the consent of such other person, for the sexual arousal or gratification of either person.
9. Neither consent of the participant to the sexual abuse or contact, mistake as to the participant's age, nor the fact that the sexual contact did not take place at a gymnastics function is a defense to a complaint of sexual abuse.
10. Sexual abuse also includes sexual misconduct described in the USA Gymnastics Code of Ethical Conduct, including:
 - Soliciting or engaging in sexual relations with any minor.
 - Engaging in any behavior that utilizes the influence of a professional member's position as coach, judge or administrator to encourage sexual relations with an athlete.
 - Engaging in sexual harassment by making unwelcome advances, requests for sexual favors or other verbal or physical conduct of a sexual nature where such conduct creates an intimidating, hostile or offensive environment.
11. Any violation of applicable law involving sexual misconduct or child abuse, or that is specifically designed to protect minors.

Standards of Behavior

To promote a safe environment for ALL AMERICAN GYMNASTICS & SUPER NINJA activities and events, and to lessen the likelihood of an abusive situation, coaches, staff and volunteers must adhere to the following Standards of Behavior, as well as, sound teaching and training.

- Children are to be supervised at all times, including:
 - Children who are dropped off early; and
 - Children who are not picked up immediately after class.
- ALL AMERICAN GYMNASTICS & SUPER NINJA personnel will never be alone with a child; two adults (one of whom may be a parent) are required to be present at all times.
 - This includes all travel situations, before and after classes and workouts, "private" lessons, etc.
- All interactions (practices, workouts, competitions, lessons, classes, meetings, etc.) with a child shall be observable and interruptible at all times.
- Care should be taken to ensure that such physical contact is not invasive of sensitive areas of the body.
- Children may only be picked up from the ALL AMERICAN GYMNASTICS & SUPER NINJA by a parent or other person designated by a parent.
- Parents are encouraged to become as active as reasonably possible in the gym community.
- Ride giving to athletes, outside of team sponsored activity is prohibited, which includes rides to and from practice.
- Team travel at times may take place, but at least two adults must be present in vehicles. Bedrooms and/or hotel rooms will never be shared with a coach and athlete, even in a group setting.
- Gift-giving or providing special favors or privileges to individual athletes is prohibited. Only items provided or approved by AAG may be handed out to athletes.
- Lap-sitting, tickling, back rubs, wrestling and other incidents of body contact that are inconsistent with the coach-athlete relationship are prohibited.

- Provision of alcohol or inappropriate drugs to athletes is prohibited.
- Electronic and social media communications with athletes are subject to ALL AMERICAN GYMNASTICS & SUPER NINJA's Electronic Communications and Social Media Policy.
- All children must be able to use the locker rooms/restrooms by themselves or parent must be present. A coach will never assist in the locker room/restroom, unless an emergency occurs and two adults must be present in this case.

Reporting

Any suspected violation of this policy or ALL AMERICAN GYMNASTICS & SUPER NINJA's other safe environment/athlete protection-related policies, standards, rules, procedures and guidelines should be reported and will be addressed pursuant to ALL AMERICAN GYMNASTICS & SUPER NINJA's Reporting Policy. Violations could result in progressive discipline up to and including immediate termination.

Other

A copy of this policy shall be placed in conspicuous locations in locker rooms/ changing areas, restrooms, front desk reception area, and employee notification area, and posted on ALL AMERICAN GYMNASTICS & SUPER NINJA's website and social media pages/accounts.

This policy will be reviewed annually and updated as necessary.

Electronic Communication and Social Media Usage:

All American Gymnastics & Super Ninja is very intent when it comes to athlete and employee safety. All electronic communications between a coach, co-workers, customers and athlete must be professional in nature and for the purpose of communicating information about gym activities. If electronic communication occurs it should be readily available to share with the athlete's family and Gym Managers. Misconduct of electronic communications and social media that is used to commit misconduct (e.g., emotional, sexual, bullying, harassment, and hazing) are considered violations of All American Gymnastics & Super Ninja' policy. Violations of the policy that involve an All American Gymnastics & Super Ninja employee will be reviewed and the employee will be subject to disciplinary action, up to and including termination of employment. Please review the policies for specific electronic communication methods:

- **SOCIAL MEDIA APPS AND SIMILAR SITES:**
 - Employees may not have athletes of All American Gymnastics & Super Ninja join a personal social media page.
 - Athlete and parents can follow or like the official All American Gymnastics & Super Ninja page and coaches can communicate to athlete members though the site.
 - All posts, messages, text, or media of any kind between employees and athlete must be professional in nature and for the purpose of communicating information about gym activities or for team-oriented motivational purposes.
- **EMAIL AND SIMILAR ELECTRONIC COMMUNICATIONS:**
 - Athletes and coaches may use email to communicate.
 - All email content between coach and athlete must be professional in nature and for the purpose of communicating information about team activities.
 - It is encouraged to copy a manager or co-worker on email communication with an athlete.
- **TEXTING AND SIMILAR ELECTRONIC COMMUNICATIONS:**
 - Texting is allowed between coaches and athletes.
 - All texts between coach and athlete must be professional and for the purpose of communicating information about team activities.
- **ELECTRONIC IMAGERY:**

- From time to time, digital photos, videos of practice or competition, and other publicly obtainable images of the athlete – individually or in groups – may be taken.
- It is the All American Gymnastics & Super Ninja employee's responsibility to make sure that a consent to share images is on file for any athlete's that may appear in the appropriate images.

Drug & Alcohol Use:

All American Gymnastics & Super Ninja is committed to maintaining a workplace free of substance abuse. No employee is allowed to consume, possess, sell, purchase, or be under the influence of alcohol or illegal drugs, as defined by federal law, on any property owned by or leased on behalf of All American Gymnastics & Super Ninja, or in any vehicle owned or leased on behalf of All American Gymnastics & Super Ninja.

The use of over-the-counter drugs and legally prescribed drugs is permitted as long as they are used in the manner for which they were prescribed and provided that such use does not hinder an employee's ability to safely perform his or her job. Employees should inform their supervisor if they believe their medication will impair their job performance, safety or the safety of others, or if they believe they need a reasonable accommodation when using such medication.

All American Gymnastics & Super Ninja will not tolerate employees who report for duty while impaired by the use of alcohol or drugs. All employees should report evidence of alcohol or drug abuse to their supervisor or the Gym Manager immediately. In cases in which the use of alcohol or drugs creates an imminent threat to the safety of persons or property, employees are required to report the violation.

As a condition of your employment with All American Gymnastics & Super Ninja, employees must comply with this Drug & Alcohol Use Policy. Be advised that no part of the Drug & Alcohol Use Policy shall be construed to alter or amend the at-will employment relationship between All American Gymnastics & Super Ninja and its employees.

Employees found in violation of this policy may be subject to disciplinary action, up to and including termination of employment.