



## Dixie Boys Baseball, Inc.

### Overview of the DBB Child Protection Plan

The Dixie Boys Baseball Child Protection Plan was developed to protect our minor participants and assist the leagues in complying with the Safe Sport Act. This overview is a brief summary of the DBB Child Protection Plan that will give you the tools to protect the youth in our leagues and help you become compliant with Federal Law. The complete plan that a league must adopt is located the “League Risk Management” tab on the DBB website at [dixie.org/boys](http://dixie.org/boys).

The Safe Sport Act requires our league affiliates to report suspected child abuse (including sexual abuse) within 24 hours to law enforcement, to establish procedures to limit one-on-one interactions between an amateur athlete who is a minor and an adult (who is not the minor’s legal guardian) at an event or facility under the jurisdiction of the league, to provide consistent training to all adult members who are in regular contact with amateur athletes who are minors. And subject to parental consent, to provide information for parents to train their children regarding prevention and reporting of child abuse. Dixie Boys Baseball and its affiliated leagues must prohibit retaliation against any individual who makes a report under the Safe Sport Act.

Taking steps to protect our youth is paramount in the Dixie Boys Baseball (“DBB”) program. The purposes of this risk management plan is to reduce and/or prevent the occurrence of misconduct in DBB and affiliated league baseball programs as well as to reduce the liability potential for DBB and its leagues. Misconduct can negatively impact participants, league officials/staff members, family, friends, and the sport.

### Education

The DBB Child Protection Plan serves as awareness education training for all league officials and staff who agree to educate themselves on all forms of misconduct and to refrain from engaging in such misconduct and in violating the policies herein. Leagues may adopt the DBB Child Protection Plan or adopt a similar comprehensive plan which complies with Federal Law.

The DBB Child Protection Plan is designed for Dixie Boys Baseball and its affiliated local league organizations. The Plan is also an educational document which meets the educational requirements for all adult volunteers. It should be posted on the national, state, district and local league websites and freely copied and distributed to all adult officials, managers, coaches, volunteers and parents in the program.

Specifically, a league will implement policies in the following areas to address all types of misconduct and to set forth boundaries of appropriate and inappropriate conduct: sexual misconduct, including child abuse; grooming behavior; physical misconduct; emotional misconduct; bullying; harassment; hazing; social media and electronic communications; locker rooms and changing areas; travel; reporting misconduct; screening officials/staff; and monitoring for compliance.

## **Duty to Report**

The Safe Sport Act passed by congress enacted in 2018 which establishes a nationwide standard “duty to report” suspected child abuse, including sexual abuse, within 24 hours to law enforcement. This duty to report extends to all youth baseball programs and affiliated leagues if an individual reasonably suspects a case of abuse within their league, they should report it to the Misconduct Officer (MO), the League President and State Director. The league should separately report such allegations to the appropriate law enforcement authorities as required by state and federal law. Failure to report such abuse may be a violation under state/federal law. Those making such reports may have civil and criminal immunity as long as the report was made in good faith. Participants and parents are also encouraged to report any reasonable suspicions of child abuse and child physical abuse to the league.

After making a report to law enforcement allow law enforcement to conduct its own investigation **DO NOT** engage in any internal investigations or attempt to investigate the credibility of any such allegation. An independent investigation may interfere with the investigation of law enforcement.

Any league official/staff member, participant, or parent who has a reasonable suspicion of emotional abuse, bullying, harassment, hazing, or grooming behavior should report within 24 hours such misconduct to the League. Depending on the severity and nature of the allegations, the League should determine whether to immediately report such allegations within 24 hours to the appropriate law enforcement authorities as required by state or federal law.

Reports of all misconduct made to League may be orally or in writing. The information required is the name of complainant(s) making the report, the type of misconduct alleged, the name(s) of the accused league official or staff member who allegedly engaged in the misconduct, the approximate date(s) of misconduct, and any other relevant information.

Whistleblowers who report misconduct suspicions in good faith should be protected against any retaliation, punishment, and other harm regardless of the outcome of any investigation. To allow otherwise would defeat the purpose of the child abuse and misconduct risk management plan. Anyone who retaliates is subject to disciplinary action.

Likewise, complainants who act in bad faith in making malicious or frivolous allegations are subject to civil and criminal actions and disciplinary action by the league.

In addition to the reporting requirements above, all DBB Leagues shall report to Dixie Boys Baseball.

- (1) The identity of any person (coaches, volunteers, etc.) affiliated with it or any of its members who is convicted of or pleads guilty to, or who is charged with and pleads guilty to a lesser offense, any crime of child abuse and/or crimes of a sexual nature, and
- (2) The identity of any person (coaches, volunteers, etc.) who is permanently banned from participation in its activities or the activities of any of its members as a result of a claim of child abuse or as a result of a claim of sexual abuse.
- (3) Any individual reported by a League to DBB shall be reported to USA Baseball.

## **Background Checks**

The league should select a criminal background check vendor that will run background checks and will assist in interpreting results and in compliance with state and federal laws.

The criminal background check vendor should at a minimum, conduct a third-party criminal background check which searches the National Criminal Database and the National Sex Offender Registry in all 50 states (not limited to just sexual offender records) from state and county databases on all managers, coaches and other authorized adult participants in the league who have repetitive access to and close contact with minor athletes.

All managers, coaches, and other authorized adult participants in the league who have repetitive access to and close contact with minor athletes should undergo a background check for acceptability prior to initial assignment of duties. After the initial background check, the league should run a subsequent background check at least every three years or more often as the league deems appropriate.

To be eligible to manage or coach on any Dixie Boys Baseball, Inc. tournament teams an individual **MUST** have passed a third-party criminal background check which searches the National Criminal Database and the National Sex Offender Registry in all 50 states (not limited to just sexual offender records) from state and county databases. The league president must submit the DBB Tournament Certification Form with the Tournament Team Eligibility Affidavit at the Credentials Meeting before the first tournament game. Documentation of the successful passing of criminal background checks as described above for all managers and coaches must be made available immediately upon request by the organization.

**This document is intended to summarize the DBB Child Protection Plan to give the league an idea of what the plan entails. To be compliant with the Federal Law the league must adopt the full DBB Child Protection Plan that is located under the “Child Protection Plan” tab on our website at [dixie.org/boys](http://dixie.org/boys) or adopt a similar plan which complies with Federal Law.**

DISCLAIMER. THIS CHILD PROTECTION PLAN IS MEANT TO PROVIDE GENERAL AWARENESS AND EDUCATION ON THE TOPIC OF MISCONDUCT IN YOUTH BASEBALL PROGRAMS AND SUGGESTED POLICIES COMPILED FROM VARIOUS RESOURCES AND IS NOT BE CONSTRUED AS ALL-ENCOMPASSING. THIS PLAN MAY CONTAIN INCORRECT INFORMATION AND MAY OMIT CRITICAL INFORMATION. BASEBALL PROGRAMS SHOULD INDEPENDENTLY RESEARCH VARIOUS AUTHORITATIVE SOURCES SUCH AS U.S. CENTER FOR SAFESPORT AND UPDATE AND CUSTOMIZE THIS PLAN, AS NECESSARY. NO SPECIFIC ADVICE OR LEGAL ADVICE IS BEING PROVIDED. ALL DBB LEAGUES ARE SUBJECT TO FEDERAL LAW (PUBLIC LAW 115-126) – The “Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017” (“Safe Sport Act”) LAWS PERTAINING TO CHILD ABUSE AND OTHER MISCONDUCT VARY FROM STATE TO STATE. ALWAYS CONTACT A LOCAL ATTORNEY FOR LEGAL ADVICE IN YOUR STATE. SADLER & COMPANY, INC; dba SADLER SPORTS INSURANCE AND DIXIE BOYS BASEBALL, INC. DISCLAIM ANY AND ALL LIABILITY RESULTING FROM THE PUBLICATION AND THE USE OF THIS AWARENESS AND EDUCATIONAL RISK MANAGEMENT PLAN, IN EXCHANGE FOR RECEIPT OF THIS INFORMATION, RECIPIENT AGREES TO HOLD HARMLESS AND INDEMNIFY SADLER & COMPANY, INC.; dba SADLER SPORTS AND RECREATION INSURANCE AND DIXIE BOYS BASEBALL, INC. AND ITS RESPECTIVE DIRECTORS, OFFICERS, AND EMPLOYEES FOR ANY CLAIMS OF BODILY INJURY, PROPERTY DAMAGE, OR OTHER DAMAGES, INCLUDING REASONABLE ATTORNEY’S FEES, TO THEMSELVES OR THIRD PARTIES.