

NSPAA ZERO TOLERANCE POLICY AGAINST ABUSE

The North St. Paul Athletic Association (NSPAA) is committed to providing a safe environment for it's members and participants and to preventing abusive conduct in any form.

Therefore, we have established the following guidelines of behavior and procedures for our staff, volunteers and participants. All members of this organization, as well as parents, spectators and other invitees are expected to observe and adhere to these guidelines.

1. Abuse of any kind is not permitted within our organization. This means we do not tolerate physical, sexual, emotional or verbal abuse or misconduct from our players, coaches, officials, volunteers, parents or spectators.
2. Physical and sexual abuse, including, but not limited to, striking, hitting, kicking, biting, indecent or wanton gesturing, lewd remarks, indecent exposure, unwanted physical contact, any form of sexual contact or inappropriate touching, are strictly prohibited within our organization.
3. Emotional or verbal abuse is also prohibited. Examples of this prohibited conduct include, but are not limited to such forms of abuse as insulting, threatening, mocking, demeaning behavior or making abusive statements about a person's race, gender, religion, nationality/ethnicity, sex or age.
4. We recommend that every activity sponsored by our program put a "buddy system" in place. Each youth participant should be assigned a buddy during sponsored activities. With due regard to the child's age, it is recommended that no child should go anywhere – to the bathrooms, locker rooms or other location – without his or her buddy. Similarly, two adults should be present during practices, games and special events.
5. To further protect our youth participants, as well as our coaches, officials and volunteers, we strongly advise that adult persons not be alone with a child or with any group of children during the sponsored activities. For example, we recommend that coaches or other adult members of this organization:
 - Do not drive alone with a non-related child participant
 - Do not take a non-related child alone to the locker room, bathrooms or any other private place
 - Provide one-on-one training or individual coaching with the assistance of another adult or child's Buddy.
 - If you must have a private conversation with a non-related youth participant, do it within the view of others, in the gym or on the field, instead of in a private office.

NSPAA ZERO TOLERANCE POLICY AGAINST ABUSE

6. Supervision / Chaperone ratio: Where possible, we recommend that for any sponsored activity, the ratio of adults to youth participants be reasonable. For example, a ratio of 1:8 – one (or more) adults for every eight (8) children with a minimum of two (2) adults for every activity is recommended.
7. We want to let our children know that their concerns, fears and hopes are important by listening to them. Open communication between children and parents or between children and other adults in the organization may help early warning signs of abuse to surface.
8. We encourage parents to become as active as possible in sponsored activities, games, practices and other events. The more the parents are involved, the less likely it is for abusive situations to develop. Parents should also understand that it is their responsibility to monitor their children at all times. This applies both to those children who are participating in the event and to those who are spectators. Parents should not drop their children off and leave the premises or facility. The ultimate responsibility for each child's safety and welfare lies with the child's parents.
9. We will respond quickly to any and all allegations of abuse within this organization. All reports of potential unlawful abuse occurring within NSPAA should be reported to the President of NSPAA. In the event that the alleged abuser is the President, then the report should be made to any member of the NSPAA Board of Directors.

Reports should be made to:
President (or Board of Directors)
2720 Maplewood Dr.
Maplewood, MN 55109
e-mail: dougvand@msn.com

This information will be communicated to the proper authorities for investigation and will be reviewed by the NSPAA directors. The alleged offender will be notified of such allegations promptly.