

STAFF POLICY ON PROTECTING ATHLETES

The Samuel H. Wang Yeshiva University High School for Girls (YUHSG) is committed to ensuring the well-being, safety and protection of each of its student-athletes. In light of the influence, power and position of trust wielded by coaches and other members of the athletic staff, YUHSG believes it is important to set forth guidelines to help define appropriate behavior and conduct of its athletic staff in order to cultivate a safe and positive environment for its student-athletes. These guidelines apply to the behavior and conduct of all members of YUHSG athletic staff, whether on-campus or off-campus.

Each member of the athletic staff should maintain professionalism and avoid any appearance of impropriety in his/her relationships with student-athletes. Relationships of a peer-to-peer nature between an athletic staff person and a student-athlete should be avoided. The athletic staff person must recognize that he/she is always the adult and refrain from getting too close to the student-athlete.

YUHSG prohibits, and will not tolerate, any form of sexual assault or harassment. Sexual harassment is generally defined as any unwelcome sexual advance, request for sexual favors, or other unwelcome verbal or physical conduct of a sexual nature.

Behaviors that constitute sexual harassment include, but are not limited to, the following:

- Remarks, jokes, and comments about a person's body, appearance, sex, or sexual orientation
- Inquiries or comments about a person's sexual activities
- Obscene or suggestive gestures
- Use of inappropriate or derogatory sexual language
- Inappropriate physical contact, including inappropriate touching, kissing, patting, and pinching
- Promises or threats contingent on the performance of sexual favors

Every member of the athletic staff is expected to avoid and/or report any behavior that could be considered sexual harassment, and monitor the actions of the other members of the athletic staff as well as the student-athletes. Behaviors to avoid include, but are not limited to, the following:

- Being alone with a student-athlete, especially when engaging in otherwise permitted physical contact such as when teaching a skill

- Giving a student-athlete a rubdown or massage, unless the athletic staff person is a massage or similar therapist or trainer and it is conducted in an open and public location in the presence of others
- Being in showers or locker rooms while a student-athlete is undressed, unless another member of the athletic staff is present
- Showering or otherwise undressing in front of a student-athlete
- Communicating with a student-athlete on any topic that is sexual or inappropriate in nature
- Engaging in horseplay, roughhousing or other inappropriate games with a student-athlete
- Giving inappropriate gifts to a student-athlete
- Providing alcohol or drugs to a student-athlete, or permitting her to drink alcohol or take drugs
- Promoting, providing access to and/or sharing pornographic material with a student-athlete
- Sharing a hotel room or other sleeping arrangement with a student-athlete (unless the athletic staff person is the parent, guardian, or sibling of that particular student-athlete)

YUHSG recognizes that there may be certain circumstances where the foregoing behavior cannot be avoided, such as when the student-athlete requests privacy to discuss a confidential issue or receive medical care. In such circumstances, the athletic staff person should consult with his/her supervisor to determine the appropriate way to behave.

Every member of the athletic staff also must refrain, and prohibit others, from using audio or visual recording, including a cell phone camera, in changing areas, rest rooms or locker rooms.

Any student-athlete who believes she has been subject to inappropriate behavior, or others who have knowledge of or witness any possible occurrence, should report the incident immediately to YUHSG's Head of School. A report can also be made to any Assistant Principal, guidance counselor or teacher. These persons should then report the incident to the Head of School. The Head of School will consult with the Office of Diversity & Affirmative Action of Yeshiva University located on the Einstein Campus, 1300 Morris Park Avenue, Belfer Educational Center for Health Sciences, Room 1206, Bronx, New York 10461, phone number (718) 430-3771. In addition, the reporting person may use the confidential Compliance Hotline of Yeshiva University by calling the toll free hotline at 866-447-5052 or via the web at <https://www.integrity-helpline.com/yu.jsp>.

YUHSG also urges any victim of a sexual assault to report the crime to the local police department, and YUHSG personnel will assist the victim through the reporting process. As applicable, any suspected child abuse or maltreatment should also be reported to the Child Abuse Hotline (Mandated Reporter Hotline (800) 635-1522; Public Hotline (800) 342-3720) or other appropriate authorities.

Retaliation against any individual who filed and/or participated in the investigation of a complaint in good faith, even if the complaint is unsubstantiated, is prohibited, and YUHSG will take reasonable action to protect individuals from retaliation or reprisal.

If an athlete initiates inappropriate behavior to a member of the athletic staff, that staff person should document the incident and report it immediately to his/her supervisor. The supervisor should then promptly report the incident to the Head of School, who will consult with the Office of Diversity & Affirmative Action of Yeshiva University.

YUHSG expects its coaches and other members of the athletic staff to serve as role models and appropriate mentors to the student-athletes and facilitate their intellectual, athletic and personal growth. It will respond promptly to any report of sexual misconduct, threats, acts of violence, or acts of aggression against its student-athletes.

Any member of the athletic staff who is charged with a pending sexual offense by any local, state, federal or foreign entity should promptly report such charge to the Head of School, who will consult with the Office of Diversity & Affirmative Action of Yeshiva University.