Purpose and Commitment

The Roland Park Baseball Leagues, Inc. (RPBL) is committed to protecting and providing a safe environment for all players.

Scope and Responsibility

This policy applies to all RPBL activities involving minors and requires appropriate background checks, training, reporting, and supervision. All members of the community covered by this policy must adhere to their obligation to comply with RPBL's policies and are encouraged to report any instances of suspected child abuse or neglect.

Background Checks and Coach Education

All coaches, assistant coaches, board members, instructors, and contracted employees undergo an annual background check before the applicant assumes any of his/her duties for the current season. All background checks are completed through JDP and will not be accepted through any other providers.

Information and educational materials regarding how to prevent and recognize abuse and neglect of minors are available to coaches.

Supervision Standards

RPBL follows a "two deep" rule to ensure a child is never alone in an isolated situation with one adult. Whether waiting for a ride, getting equipment, or any other situation, there should always be at least two coaches or a coach and at least one other player present.

Visibility is required. Interactions between minors and adults must be observable and interruptible.

A private conversation may occasionally be necessary to address a player's safety, behavior, performance, or well-being. Such conversations should be brief, appropriate, and conducted in a location where the interaction remains observable, interruptible, and/or readily accessible to others.

Physical contact may sometimes be appropriate, including for legitimate coaching, safety, or celebratory purposes. Physical interactions must be appropriate: High-fives, fist bumps, and brief hugs are acceptable, while lap sitting, massages, or roughhousing are not permitted. In certain

situations, it may be necessary for a coach to physically touch a player to assist in assessment, prevention, and/or treatment of an injury.

Please note that these Supervision Standards apply to RPBL sanctioned times, events and locations. Unfortunately, if a parent or authorized caretaker asks another adult, including a coach, to engage in childcare outside of RPBL times, events and locations (including rides to or from an event), RPBL cannot ensure that these Supervision Standards will be met. Please avoid putting coaches in the situation of having to decide whether to compromise these safeguards.

Communication and Social Media

The key safety concept for communications with minors is transparency.

Communication with a minor that is outside the role of the authorized adult in the program is strictly prohibited, and any electronic communications (including social media and text messaging) must be limited to program activities. The preferred approach is to include the parent, legal guardian, or another affiliated adult in electronic communications with a minor. Cyber harassment and online bullying are strictly prohibited.

Parents and Guardians Play a Role

Parents and coaches should also have regular age-appropriate conversations with children about personal safety and boundary-breaking behavior. Some topics to talk with children about are the qualities of healthy relationships, importance of personal boundaries, and how to get help/where to bring concerns. If either you or your player has concerns about any coach or situation, please bring it to RPBL's attention immediately.

Individuals working or volunteering with RPBL are expected to uphold high standards and model behavior that upholds confidence and enhances healthy relationships with children and families.

Examples of Appropriate Behavior:

→ Interactions with athletes are goal-oriented

→ Interactions with athletes are outcome focused

→ Supportive language, tone and attitude towards others

→ Model professional physical and emotional boundaries (know the line)

→ Responsive to athlete's needs and not engaging with the athlete to meet the adult's needs

→ Engaging with athlete in a manner that would be seen by a reasonable observer as maintaining reasonable boundaries

→ Keeping practices open to observation by parents (transparent interactions)

→ Communication with children (including electronic) is transparent, accountable and tied to coaching and team activities

Examples of Inappropriate Behavior:

→ Humiliating or intimidating children

→ Confiding or sharing overly personal information with a child (e.g., sharing financial or relationship problems)

→ Asking children to keep secrets

→ Treating child as an "adult" under guise of maturity

→ Creating an emotional dependency and isolating the athlete from other teammates/staff/parents (e.g., pitting athlete against other teammates and/or against other athletic team staff)

→ Electronic communication with athletes that is personal and not directly tied to coaching duties or the team

→ Communication that is excessive, and not tied to coaching duties or athlete goals

→ Giving athletes inappropriate gifts

→ Inappropriate touching of children (e.g., massaging, stroking, caressing, roughhousing, tickling)

→ Sexualized attention

All interactions and activities with children should be (including electronic communication):

→ Transparent

→ Accountable

→ Tied to coaching/ volunteer/instructional duties

→ In response to meeting the athlete's needs

→ Reflect a duty of care and protection