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I. INTRODUCTION

1. PURPOSE

The purpose of this handbook is to clearly communicate the key principles of The Paloma School of Irish Dance SafeSport program and The Paloma School of Irish Dance's commitment to athlete safety. The SafeSport rules and policies set forth in this Handbook, and as set forth in the Code of the U.S. Center for SafeSport apply to all Paloma Irish Dance participants as defined below. A violation of the SafeSport policies as found in this Handbook may be considered a violation of the Paloma School of Irish Dance Code of Conduct.

2. DEFINITIONS

ADULT

Anyone 18 years of age or older

CLAIMANT

The person who is alleged to have experienced conduct that constitutes violation of this Handbook or a Code violation.

CLASSROOM HELPERS

Classroom Helpers are Minor Athletes who assist regularly in classes through the Paloma School of Irish Dance "Train to Teach" program. Classroom Helpers are required to have background checks and go through basic child abuse training. They are not considered employees, subcontractors, or assistant teachers (see "Teacher" below).

CODE

The rules, policies, procedures and practices of the U.S. Center of Safe Sport. In the event of a discrepancy between any of the rules and policies set forth in this Handbook and the Code, the provisions of the Code shall govern.

MINOR ATHLETE

A Paloma Irish Dance member who is participating in or training in Paloma sanctioned activities such as competitions, classes, performances, etc... and is under the age of 18 years old.

MINOR ATHLETES WHO BECOME ADULT ATHLETES

Minor Athletes who reach the age of majority (i.e. 18 years of age) must adhere to the Minor Athlete Abuse Prevention Policies outlined in this document when interacting with minor athletes who are 14 years of age or younger.

Minor Athletes who reach the age of majority and then obtain a position of authority that presents a power imbalance, such as becoming a teacher, must also comply with these prevention policies regardless of the age of the minor athlete(s) with whom they will interact.

MISCONDUCT

Conduct that results in harm, the potential for harm or the imminent threat of harm. The primary types of Misconduct in sport are emotional misconduct, physical misconduct, sexual misconduct, bullying, threats and harassment, and hazing. The willful failure to report Misconduct one observes may also be Misconduct.

PROGRAM

A Paloma School of Irish Dance initiative or activity organized for the purpose of education, participation, recreation, or competition.

RESPONDENT

A participant who is alleged to have violated a provision of this Handbook or Code of Conduct.

TEACHER OR ASSISTANT TEACHER

Any Staff member (W-2 employee or I-95 subcontractor) who has been authorized, approved, or appointed by The Paloma School of Irish Dance to have regular contact with minor athletes.

WORKSHOP TEACHER

Any outside company or individual that has been hired to work with Minor Athletes at the Paloma School of Irish Dance but is not a Paloma School of Irish Dance employee or subcontractor. These Companies and Individuals must meet the minimum required background checks and carry their own liability insurance.

3. THE U.S. CENTER FOR SAFESPORT

The U.S. Center for SafeSport (the “Center”) is an independent nonprofit organization committed to ending all forms of abuse in sport. An Coimisiun Le Rince Gaelacha, The Irish Dance Teachers Association of North America, and the Mid-Atlantic Region Irish Dance Teachers have granted exclusive authority to the Center to respond to reports of sexual misconduct within the organization. The Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017 (S.534) of U.S. Congress designates the Center to serve as the independent national safe sport organization for all U.S. Olympic and Paralympic sports with the responsibility for developing policies and procedures to prevent the emotional, physical and sexual abuse of amateur Athletes. The Center has exclusive authority over reports of sexual misconduct or conduct related to the underlying sexual misconduct within An Coimisiun Le Rince Gaelacha, The Irish Dance Teachers Association of North America, and the Mid-Atlantic Region Irish Dance Teachers. The Center’s website is www.uscenterforsafesport.org.

The Center is located in Denver, Colorado and opened in March 2017. The Center’s Response and Resolution Office will investigate and resolve alleged policy violations of the SafeSport Code for the U.S. Olympic and Paralympic Movement’s National Governing Bodies as well as policy violations under An Coimisiun Le Rince Gaelacha, The Irish Dance Teacher’s Association of North America, and the Mid-Atlantic Region Irish Dance Teachers when the allegation identified is sexual abuse or misconduct. The U.S. Center for SafeSport has discretionary jurisdiction for all other types of SafeSport violations. The U.S. Center for SafeSport also administers SafeSport Online Training available to National Governing Bodies.

II. ATHLETE PROTECTION POLICIES

The Paloma School of Irish Dance has established the following Athlete Protection Policies to help prevent sexual, emotional, and physical misconduct of an Athlete or Participant at Paloma events, classes, and activities.

Minor athletes who reach the age of majority and then obtain a position of authority that presents a power imbalance, such as becoming an assistant teacher or teacher, must also comply with these prevention policies regardless of the age of the minor athletes with whom they will interact.

1. TWO-DEEP LEADERSHIP

Two-Deep Leadership is a mandatory policy that requires at least one other person, preferably an Adult, be present at all times with an Teacher and a Minor Athlete when the interaction between the Teacher and Minor Athlete is not within a public viewing area where interactions can be easily observed and at an interruptible distance from another Adult (i.e., “rule of 3”). Two-Deep Leadership helps prevent emotional and physical abuse by making it difficult for an Adult to isolate a Minor Athlete and avoid detection. For example, Two-Deep Leadership requirements are met when there is a Minor Athlete and at least The teacher and another Minor Athlete present or when there is a Minor Athlete and The Teacher and at least one other Adult. Two-Deep Leadership is a policy that is intended to limit one-on-one interactions not only to help with protection of Minor Athletes but also to protect Teachers from false or unsubstantiated accusations.

2. REQUIRED POLICIES FOR LIMITING ON-ON-ONE INTERACTIONS WITH MINOR ATHLETES

Federal law, notably the Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017, requires reasonable procedures to limit one-on-one interactions that are not observable and interruptible between a Minor Athlete and an Adult (who is not the minor’s parent or permanent legal guardian) by another adult except under emergency circumstances.

APPROPRIATE ONE-ON-ONE INTERACTIONS

A one-on-one meeting between a Minor Athlete and a Teacher may be necessary to address an Athlete’s concerns, training program or competition schedule. This policy applies to all Teachers. The following are appropriate one-on-one interactions.

Meetings

Any Meeting with a Minor Athlete must occur when others are present (Two-Deep Leadership), except under emergency circumstances. Individual one-on-one meetings must occur where interactions can be easily observed by and at a distance from which another Adult or Minor Athlete can interrupt. If a one-on-one meeting takes place in an office, the door must remain unlocked and open and there must be another Adult or Minor Athlete who is able to observe and interrupt. If a closed-door meeting is necessary, the Teacher must inform and request that another Adult be present and ensure that the door remains unlocked. If an office has a window, blinds and/or curtains should remain open during the meeting.

Individual Training Sessions (i.e. Private Lessons)

Individual training sessions between Minor Athletes and a Teacher is a major component of Irish Dancing. The Minor Athlete's training session must occur in a location where he or she may be easily observed and at a distance from which another Adult or Minor Athlete may interrupt. The current location for the Paloma School of Irish Dance (The Celtic Center of Lancaster) is an excellent location for these types of training sessions as all training areas have viewing windows, glass doors, and in the case of the McNally Multi-Purpose Room: a full store-front window.

3. ELECTRONIC COMMUNICATION AND SOCIAL MEDIA POLICY

All electronic communications between a Teacher and a Minor Athlete must be professional in nature and for the purpose of communicating information about dancing activities. The policy applies to all Teachers. Electronic communication shall include email, text messages, WhatsApp, Facebook, Instagram, Snapchat, Twitter, Tiktok, and all other social media platforms.

The Paloma School of Irish Dance recommends that the content of all electronic communication with a Minor Athlete should be saved by the Teacher for a period of three years and be readily available to share upon request with the Minor Athlete's family or a representative of our Regional, National, and International Governing bodies.

All electronic communication between a Minor Athlete and a Teacher shall meet two-deep Leadership requirements by including at least one other adult, whenever possible. It is recommended that the copied Adult be the Minor Athlete's parent or permanent legal guardian, but it can also be another Teacher or an Adult Athlete. This policy applies when the Minor Athlete initiates the electronic communication and when the Teacher initiates the electronic communication.

FACEBOOK, TWITTER, INSTAGRAM, SNAPCHAT, TIKTOK AND SIMILAR SOCIAL MEDIA

Teachers are prohibited from having Minor Athletes join a personal social media page. Teachers and Minor Athletes are not permitted to "private message" or "instant message" each other privately. Teachers are encouraged to set their social media pages to private settings to avoid Minor Athletes' attempts to friend, follow or access their sites.

The Paloma School of Irish Dance is required to have a signed Name and Likeness Consent and Release Agreement by the Minor Athlete's parent or permanent legal guardian before any distribution, posting of photos, videos, images, etc... Sharing of a Minor Athlete's contact information on any social media site is strictly prohibited.

PARENTAL/PERMANENT LEGAL GUARDIAN REQUEST TO DISCONTINUE ALL ELECTRONIC COMMUNICATIONS

The Paloma School of Irish Dance and Teachers must comply immediately with a request from a Minor Athlete's parent or permanent legal guardian that their child not be contacted through any form of electronic communication.

4. LOCKER ROOMS AND CHANGING AREAS

The Paloma School of Irish Dance does not utilize locker rooms or changing rooms at their training facilities or competitions; however, they are utilized at some performances.

In the case of performances where Changing Areas have been provided:

- Parents / Permanent Legal Guardians of the same sex are allowed and encouraged to be present in the changing areas.
- Teachers are prohibited from being in the changing areas with a Minor Athlete alone.
- Changing Areas used for warm-up and that are intended to be co-ed will be labeled as such and require that the door to be unlocked at all times and shall not be used for undressing.

5. SAFESPORT TRAVEL POLICY

The purpose of the Paloma School of Irish Dance's SafeSport Travel Policy is to provide guidance, minimize one-on-one interactions and reduce the risk of Misconduct. All travel must strictly adhere to Two-Deep Leadership requirements. During travel, all meetings shall be conducted consistent with the one-on-one interaction policy.

LOCAL TRAVEL

Local travel occurs when a parent or permanent legal guardian of a Minor Athlete is responsible for making all travel arrangements. In these instances, it is the responsibility of the parent or permanent legal guardian of the Minor Athlete to ensure the person transporting the Minor Athlete maintains all safety and legal requirements, including, but not limited to, a valid driver's license, proper insurance, well-maintained vehicle, and compliance with all laws.

In an effort to limit one-on-one interactions, Teachers shall not drive alone with a Minor Athlete unless the Teacher is an Immediate Family Member or legal guardian of the Minor Athlete. Two-Deep Leadership must be adhered to at all times for local travel.

INDIVIDUAL OVERNIGHT TRAVEL

The nature of Irish Dancing and its competitive structure means that individual Minor Athletes may sometimes need to travel overnight without other Athletes. The Paloma School of Irish Dance encourages limiting one-on-one time between a Teacher and a Minor Athlete by: 1) meeting Two-Deep Leadership Requirements by traveling with an additional Teacher or at least one other Minor Athlete; and, 2) inviting parents or legal guardians to travel with their Minor Athlete.

A Teacher is prohibited from sharing a hotel room or other sleeping arrangement with a Minor Athlete (unless the Teacher is the parent or legal guardian, or sibling of that particular Minor Athlete. If rooms are connected, such as a hotel room with adjoining rooms, a lock must be in place from both rooms.

III. SAFESPORT COMPLIANCE REQUIREMENTS

1. Paloma Irish Dance Compliance Requirements

The Paloma School of Irish Dance requires all Teachers to have successfully completed the SafeSport Training as well as an approved background check prior to being employed and having any contact with Minor Athletes.

Staff that are administrative or janitorial staff who do not work directly with Minor Athletes are required to have an approved background check prior to employment.

Workshop Techers (i.e. companies or individuals who are hired as subcontractors by the Paloma School of Irish Dance but are not employed by the Paloma School of Irish Dance) are required to have an approved background check prior to employment.

Background Checks:

Background Checks must be obtained by all employed staff and subcontractors and furnished prior to employment. The background checks required are:

- Department of Human Services Child Abuse History Clearance
- Pennsylvania State Police Request for Criminal Records Check

Applications and Fee Information can be found here: <https://www.dhs.pa.gov/providers/Providers/Pages/Child-Abuse-Clearances.aspx>

SafeSport Training:

The SafeSport Training Program for teachers will be paid for and provided by the Paloma School of Irish Dance to all teaching staff. Refresher courses will be required bi-annually.

Verification of Compliance:

All background checks and SafeSport training Certificates will be kept on file at The Paloma School of Irish Dance office in each individual employees' file.

IV. TYPES OF MISCONDUCT

Paloma School Code of Conduct

The Paloma School of Irish Dance will not tolerate or condone any form of harassment (including sexual harassment), misconduct, (including sexual, physical and emotional misconduct), bullying or hazing of any of its members including teachers, employees, parents, athletes and volunteers – or any other persons – while they are participating in or preparing for an activity, class, or event conducted under the auspices of The Paloma School of Irish Dance.

In addition, it is a SafeSport violation for a Participant to violate any provision of the U.S. Center for SafeSport’s Code or Minor Athlete Abuse Prevention Policies (MAAPP) or other proactive policies adopted by the USOC.

In the event of any discrepancy between any definition of the misconduct addressed below and the Center’s Code or MAAPP, the Center’s Code or MAAPP shall take precedent.

There are six types of misconduct addressed in the Paloma School of Irish Dance SafeSport Program:

- Sexual Misconduct
- Physical Misconduct
- Emotional Misconduct
- Bullying, threats, and harassment
- Hazing
- Willful Toleration

1. Sexual Misconduct

Sexual misconduct involves any touching or non-touching sexual interaction that is non-consensual or forced, coerced or manipulated, or perpetrated in an aggressive, harassing, exploitative or threatening manner. It also includes any sexual interaction between an Athlete of any age and a Teacher with evaluative, direct or indirect authority (called an “imbalance of power”). Any act or conduct described as sexual abuse or misconduct under federal or state law (e.g., sexual abuse, sexual exploitation, rape) qualifies as sexual misconduct.

Examples of Sexual Misconduct

Touching offenses

- Unwanted touching by a Teacher of the breast, buttocks, or genitalia of an Athlete.
- Exchange or reward in sport (e.g., feedback, free lessons, team selection, etc.) for sexual acts.
- Sexual relations or intimacies between a Teacher and a Minor Athlete (and in some cases between a Teacher and an Adult Athlete, except in the event of a pre-existing relationship between spouses or life partners.)

Non-Touching offenses

- Sexually oriented comments, jokes or innuendos made to or about an Athlete, or other sexually harassing behavior.
- A Teacher discussing his or her sex life with a Minor Athlete.
- A Teacher asking a Minor Athlete about his or her sex life.

- A Teacher requesting or sending a nude or partial-dress image to a Minor Athlete.
- Exposing Minor Athletes to pornographic material.
- Sending Minor Athletes sexually explicit or suggestive digital or written messages or images (i.e., “sexting”).
- Deliberately exposing a Minor Athlete to sexual acts.
- Deliberately exposing a Minor Athlete to nudity.
- Sexual solicitation, physical advances, or verbal or nonverbal conduct that is sexual in nature.

Minors cannot consent to sexual activity with an Adult. All sexual interaction between an Adult and a Minor is strictly prohibited. Sexual contact between two minors can be abusive if there is a significant disparity in age, size or development.

GROOMING

Abusers may try to control their victims through a systematic process called grooming. An abuser grooms a victim by pushing the boundaries of what is acceptable and the abuser forms connections with their victims (and often the victim’s family).

Six Steps of Grooming

1. Targeting the victim: An abuser will identify a Child and determine his or her vulnerabilities.
2. Gaining trust: Through watching and gathering information about the Child, an abuser will become acquainted with his or her needs.
3. Filling a need: Abusers will often provide lavish gifts, extra attention and affection to forge a bond with their victims.
4. Isolating the Child: By developing a special relationship with the Child, an abuser creates situations in which he or she is alone with the Child.
5. Sexualizing the relationship: An abuser will desensitize a Child by talking to, taking photos of and even creating situations in which both the abuser and victim are touching or naked. The abuser then uses a Child’s curiosity and feelings of stimulation to engage in sexual activity.
6. Maintaining control: To ensure the Child’s continued participation and silence, abusers use secrecy and blame as well as other tactics. Victims sometimes continue their relationship out of fear or shame at the thought of having to tell someone about the abuse.

All questions or concerns related to suspicious or suspected grooming behavior shall be immediately reported to the U.S. Center for SafeSport at safesport.org or call 720.531.0340.

2. PHYSICAL MISCONDUCT

Physical misconduct is physical conduct with a Minor Athlete that intentionally causes or has the potential to cause the Minor Athlete to sustain bodily harm or personal injury. Physical misconduct may also include intentionally hitting or threatening to hit a Minor Athlete with objects or equipment. Physical misconduct includes providing alcohol to a Minor Athlete or Adult Athlete under the age of 21 and providing illegal drugs or non-prescribed medications to an Athlete.

Physical misconduct does not include professionally accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline or improving Athlete performances.

EXAMPES OF PHYSICAL MISCONDUCT

Contact offenses:

- Punching, beating, biting, striking, choking or slapping a Minor Athlete.
- Intentionally hitting a Minor Athlete with objects or equipment.
- Providing alcohol to a Minor Athlete or Adult Athlete under age 21.
- Providing illegal drugs or non-prescribed medications to any Athlete.

Non-contact offenses:

- Isolating a Minor Athlete in a confined space (e.g., locking an athlete in a small space).
- Forcing a Minor Athlete to assume a painful stance or position for no athletic purpose.
- Withholding, recommending against or denying adequate hydration, nutrition, medical attention or sleep.
- Encouraging or permitting a Minor Athlete to return to train prematurely or without the clearance of a medical professional after a serious injury.
- Prescribed dieting or other weight-control shaming (e.g., public weigh-ins, caliper tests for humiliation purposes, encouraging disordered eating behaviors, or failure to act or intervene upon discovery of an eating disorder.)

Physical contact in dance is inherent in instruction and training. Appropriate physical contact has two elements:

- The physical contact takes place in a public area where interactions can be easily observed and at an interruptible distance from another Adult or Minor Athlete. There is no potential for physical or sexual intimacies during the physical contact.
- The physical contact is for the benefit of the Minor Athlete, not to meet an emotional or other need of a Teacher.

3. EMOTIONAL MISCONDUCT

Emotional misconduct involves a pattern of deliberate, non-contact behavior that has the potential to cause emotional or psychological harm to a Minor Athlete. These behaviors may include verbal acts, physical acts or acts that deny attention or support. Emotional Misconduct is typically perpetuated by a person in a position of authority over a Minor Athlete.

EXAMPLES OF EMOTIONAL MISCONDUCT

- Verbal acts: A pattern of verbal behaviors that attack a Minor Athlete personally (e.g., calling them “worthless,” “fat” or “disgusting”); repeatedly and excessively yelling at a Minor Athlete in a manner that serves no productive training or motivational purpose.
- Physical acts: A pattern of physically aggressive behaviors, such as throwing equipment, water bottles or chairs at or in the presence of a Minor Athlete; punching walls, windows or other objects with the purpose of intimidating the Minor Athlete.
- Acts that deny attention and support: A pattern of ignoring a Minor Athlete for extended periods of time or routinely or arbitrarily excluding a Minor Athlete from class.

Note: A single incident, such as a verbal outburst, may be appropriate, but does not constitute emotional misconduct, which requires a pattern of harmful behaviors over time.

4. BULLYING, THREATS AND HARASSMENT

Bullying and threats can be written, verbal, physical or digitally transmitted expressions. Bullying involves an intentional, persistent or repeated pattern of committing or willfully tolerating physical and non-physical behaviors that are intended to cause fear, humiliation, or physical harm in an attempt to socially exclude, diminish, or isolate another person emotionally, physically or sexually. A threat is any intent to physically injure or harm someone.

EXAMPLES OF BULLYING

- Verbal acts: Teasing, ridiculing, taunting, name-calling or intimidating or threatening to cause someone harm.
- Physical acts: Hitting, pushing, punching, beating, biting, striking, kicking, hoking, spitting or slapping; throwing objects such as equipment at another Athlete.
- Cyberbullying: Using digital communications, social media or other technology to harass, frighten, intimidate, humiliate or socially exclude someone.

Bullying behavior is different from mean or rude behavior in the following ways:

- Mean is defined as purposefully saying or doing something to hurt someone very infrequently.
- Rude is defined as intentionally saying or doing something that hurt someone else infrequently.
- Bullying is defined as intentionally aggressive and persistent behavior repeated over time.

The main distinction between “rude” and “mean” behavior has to do with intention. While rudeness is often unintentional, mean behavior very much aims to hurt or degrade someone. Mean and rude behaviors that do not rise to the level of bullying shall be addressed by the Dance School as they are not violations of the SafeSport policy.

HARASSMENT

Harassment in sport includes any pattern of physical and/or non-physical behaviors that (a) are intended to cause fear, humiliation or annoyance, (b) offend or degrade, (c) create a hostile environment, or (d) reflect discriminatory bias in an attempt to establish dominance, superiority or power over an individual Athlete or group based on gender, race, ethnicity, culture, religion, sexual orientation, gender expression, or mental or physical disability. It also can be the creation of an environment through behavior or course of conduct that is insulting, intimidating, humiliating, demeaning or offensive.

Examples of harassment:

- Name-calling
- Taunts
- Threats
- Belittling

SEXUAL HARASSMENT

Sexual harassment is a form of harassment prohibited by this policy. It shall be a violation for any Athlete to harass another Athlete through conduct or communications of a sexual nature or to retaliate against anyone who reports sexual harassment or participates in a harassment investigation.

If the U.S. Center for SafeSport does not exercise jurisdiction, The Paloma School of Irish Dance will act in accordance with its rules and appropriate corrective action shall be taken. Corrective action includes taking all reasonable steps to end the harassment, to prevent harassment from recurring and to prevent retaliation against anyone who reports sexual harassment or participates in a harassment investigation.

Unwelcome sexual advances, requests for sexual acts, or other verbal, nonverbal or physical conduct of a sexual nature may constitute sexual harassment, even if the harasser and the Athlete being harassed are the same sex or gender and whether or not the Athlete resists or submits to the harasser, when:

- a) Submission to such conduct is made either explicitly or implicitly a term or condition of an Athlete's participation in any activity; or
- b) Submission to or rejection of such conduct by an Athlete is used as the basis for decisions affecting the Athlete; or
- c) Such conduct is sufficiently severe, persistent or pervasive such that it limits an Athlete's ability to participate in or benefit from a program or activity or it creates a hostile or abusive environment.

Any conduct of a sexual nature directed by one Athlete toward another Athlete is presumed to be unwelcome and shall constitute sexual harassment. Acts of verbal or physical aggression, intimidation or hostility based on sex or gender, but not involving conduct of a sexual nature, may also constitute sexual harassment. Legitimate non-sexual touching or other non-sexual conduct is not sexual harassment.

An Athlete, parent or permanent legal guardian of an Athlete who engages in any act of harassing or sexually harassing behavior is subject to appropriate disciplinary action, including but not limited to, removal from the venue, suspension, permanent ban or referral to law enforcement authorities. The severity and pattern, if any, of the harassing or sexually harassing behavior and/or result caused by such behavior shall be taken into consideration when disciplinary decisions are made.

5. HAZING

Hazing includes any conduct that is intimidating, humiliating, offensive or physically harmful that is typically an activity that serves as a condition for joining a group or being socially accepted by a group's members.

Examples of hazing

- Requiring or forcing (including through peer pressure) the consumption of alcohol or illegal drugs.
- Typing, taping, or physically restraining an Athlete.
- Sexual simulations or sexual acts of any nature.
- Sleep deprivation, or the withholding of water and/or food.
- Social actions or public displays (e.g. public nudity) that are illegal or meant to draw ridicule.
- Beating, paddling, or other forms of physical assault.

6. WILLFUL TOLERATION

It is a violation of these SafeSport policies to willfully tolerate any misconduct where an Athlete observes or otherwise knows of the misconduct but takes no action to report it on behalf of the affected Athlete.

V. REPORTING SAFESPORT CONCERNS

1. MANDATORY REPORTING

All individuals, regardless of membership with the Paloma School of Irish Dance, are encouraged to suspected child abuse and/or sexual misconduct to the U.S. Center for SafeSport and local law enforcement. There are no fees for filing a SafeSport report with the U.S. Center for SafeSport.

2. REPORTING SEXUAL MISCONDUCT

The U.S. Center for SafeSport handles all reports of sexual misconduct. Make a report to the Center if you have suspicions or have heard allegations of sexual misconduct, such as child sex abuse, non-consensual sexual conduct, sexual harassment or intimate relationships involving an imbalance of power (i.e., an inappropriate relationship between a Teacher and an Athlete, regardless of age.)

- Go to www.uscenterforsafesport.org to make an online report involving sexual abuse and misconduct to the U.S. Center for SafeSport.
- You may also call the U.S. Center for SafeSport at: 720.531.0340.

Reports to the U.S. Center for SafeSport may be made anonymously.

3. REPORTING OTHER SAFESPORT VIOLATIONS

All questions or concerns regarding possible SafeSport violations other than sexual misconduct, such as failure to comply with the policies set forth in this Handbook and other misconduct such as emotional or physical misconduct, bullying, hazing or harassment should be made directly to The Paloma School of Irish Dance or local law enforcement.

Reports to The Paloma School of Irish Dance may be made anonymously. The Paloma School of Irish Dance will use reasonable efforts to maintain anonymity but cannot guarantee that a report will remain anonymous. Anonymous reporting may make it more challenging for The Paloma School of Irish Dance to investigate or properly address misconduct or abuse, but The Paloma School of Irish Dance recognizes that it may be difficult for a Claimant to report an allegation otherwise.

4. BAD-FAITH ALLEGATIONS

A report of abuse, misconduct or a policy violation that is malicious, frivolous or made in bad-faith is prohibited. Such reports will be considered a violation of The Paloma School of Irish Dance SafeSport policy and grounds for disciplinary action. Depending on the nature of the allegation, a person making a malicious, frivolous or bad-faith report may also be subject to civil and/or criminal proceedings.

5. WHISTLEBLOWER PROTECTION

Regardless of whether the allegation(s) is proven, The Paloma School of Irish Dance will support the Claimant(s) and his or her right to express concerns in good faith. The Paloma School of Irish Dance will not allow or tolerate attempts from any individual to retaliate, punish or in any way harm any individual(s) who report a concern in good faith. Such retaliatory actions against a Claimant may be grounds for disciplinary action.