



First Tee Safe Sport Prevention Policy Summary

Protect the kids, your chapter, your colleagues and yourself by following the policy and by speaking up when something doesn't look right. Remind each other when the policy is overlooked and help prevent the possibility of avoidable accusations. The full policy can be found [here](#).

1. **Stay compliant: Background checks & SafeSport training**

- a. **Non-compliant Covered Adults must stop any engagement with First Tee until compliance is restored.**
- b. "Covered Adults" includes anyone 18 and older authorized by First Tee or a chapter to have regular contact with or authority over minor Participants. This includes board, staff, coaches, and volunteers. All Covered Adults are Mandatory Reporters.
- c. To be eligible to be involved with First Tee, Covered Adults must (1) pass a background check every 2 years AND (2) complete US Center for SafeSport training every year.

2. **Observable & Interruptible: All in-person interactions with Participants**

- a. **Avoid one-on-one interactions with Participants** under 18 years old
- b. One-on-one interactions between a Participant and a Covered Adult are permitted if they occur at an observable and interruptible distance by another adult.
- c. Covered Adults are prohibited from interacting one-on-one with Participants in settings outside of the program that are not observable and interruptible (including, but not limited to, one's home and individual transportation), unless a parent's written consent is provided for each out-of-program contact. Nonetheless, such arrangements are strongly discouraged.

3. **Open & Transparent: All electronic communications with Participants**

- a. Covered Adults communicating directly with one or more Participants via **electronic communications (including phone, text, email, and social media) must always include another Covered Adult or the Participant's legal guardian.**
- b. If a minor Participant communicates to the Covered Adult privately first, the Covered Adult must respond with a copy to another Covered Adult or the Participant's legal guardian.

4. **See Something, Say Something: Know where & what to Report**

- a. **Law enforcement:** Child abuse, sexual abuse, and sexual criminal misconduct must be reported directly to local authorities (police, child protection, etc.) immediately.
- b. **First Tee HQ:** Child abuse, sexual abuse, sexual misconduct, any criminal charges of sexual misconduct or misconduct involving minors, and any suspicion of aiding/abetting, abuse of process or retaliation must be reported to First Tee HQ via [online report](#) or safety@firsttee.org.
- c. **Chapter Leadership:** Emotional and physical misconduct (including bullying, stalking, hazing, and harassment) and other suspected Safe Sport Policy violations must be reported to the Chapter CEO/ED or Program Director and First Tee HQ via [online report](#) or safety@firsttee.org.