

SPORTS INTERNATIONAL ACADEMIES LLC

BEHAVIORAL GUIDELINES FOR STAFF AND VOLUNTEERS

As a staff member or volunteer at Sports International Academies LLC (the “Camp”), I recognize and uphold my fundamental responsibility towards the safety and well-being of all minors (persons under the age of 19) participating in the programs. I am committed to providing a nurturing, respectful, and secure environment for every young individual under our care. This commitment extends to an unequivocal stance against any form of abuse or neglect. The abuse and neglect of minors is strictly prohibited at the Camp. This includes any actions or behaviors that may be categorized as physical, emotional, or sexual abuse. As a representative of the Camp, my conduct will consistently reflect this commitment, ensuring a positive and protective atmosphere for all minor participants.

I agree to the following behavioral standards:

Specific Behavioral Standards:

1. Any verbal or nonverbal sexual behavior with any minor is forbidden.
2. Being nude in front of minors is forbidden.
3. Dating or going out with any minor is forbidden.
4. Never speak graphically about sexual activities, including your own, and do not encourage or allow others to do so.
5. Never show pornographic materials to minors, camp employees, or volunteers.
6. Use discretion regarding physical contact with camp participants and staff. Any overt display of affection should be made in a public setting in front of other group members and should respect the wishes of the other person. Never show affection when no one else is around.
7. Never invite or host minors in your room, or anyone else’s room unless another adult is present and you have permission from the minor's parents.
8. Never meet in bedrooms or dorm rooms without another adult present.
9. Never sleep in bed with minors.
10. Never stare while others are dressing.
11. Never comment on others’ bodies.
12. Never take pictures while others are dressing or showering.
13. Never require minors to keep "secrets" about relationships or prohibited actions.
14. Never dress provocatively.
15. Never allow minors to become sexual with one another during camp activities.
16. Sexual gestures or overtures a minor makes to a camp employee or volunteer should be reported to the supervisor or camp director immediately so that discussion can be held with the minor.
17. Never share personal information about others with a minor.
18. Do not share personal information about yourself or seek help with personal problems from a minor.
19. Never show special favoritism toward a minor or give the minor special gifts.
20. Fantasizing or daydreaming about a certain minor is a warning sign. When a camp employee or volunteer experiences romantic or sexual attraction for a minor, the employee or volunteer is required to discuss the situation with the supervisor or camp director, so that contact between the minor and the adult can be discontinued for the safety of both the minor and the adult.

21. One-to-one counseling with a minor should always occur in a public place—never alone in a car or a private place.
22. Avoid driving alone with a minor at all times. Driving with a minor while at camp or between camps is prohibited unless approved by the camp director or the camp's head athletic trainer.
23. "Buddy systems" should be used at all times to avoid situations where a single adult is alone with a single unrelated child, except in emergencies.
24. Never swear or use foul or abusive language in the presence of minors.
25. Never use your role to degrade, ridicule, shame, belittle, humiliate, or threaten another person.
26. Never give minors tobacco, e-cigarettes, alcohol, or unauthorized drugs.
27. Never spank, shake, slap, or physically punish minors. Additionally, never force a camper to stand at attention, do push-ups, run hills, run steps, stay out of practice, etc., during camp.
28. The use of tobacco in front of campers at any time during camp by any staff member or volunteer is prohibited. This includes the use of electronic cigarettes.
29. The use of illegal drugs during camp, at any time, by any staff member or volunteer is prohibited.
30. The use of alcohol at any time, during camp by any staff member or volunteer is prohibited.
31. All suspicions of child or sexual abuse must be reported as required by federal law to law enforcement within 24 hours. Alert the Camp director after law enforcement has been contacted. Any non-report activity could result in federal prosecution.
32. Perpetrators of child sexual abuse (CSA) may gain the trust of potential child victims and their caregivers by methodically "grooming" them. This is strictly prohibited. The grooming process begins with identifying potential victims, gaining their trust, and breaking down their defenses.

Steps may include:

- a. Identifying and targeting the victim
 - b. Gaining trust and access
 - c. Playing a role in the child's life
 - d. Isolating the child
 - e. Creating secrecy around the relationship
 - f. Initiating sexual contact
 - g. Controlling the relationship
33. Participants are particularly vulnerable to misconduct, including bullying, harassment, and hazing, in locker rooms/changing areas due to various stages of undress and less direct supervision. Staff should always be located just outside of the room to be on call if a problem arises and should make periodic sweeps inside. The sweeps should be conducted by staff who are the same sex as the minor participants. Prohibit parents/guardians from entering unless necessary. In such cases, the parent/guardian should inform staff in advance and should be the same sex as the minor participants. The use of recording devices, including smartphones, is prohibited. Comply with all misconduct rules.
 34. Hazing is prohibited; it includes any behavior that is physically harmful, humiliating, intimidating, or offensive. Hazing typically is an initiation activity that is a precondition for being socially accepted or joining a team. It should be noted that hazing can occur even when the participant agrees to cooperate and can include any act that is described as hazing under federal or state law.

Examples of hazing may include:

- a. Using force or peer pressure to require the consumption of alcoholic beverages or illegal drugs
- b. Restraining a person through tying or taping
- c. Requiring simulations of acts of a sexual nature

- d. Depriving one of sleep, water and/or food
 - e. Requiring public actions that are illegal, embarrassing, or socially unacceptable (e.g., public nudity)
 - f. Paddling, branding, beating, or other forms of physical assault, or requiring excessive training
- 35. Counselors may only sleep in the same room as their son, relative, or another adult.
- 36. All electronic communications, including email, texting, instant messaging, etc., between the staff member and a minor participant, should be strictly limited to legitimate camp activities. A parent/guardian of the minor or another staff member must be copied on all such communications.
- 37. Using electronic communication, social media, or similar, to harass, frighten, intimidate, or humiliate someone; using rumors or false statements about someone to diminish that person's reputation; socially excluding someone and asking others to do the same is strictly prohibited. All electronic communications, including email, texting, instant messaging, etc., between the staff member and a minor participant should be limited strictly to the legitimate activities of the organization. A parent/guardian of a minor or another staff member should be copied on all such communications.
- 38. Some Appropriate Displays of Affection:
 - a. Side hugs
 - b. Touching hands, shoulders, and arms
 - c. Pats on the shoulder or back
 - d. Handshakes
 - e. Fist Bumps
 - f. Verbal praise
 - g. "High-fives" and hand slapping
 - h. Kneeling or bending down for hugs with a small child
 - i. Brief shoulder-to-shoulder hugs
 - j. Arms around shoulders
 - k. Holding hands when a minor is upset
 - l. Holding hands while walking with small children
 - m. Compliments that do not relate to physique or body development
- 39. Some Inappropriate Displays of Affection:
 - a. Any form of unwanted affection
 - b. Full frontal hugs or "bear hugs"
 - c. Touching bottoms, chests, or genital areas
 - d. Lying down or sleeping beside others
 - e. Massages
 - f. Patting others on the thigh, knee, or leg
 - g. Tickling or wrestling
 - h. Touching or hugging from behind
 - i. Games involving inappropriate touching
 - j. Kisses on the mouth
 - k. Sitting close to small children
 - l. Showing affection in isolated areas such as bedrooms, closets, restricted areas, or other private rooms is prohibited

General Behavioral Standards:

It is understood that the aforementioned behaviors, although extensive, may not cover every scenario and/or situation that may occur. All staff and volunteers are expected to conduct themselves in a manner that upholds the highest standards of integrity, professionalism, and responsibility. This includes, but is not limited to:

- a. Avoiding any conduct that could be perceived as inappropriate, harmful, or inconsistent with the camp's values and mission.
- b. Exercising sound judgment and maintaining a safe, respectful environment at all times.
- c. Reporting any behavior or situation that appears unsafe, unethical, or contrary to these guidelines, even if it is not specifically mentioned in the above standards.
- d. Violations of this general conduct clause, as determined at the discretion of the camp administration, may result in disciplinary action, up to and including termination of staff position or volunteer status.

I have read and understand the Behavioral Guidelines for Staff and Volunteers and commit to follow these guidelines while working or volunteering in any Sports International sponsored or hosted camp activity.

Camp(s) Working: _____

Signature: _____

Print Name: _____

Date: _____

Mailing Address: _____

City: _____ State: _____ Zip Code: _____

Home Phone: () _____ Work Phone: () _____ Cell Phone: () _____