



Lightning Basketball Academy - By-Law 002 - Athlete Protection Guidelines

Lightning Basketball Academy (LBA) is committed to providing a safe, respectful, and inclusive environment for all athletes. These Athlete Protection Guidelines are designed to ensure the well-being of our athletes and are aligned with Safe Sport principles, Equity, Diversity, and Inclusion (EDI) standards, and the Rule of Two. By adhering to these guidelines, we aim to prevent abuse, discrimination, and harassment while promoting a positive and supportive sports experience.

1. Zero Tolerance Policy

Abuse Prevention: LBA has a zero-tolerance policy for any form of abuse, including physical, emotional, sexual, or verbal abuse. All reports of abuse will be taken seriously and investigated thoroughly.

Discrimination and Harassment: Any form of discrimination or harassment based on race, ethnicity, gender, sexual orientation, disability, or any other protected characteristic is strictly prohibited.

2. Rule of Two

Two-Adult Rule: Any one-on-one interaction between an athlete and a coach or staff member must occur in the presence of at least two adults. This rule applies to all training sessions, meetings, and transportation.

Exceptions: Exceptions to the Rule of Two may only be made in emergency situations or with prior authorization from LBA management. All exceptions must be documented and justified.

3. Safe Environment

Facility Safety: Ensure that all facilities and equipment are maintained in a safe condition. Conduct regular safety checks to identify and address potential hazards.

Designated Interaction Areas: Use designated areas for private discussions between athletes and coaches. Avoid isolated or private settings for one-on-one interactions whenever possible.

4. Boundaries and Conduct

Physical Boundaries: Respect athletes' personal space. Physical contact should be appropriate, necessary, and conducted with the athlete's consent. Avoid any unnecessary or inappropriate physical contact.

Communication Boundaries: Maintain professional boundaries in all communications. Use appropriate channels for interactions with athletes and avoid personal or inappropriate communication through social media or other personal platforms.

Behavioral Standards: Exhibit behavior that reflects respect, professionalism, and good sportsmanship. Inappropriate or abusive behavior will not be tolerated.

5. Education and Training

Mandatory Training: All coaches, staff, and volunteers must complete mandatory Safe Sport and EDI training. This includes education on recognizing abuse, reporting procedures, and fostering an inclusive environment.

Ongoing Development: Engage in continuous education and training to stay informed about best practices for athlete protection and inclusivity.

6. Reporting Procedures

Reporting Mechanisms: Provide clear, confidential, and accessible reporting mechanisms for athletes, parents, and staff to report concerns or incidents of abuse, discrimination, or harassment.

Immediate Reporting: Encourage prompt reporting of any issues. Delays in reporting can impact the effectiveness of the response and the safety of athletes.

Confidentiality: Protect the confidentiality of those who report concerns. Ensure that individuals are shielded from retaliation or negative consequences.

7. Support and Response

Support Services: Offer support services, including counseling and mental health resources, for athletes who report abuse or misconduct.

Investigation Process: Implement a thorough, fair, and timely investigation process for all reported incidents. Ensure that all parties involved are treated with respect and confidentiality.

Corrective Actions: Take appropriate corrective actions based on the investigation findings. This may include disciplinary measures for those who violate policies.

8. Parental and Guardian Involvement

Education for Parents/Guardians: Educate parents and guardians about athlete protection policies and encourage them to support a safe and respectful environment.

Open Communication: Maintain open lines of communication with parents and guardians regarding any concerns or issues related to their child's participation.

9. Documentation and Record Keeping

Accurate Records: Keep detailed records of all training, reports, investigations, and actions taken. Ensure that all documentation is stored securely and accessed only by authorized personnel.

Policy Review: Regularly review and update these guidelines to ensure they comply with Safe Sport, EDI standards, and best practices.

10. Acknowledgment and Compliance

Acknowledgment Form: Require all athletes, coaches, and staff to review and sign an acknowledgment form confirming their understanding and commitment to these guidelines.

Compliance Monitoring: Regularly monitor and assess compliance with these guidelines through feedback, assessments, and audits.

For questions, concerns, or to report incidents, please contact:
lightningbasketballacademy@gmail.com

Acknowledgment: By participating in Lightning Basketball Academy, you agree to adhere to these Athlete Protection Guidelines and contribute to a safe, respectful, and inclusive environment.

Record of Change:

Version Number	Reason for Change	Date
001	New Policy	2024-06-15