



**Friends of BLS Crew, Inc.  
SafeSport Policy and Handbook<sup>1</sup>  
As of 3/1/2024**

As a USRowing member organization, Friends of BLS Crew, Inc. (“BLS Crew”) has adopted this SafeSport Policy and Handbook (“SafeSport Policy”). It prohibits, defines, and provides policies and procedures for addressing misconduct in sport, including:

- Bullying
- Hazing
- Harassment (including sexual harassment)
- Emotional Misconduct
- Physical Misconduct
- Sexual Misconduct (including child sexual abuse)

BLS Crew is committed to ensuring athletes’ safety and to promoting an environment free from misconduct.

### **TRAINING AND EDUCATION**

BLS Crew’s policies and procedures require coaches, Board members, and/or volunteers to report abuse, misconduct, and violations of this SafeSport Policy. To do so, coaches, Board members, and/or volunteers should have a basic understanding of sexual abusers, as well as “grooming,” the most common strategy offenders use to seduce their victims. Using a combination of attention, affection and gifts, offenders select a child, win the child’s trust (and the trust of the child’s parent or guardian), manipulate the child into sexual activity, and keep the child from disclosing abuse.

All coaches must complete online awareness training concerning misconduct in sport before performing services for BLS Crew. BLS Crew Board members, parents, and volunteers are also encouraged to complete the training.

### **APPLICANT SCREENING**

---

<sup>1</sup> This Policy and Handbook has been, in large part, drawn from USRowing’s SafeSport template for member organizations.

Coaches must complete an applicant screening process before performing services for BLS Crew.

Elements of our screening process include, as applicable, successful completion of an application, interview, and reference check, as well as a CORI/SORI check performed by the Boston Public Schools.

## **PROHIBITED CONDUCT**

Prohibited conduct must be reported as set forth below. Prohibited conduct consists of:

### **1. Bullying**

- 1) An intentional, persistent and repeated pattern of committing or willfully tolerating physical and non-physical behaviors that are intended, or have the reasonable potential, to cause fear, humiliation or physical harm in an attempt to socially exclude, diminish or isolate the targeted athlete(s), as a condition of membership.
- 2) Any act or conduct described as bullying under federal or state law.

### ***Exceptions***

Bullying does not include group or team behaviors that (a) are meant to establish normative team behaviors, or (b) promote team cohesion.

For example, bullying does not include verbal admonitions to encourage team members to train harder and to push through a difficult training regimen.

### ***Examples***

Examples of bullying prohibited by this Policy include, without limitation:

- 1) Physical behaviors. Behaviors that include (a) hitting, pushing, punching, beating, biting, striking, kicking, choking, or slapping an athlete; (b) throwing at or hitting an athlete with objects such as sporting equipment.
- 2) Verbal and emotional behaviors. Behaviors that include (a) teasing, ridiculing, intimidating; (b) spreading rumors or making false statements; or (c) using electronic communications, social media, or other technology to harass, frighten, intimidate or humiliate ("cyber bullying").

### **2. Hazing**

- 1) Coercing, requiring, forcing or willfully tolerating any humiliating, unwelcome or dangerous activity that serves as a condition for (a) joining a group or (b) being socially accepted by a group's members; or
- 2) Any act or conduct described as hazing under federal or state law.

### ***Exception***

Hazing does not include group or team activities that (a) are meant to establish normative team behaviors or (b) promote team cohesion.

### ***Examples***

Examples of hazing prohibited by this Policy include, without limitation:

- 1) requiring, forcing or otherwise requiring the consumption of alcohol or illegal drugs
- 2) tying, taping or otherwise physically restraining an athlete
- 3) sexual simulations or sexual acts of any nature
- 4) sleep deprivation, otherwise unnecessary schedule disruption or the withholding of water and/or food
- 5) social actions (e.g. grossly inappropriate or provocative clothing) or public displays (e.g. public nudity) that are illegal or meant to draw ridicule
- 6) beating, padding or other forms of physical assault
- 7) excessive training requirements focused on individuals on a team

## **3. Harassment**

A repeated 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; or

Any act or conduct described as harassment under federal or state law

### ***Exceptions***

None

### ***Examples***

Examples of harassment prohibited by this Policy include, without limitation:

- 1) **Physical offenses.** Behaviors that include (a) hitting, pushing, punching beating, biting, striking, kicking choking or slapping an athlete or participant; (b) throwing at or hitting an athlete with objects including sporting equipment.

- 2) **Non-physical offenses.** Behaviors that include (a) making negative or disparaging comments about an athlete's sexual orientation, gender expression, disability, religion, skin color or ethnic traits; (b) displaying offensive materials gestures or symbols; (c) withholding or reducing playing time to an athlete based on his or her sexual orientation.

#### **4. Emotional Misconduct**

- 1) A pattern of deliberate, non-contact behavior that has the potential to cause emotional or psychological harm to an athlete. Non-contact behaviors include:
  - a) verbal acts
  - b) physical acts
  - c) acts that deny attention or support
- 2) Any act or conduct described as emotional abuse or misconduct under federal or state law (e.g. child abuse, child neglect).

#### ***Exception***

Emotional misconduct does not include professionally-accepted coaching methods of skill enhancement, physical conditioning, team building, discipline or improving athletic performance.

#### ***Examples***

Examples of emotional misconduct prohibited by this policy include, without limitation:

- 1) **Verbal Acts.** A pattern of verbal behaviors that (a) attack an athlete personally (e.g., calling them worthless, fat or disgusting) or (b) repeatedly and excessively yelling at a particular participant or participants in a manner that serves no productive training or motivational purpose.
- 2) **Physical Acts.** A pattern of physically aggressive behaviors, such as (a) throwing sport equipment, water bottles or chairs at, or in the presence of, participants; or (b) punching walls, windows or other objects.
- 3) **Acts that Deny Attention and Support.** A pattern of (a) ignoring an athlete for extended periods of time or (b) routinely or arbitrarily excluding participants from practice.

***Note: Bullying, harassment, and hazing often involve some form of emotional misconduct.***

## 5. Physical Misconduct

- 1) Contact or non-contact conduct that results in, or reasonably threaten to, cause physical harm to an athlete or other sport participants; or
- 2) Any act or conduct described as physical abuse or misconduct under federal or state law (e.g. child abuse, child neglect, assault).

### ***Exceptions***

Physical misconduct does not include professionally-accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline or improving athlete performance. For example, hitting, punching, and kicking are well-regulated forms of contact in combat sports, but have no place in rowing.

### ***Examples***

Examples of physical misconduct prohibited by this Policy include, without limitation:

- 1) **Contact offenses.** Behaviors that include:
  - a) punching, beating, biting, striking, choking or slapping an athlete;
  - b) intentionally hitting an athlete with objects or sporting equipment;
  - c) providing alcohol to an athlete under the legal drinking age (under U.S. law);
  - d) providing illegal drugs or non-prescribed medications to any athlete;
  - e) encouraging or permitting an athlete to return to play pre-maturely
  - f) following a serious injury (e.g., a concussion) and without the clearance of a medical professional;
  - g) prescribing dieting or other weight-control methods (e.g., weigh-ins, caliper tests), in violation of the BLS Crew Coaches' Handbook for lightweight rowing, or without regard for the nutritional well-being and health of athlete.
- 2) **Non-contact offenses.** Behaviors that include:
  - a) isolating an athlete in a confined space (e.g., locking an athlete in a small space);
  - b) forcing an athlete to assume a painful stance or position for no athletic purpose (e.g., requiring an athlete to kneel on a harmful surface);
  - c) withholding, recommending against or denying adequate hydration, nutrition, medical attention or sleep.

***Note: Bullying, harassment and hazing often involve some form of physical misconduct.***

## 6. Sexual Misconduct

- 1) Any touching or non-touching sexual interaction that is (a) nonconsensual or forced, (b) coerced or manipulated, or (c) perpetrated in an aggressive, harassing, exploitative or threatening manner;
- 2) Any sexual interaction between an athlete and an individual with evaluative, direct or indirect authority. Such relationships involve an imbalance of power and are likely to impair judgment or be exploitative; or
- 3) Any act or conduct described as sexual abuse or misconduct under federal or state law (e.g. sexual abuse, sexual exploitation, rape).

***Note: An imbalance of power is always assumed between a coach and an athlete.***

### Types of Sexual Misconduct

Types of sexual misconduct include:

- 1) sexual assault,
- 2) sexual harassment,
- 3) sexual abuse, or
- 4) any other sexual intimacies that exploit an athlete. **Minors cannot consent to sexual activity with an adult**, and all sexual interaction between an adult and a minor is strictly prohibited.

### Exceptions

None

### Examples

Examples of sexual misconduct prohibited under this Policy include, without limitation:

- 1) **Touching offenses.** Behaviors that include:
  - a) fondling an athlete's breasts or buttocks
  - b) exchange of reward in sport (e.g. team placement, scores, feedback) for sexual favors
  - c) genital contact
  - d) sexual relations or intimacies between persons in a position of trust, authority and/or evaluative and supervisory control over athletes or other sport participants.

2) **Non-touching offenses.** Behaviors that include:

- a) coach discussing his or her sex life with an athlete
- b) coach asking an athlete about his or her sex life
- c) coach requesting or sending a nude or partial-dress photo to athlete
- d) exposing athletes to pornographic material
- e) sending athletes sexually explicit or suggestive electronic or written messages or photos (e.g. sexting)
- f) deliberately exposing an athlete to sexual acts
- g) deliberately exposing an athlete to nudity (except in situations where locker rooms and changing areas are shared)
- h) sexual harassment; specifically, the sexual solicitation, physical advances, or verbal or nonverbal conduct that is sexual in nature, and
  - i) is unwelcome, offensive or creates a hostile environment, and the offending individual knows or is told this
  - ii) is sufficiently severe or intense to be harassing to a reasonable person in the context.

## 7. Child Sexual Abuse

- 1) Any sexual activity with a child where consent is not or cannot be given. This includes sexual contact with a child that is accomplished by deception, manipulation, force or threat of force, regardless of the age of the participants, and all sexual interactions between an adult and a child regardless of whether there is deception or the child understand the sexual nature of the activity.

**Note concerning peer-to-peer child sexual abuse:** Sexual contact between minors can also be abusive. Whether or not a sexual interaction between children constitutes child sexual abuse turns on the existence of an aggressor, the age difference between the children, and/or whether there is an imbalance of power and/or intellectual capabilities.

- 2) Any act or conduct described as child sexual abuse under federal or state law.

### **Exception**

None

### **Examples**

Sexually abusive acts may include sexual penetration, sexual touching or non-contact sexual acts such as verbal acts, sexually suggestive electronic or written communications, exposure or voyeurism.



## **WILLFULLY TOLERATING MISCONDUCT**

It is a violation of this Policy if a coach and/or volunteer knows of misconduct, but takes no action to intervene on behalf of the athlete(s), participant(s), and/or volunteers.

## **REPORTING**

Although these policies are designed to reduce child sexual abuse and other misconduct, it can still occur. Coaches, volunteers, parents, and participants of BLS Crew programs must report any suspected violations of this SafeSport Policy either to the program coordinator or to a BLS Crew officer (President, Vice President, or Treasurer, as identified at [www.blscREW.org](http://www.blscREW.org)). Anyone reporting an incident is encouraged to do so in writing as well as in a verbal communication. Reports may be made anonymously if desired. **BLS Crew does not investigate suspicions or allegations of child physical or sexual abuse, or attempt to evaluate the credibility or validity of such allegations, as a condition of reporting suspicions or allegations to the appropriate law enforcement authorities.**

## **SUPERVISION OF ATHLETES AND PARTICIPANTS**

During training and competition, BLS Crew strives to create two-deep leadership and minimize one-to-one interactions to create a safe training environment and to protect athletes and participants.

## **APPROPRIATE ONE-ON-ONE INTERACTIONS**

### **Individual Meetings**

An individual meeting may be necessary to address an athlete's concerns, training program, or competition schedule. Under these circumstances, coaches and/or volunteers are to observe the following guidelines:

- Any individual meeting should occur when others are present and where interactions can be easily observed
- Where possible, an individual meeting should take place in a publicly visible and open area
- If an individual meeting is to take place in an office, the door should remain unlocked and open
- If a closed-door meeting is necessary, the coach must inform another coach and ensure the door remains unlocked

## **Individual Training Sessions**

An individual training session(s) with an athlete or participant may also be desired or necessary. Under these circumstances, written permission of a minor athlete's parents or guardians is required in advance of the individual training session(s), and BLS Crew encourages parents and guardians to attend the training session.

## **PROHIBITED ONE-ON-ONE INTERACTIONS**

Except as set forth above, minor athletes and participants will not be left unattended or unsupervised during BLS Crew activities and BLS coaches and/or volunteers are prohibited from being alone with an individual athlete or participant in any room or building.

## **PHYSICAL CONTACT WITH ATHLETES**

Appropriate physical contact between athletes and coaches and/or volunteers is a productive and inevitable part of sport. Athletes are more likely to acquire advanced physical skills and enjoy their sport participation through appropriate physical contact. However, guidelines for appropriate physical contact reduce the potential for misconduct in sport.

## **APPROPRIATE PHYSICAL CONTACT**

BLS Crew adheres to the following principles and guidelines in regards to physical contact with our athletes:

### **Common Criteria for Appropriate Physical Contact**

Physical contact with athletes – for safety, consolation and celebration – has multiple criteria in common which make them both safe and appropriate. These include:

- the physical contact takes place in public
- there is no potential for, or actual, physical or sexual intimacies during the physical contact
- the physical contact is for the benefit of the athlete, not to meet an emotional or other need of an adult

## **Safety**

The safety of our athletes is paramount and in many instances we make the athletic space safer through appropriate physical contact. Examples include:

- spotting an athlete so that they will not be injured by a fall or piece of equipment
- positioning an athlete's body so that they more quickly acquire an athletic skill, get a better sense of where their body is in space, or improve their balance and coordination
- making athletes aware that they might be in harm's way because of other athletes practicing around them or because of equipment in use

- releasing muscle cramps

## **Celebration**

Sports are physical by definition and we recognize participants often express their joy of participation, competition, achievement and victory through physical acts. We encourage these public expressions of celebration, which include:

- greeting gestures such as high-fives, fist bumps, and brief hugs
- congratulatory gestures such as celebratory hugs, “jump-arounds” and pats on the back for any form of athletic or personal accomplishment

## **Consolation**

It may be appropriate to console an emotionally distressed athlete (e.g., an athlete who has been injured or has just lost a competition). Appropriate consolation includes publicly:

- embracing a crying athlete
- putting an arm around an athlete while verbally engaging them in an effort to calm them down (“side hugs”)
- lifting a fallen athlete off the playing surface and “dusting them off” to encourage them to continue competition

## **PROHIBITED PHYSICAL CONTACT**

Prohibited forms of physical contact, which shall be reported immediately under our Policy include, without limitation:

- asking or having an athlete sit in the lap of a coach, administrator, staff member or volunteer
- lingering or repeated embraces of athletes that go beyond the criteria set forth for acceptable physical contact
- slapping, hitting, punching, kicking or any other physical contact meant to discipline, punish or achieve compliance from an athlete
- “cuddling” or maintaining prolonged physical contact during any aspect of training, travel or overnight stay
- playful, yet inappropriate contact that is not a part of regular training, (e.g., tickling or “horseplay” wrestling)
- continued physical contact that makes an athlete obviously uncomfortable, whether expressed or not
- any contact that is contrary to a previously expressed personal desire for decreased or no physical contact, where such decreased contact is feasible in a competitive training environment.

## **VIOLATIONS**

Violations of this policy must be reported to the program coordinator or a BLS Crew officer.

**Some forms of physical contact may constitute child physical or sexual abuse that must be reported to appropriate law enforcement authorities.**

## **ELECTRONIC COMMUNICATIONS AND SOCIAL MEDIA POLICY**

As part of BLS Crew's emphasis on athlete safety, all electronic communications between a coach and athlete must be professional in nature and for the purpose of communicating information about team activities.

As with any communication, the content of any electronic communication should be readily available to share with the athlete's family. At the request of a parent or guardian, any email, electronic text, social media or similar communication will copy or include the athlete's parents or guardians.

### **GENERAL SOCIAL MEDIA USE**

Coaches may not invite or accept requests by BLS Crew athletes to join, friend, or follow coaches' personal social media pages (e.g., private pages/profiles on Facebook, Instagram, etc.). In the event that a coach has a public social media page, athletes may follow, friend, or join the page, but coaches must not follow athletes back. There will be no communication between athlete and coach through coaches' personal social media pages. (Note that former rowers who have graduated from BLS are welcome to stay in touch through social media outside of these policies.)

Athletes and parents may join, friend, or follow an official BLS Crew team social media page (e.g., Facebook, Instagram, Twitter, etc.), and coaches may communicate with athlete members through those sites. All posts, messages, text, or media of any kind between coaches and athletes must be professional in nature and for the purpose of communicating information about team activities or for team-oriented motivational purposes.

### **SNAPCHAT**

There will be no official or coach-run Snapchat for BLS Crew. Coaches are forbidden from sending Snapchats to BLS Crew athletes. If an athlete sends a Snapchat to a coach, that coach has an affirmative duty to tell that athlete that coaches cannot receive snapchats from athletes.

### **EMAIL, TEXT MESSAGES, AND SIMILAR ELECTRONIC COMMUNICATIONS**

Athletes and coaches may use email, text messages, and similar electronic communications. All electronic messages between coaches and athletes must be professional in nature and for the

purpose of communicating information about team activities. Email from a coach to any athlete should come from BLS Crew email (the coach's return email address will contain "@blscrew.org").

## **ELECTRONIC IMAGERY**

From time to time, digital photos, videos of practice or competition, and other publicly obtainable images of the athlete – individually or in groups – may be taken. These photos and/or videos may be submitted to local, state or national publications, used in club videos, posted on club or club associated websites, or offered to the club families seasonally on disc or other electronic form. It is the default policy of BLS Crew to allow such practices as long as the athlete or athletes are in public view and such imagery is both appropriate and in the best interest of the athlete and the club. Imagery must not be contrary to any rules as outlined in BLS Crew's SafeSport Policy.

## **REQUEST TO DISCONTINUE ALL ELECTRONIC COMMUNICATIONS OR IMAGERY**

The parents or guardians of an athlete may request in writing that their child not be contacted by any form of electronic communication by coaches (photography or videography).

## **MISCONDUCT**

Social media and electronic communications can also be used to commit misconduct (e.g., emotional, sexual, bullying, harassment, and hazing). Such communications by coaches, staff, volunteers, administrators, officials, parents or athletes will not be tolerated and are considered violations of our SafeSport Policy.

## **VIOLATIONS**

Violations of BLS Crew's Electronic Communications and Social Media Policy should be reported to the program coordinator or a BLS Crew officer for evaluation.

## **HOW REPORTS ARE HANDLED**

**Note: Any report of misconduct under this BLS Crew SafeSport Policy also constitutes a report of misconduct that BLS Crew, as a club team affiliated with Boston Latin School, must report to the Boston Latin School Athletics Director.** Boston Latin School may undertake its own investigation and/or disciplinary action in accordance with its own disciplinary policies and procedures. Boston Latin School disciplinary action may be separate, related, and/or overlapping with disciplinary action taken by BLS Crew.

## **Suspensions of Allegations of Child Physical or Sexual Abuse**

## **Reporting to Law Enforcement and/or Child Protective Services**

An independent investigation can harm youth and/or interfere with the legal investigative process. BLS Crew, its staff members and/or volunteers do not attempt to evaluate the credibility or validity of child physical or sexual abuse as a condition for reporting to appropriate law enforcement authorities. As necessary, however, BLS Crew officers may ask a few clarifying questions of the minor or person making the report to adequately report the suspicion or allegation to law enforcement authorities.

For mandatory reporting laws, visit

<http://www.mass.gov/eohhs/gov/departments/dcf/child-abuse-neglect/>.

### **Immediate Suspension or Termination**

When an allegation of child physical or sexual abuse is made against a coach, athlete, or volunteer, BLS Crew may immediately remove that individual from contact with any children in the program until the allegation has been investigated by an official agency. As necessary, BLS Crew may suspend or change the assignment of a staff member and/or volunteer.

### **Misconduct and Policy Violations**

BLS Crew addresses internally alleged policy violations and misconduct – bullying harassment, hazing, emotional, physical and sexual – that are not reportable under state or federal law. Staff members and/or volunteers must report policy violations and misconduct to the program coordinator or BLS Crew officer.

### **NOTIFICATION**

Following BLS Crew's notice of a credible allegation that results in the removal of an employee, coach or other volunteer, BLS Crew may consider the circumstances in which it will notify other parents of athletes with whom the accused individual may have had contact. In BLS Crew's discretion, as appropriate, and after consultation with counsel, BLS Crew may notify its coaches, volunteers, parents, and/or athletes of any allegation of child physical or sexual abuse or other criminal behavior that (1) law enforcement authorities are actively investigating; or (2) that BLS Crew is investigating internally. Advising others of an allegation may lead to additional reports of child physical or sexual abuse and other misconduct.

## **DISCIPLINARY RULES AND PROCEDURE**

### **DISCIPLINARY RULES**

BLS Crew recognizes that there are varying levels of misconduct. For example, physical and sexual misconduct are serious violations that may result in immediate dismissal. In contrast, a youth participant who tells a single sexually risqué joke constitutes less serious misconduct and depending on the circumstances, might be dealt with more appropriately through dialogue and a verbal warning. In all cases, BLS Crew's disciplinary procedures and actions will be proportionate, reasonable and applied fairly and equally.

### **DISCIPLINARY PROCEDURE**

On receipt of an allegation, BLS Crew will determine in its discretion the appropriate steps to address the conduct based on several factors, including (i) the age of the complainant or victim, (ii) the age of the accused and (iii) the nature, scope, and extent of the allegations.

BLS Crew's disciplinary response will depend on the nature and seriousness of the incident and in extreme case, misconduct will result in immediate summary dismissal, provided that the accused individual shall be advised of their right to a hearing. If the accused individual is a minor, BLS Crew will contact his or her parent(s) or guardian(s).

### **DISCIPLINARY ACTION**

Sanctions for violations of this Policy will be proportionate and reasonable under the circumstances. In addition to day-to-day guidance, BLS Crew may take the following disciplinary actions, without limitation:

- Inform the program coordinator or, in the case of a youth participant, inform the youth's parent or guardian
- Provide the individual with guidance, redirection and instruction
- Temporary suspension from competition
- File a formal incident report
- Issue a verbal warning
- Issue a written and/or final written warning
- Implement a limited access agreement (e.g., limiting an individual's access to certain buildings or to youth)
- Provide informed supervision, where at least one staff member is informed of the allegation and is instructed to vigilantly supervise the accused participant or stakeholder in his or her interactions with the program and/or organization
- Engage in restorative practices, i.e., creation of a respectful and safe dialogue when a misunderstanding or harm has occurred
- Suspend or terminate employment or membership

### **ONGOING EMPLOYMENT AND/OR PARTICIPATION**

On receipt of a credible and specific allegation of child abuse or other serious misconduct (e.g., physical and sexual abuse as defined in our Athlete Protection Policy), BLS Crew may immediately suspend or terminate the accused individual to ensure participant safety.

## **COMPLAINANT PROTECTION**

Regardless of outcome, BLS Crew will support the complainant(s) and his or her right to concerns in good faith. BLS Crew will not encourage or tolerate attempts to retaliate, punish or in any way harm any individual(s) who report(s) a concern in good faith. Such actions will be grounds for disciplinary action.

## **BAD-FAITH ALLEGATIONS**

Any individual who alleges misconduct under this Policy, that, upon review, is determined to be malicious, frivolous or made in bad faith will be a violation of our Policy. Bad-faith allegations may also be subject to criminal or civil proceeding.

## **MONITORING**

By monitoring the interactions among staff, volunteers, athletes and others, BLS Crew works to prevent, recognize and respond to inappropriate and harmful behaviors as set forth in our SafeSport Policy, while reinforcing appropriate behaviors.

## **MONITORING METHODS**

BLS Crew utilizes multiple monitoring methods to observe how individuals are interacting, including without limitation (1) formal supervision, including evaluations and reviews, (2) informal supervision, and (3) maintaining frequent contact with coaches, volunteers, and athletes.

## **RESPONDING TO INTERACTIONS**

While BLS Crew has a formal reporting policy, coaches and volunteers should be prepared to respond immediately to inappropriate or harmful behavior, potential risk situations, and potential boundary violations.

Coaches and volunteers will redirect inappropriate behaviors to promote positive behaviors, confront inappropriate or harmful behaviors, and report behaviors if necessary.

## **BOSTON LATIN SCHOOL AND BOSTON PUBLIC SCHOOLS POLICIES**



In addition to this USRowing-compliant SafeSport Policy outlined here, BLS Crew coaches, volunteers, and athletes may be subject to other misconduct-related or disciplinary policies and procedures of Boston Latin School or the Boston Public Schools, including but not limited to those contained in the Boston Latin School Athletics Department Handbook.

**ACKNOWLEDGEMENT AND AGREEMENT**

I have reviewed BLS Crew's SafeSport Policy, and I agree to abide by it.

\_\_\_\_\_  
Name (printed)

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date