



NICA

Athlete Abuse Prevention Overview

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Prevention Overview and Policies

This document's purpose is to communicate NICA's standard of care in sexual and other abuse prevention including prevention training, prevention policies and mandatory reporting. The intended viewer of this information is anyone volunteering or coaching for a NICA team and NICA staff. All NICA Leagues have adopted the NICA Athlete Abuse Prevention Program.

Athlete Abuse Prevention Policy

NICA shall prioritize a culture of Student-Athlete sexual and other abuse prevention through mandatory training, procedures, reporting and accountability.

NICA staff shall develop and enforce mandatory procedures and reporting protocols, including background check procedures, to help protect NICA Student-Athletes from incidents of sexual and other abuse within the NICA Community.

All NICA staff, league directors, team directors, mandatory reporters or other authorized volunteers who work directly with Student-Athletes shall comply with the SafeSports Act, 36.U.S.C. ch. 22054*, and shall complete NICA-specified athlete abuse prevention training in the NICA Coach Licensing Program prior to interacting with NICA Student-Athletes.

The following constitute the mandatory processes of National Interscholastic Cycling Association with regard to awareness and prevention of abuse within our organization:

- NICA is committed to providing a safe environment and to prevent athlete abuse and sexual misconduct.
 - NICA will make every reasonable effort to ensure that every person involved in coaching/training/managing a sport activity in our organization will abide by the Athlete Abuse Prevention protocols.
 - NICA will make every reasonable effort to exclude any adult with a legally documented history of athlete abuse/molestation or any other conviction or record that would bring unnecessary risk to the health and safety of the participants of this organization.



- NICA will perform an annual criminal background check on every person in our organization who works with youth.
- NICA will take appropriate action on all allegations of athlete abuse and/or sexual misconduct. All allegations will be reported immediately to the authorities for investigation and we will cooperate fully with any such investigation.

Team Directors, Head Coaches, Coaches, and Volunteers should be aware of the following NICA Athlete Abuse Prevention Mandatory Procedures:

- To maintain Student-Athlete safety year-round All NICA Athlete Abuse Prevention policies related to student-athlete and coach interaction must be followed year-round ●
- All 1:1 interactions between a student-athlete and licensed coach must: ○ be observable & interruptible. That is, they must take place someplace where another adult can see what is happening and intervene if the communication looks inappropriate. This includes individual training sessions like private lessons.
 - Meetings in a room must have the door open and unlocked, and blinds open on the windows.
 - Meetings cannot take place in an applicable licensed coach's hotel room or "other overnight lodging location" if a team is traveling.
 - Licensed coaches may never be alone with a student-athlete in the car or otherwise UNLESS they are immediate family members
 - Never intentionally set-up a situation where they may be 1:1 with student-athlete
- Provide more than one licensed coach working at or overseeing every activity whenever possible and avoiding 1:1 situations. If a student-athlete needs special attention, it will be handled with the assistance or presence of another licensed coach
- Physical, mental, and verbal abuse of any of the participants, coaches, managers, employees, volunteers involved in our sponsored activities is not permitted ●
- Inappropriate touching of any kind is forbidden
 - Coaches are not allowed to give student-athletes massages or rubdowns, even if the coach is a licensed massage therapist.
- Procedures should be set-up at the beginning of the season with parents for coaches to follow if a student-athlete is stranded at an activity
- Parents are encouraged to attend NICA activities
- All NICA Coaches are Mandatory Reporters who are legally required to report suspected abuse of any NICA student-athlete to their local Athlete Protective Services (if in doubt of which agency to contact, you may do an internet search or contact your local law enforcement for guidance).

Note: In April 2020, NICA introduced the [Electronic and Online Communication Guidelines](#) to support the above Athlete Abuse Policies in the virtual and online environment.

Overview of NICA's background check policies:



The National Interscholastic Cycling Association requires that all NICA Coaches, NICA National, state League employees, Core Race Staff and Management positions comply with NICA policy on criminal background checks.

For more information on NICA background checks, please visit our [NICA background check webpage](#).

NICA-wide Prevention and Reporting Training NICA

has contracted with Abuse Prevention Systems to provide Athlete Abuse Awareness Training through our Litmos Coach Training Website.



Prevention and Reporting Training Substitutions Within

NICA's specific context of a community-based organization, we have reviewed the competencies and learning objectives of over a dozen abuse prevention trainings and found only two substitutions meeting our standards: 1) SafeSport Trained and 2) Ministry Safe Child Sexual Abuse Training. To request a substitution, please email your current course certificate to coachlicensing@nationalmtb.org and we will update your Pit Zone profile.

SafeSport Trained

Being current in the US Center for SafeSport™ "Trained" online "Core Course" or "Refresher" as a substitute to our Online Abuse Prevention Systems Training.

Frequency of substitution: All SafeSport Certificates expire 1-year from their being issued and NICA does not allow a substitution beyond what is recognized by SafeSport. SafeSport requires a "Core Course" every three years and a "Refresher Course" every year in between. If you took



either SafeSport Course more than 12 months ago, you would need to take the appropriate course and share that certificate to have an eligible substitution.

For example:

Year 1: 7/1/2020 SafeSport Trained Course Certificate Expires 7/1/2021

Year 2: 7/1/2021 SafeSport Refresher 1 Expires 7/1/2022

Year 3: 7/1/2022 Safesport Refresher 2 Expires 7/1/2023

Ministry Safe Child Sexual Abuse Training

Ministry Safe Child Sexual Abuse Training and Abuse Prevention Systems Athlete Abuse Prevention Training were developed by the same company. NICA accepts Ministry Safe Certificates of completion as long as they are dated within the past two years.

In-depth 2019 Mandatory Reporting Update NICA

updated its mandatory reporting process in 2019 to meet the requirements of the SafeSport Act and anticipated future mandatory reporting legislation.

If a person who is a mandatory reporter* suspects athlete abuse, please follow the guidance in the below documents and contact coachlicensing@nationmtb.org with any questions.

- [NICA Suspected Abuse Reporting Guidance](#)
- [NICA Form to Document Suspected Student Athlete Abuse/ Neglect](#)

*NICA defines the following leaders as Mandatory Reporters:

- NICA Coaches
- NICA Core Race Staff
- NICA Camp Staff
- NICA League Directors and League Staff

Prevention Communications and Additional NICA SafeKids Resources:

- [Code Of Conduct](#)
- [Coaches Risk Management 1](#) (see above in prevention training)
- [NICA Handbook](#)
- [Coach Licensing Emails](#)

Code Of Conduct

NICA Athlete Abuse Prevention Excerpts from Code of Conduct-

*Abuse Prevention Systems Review of SafeSport Act

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Respect

- I will respect my teammates, competitors, and other trail users
- I will never trash talk, bully, insult or use inappropriate language while at NICA events or representing NICA.
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- I will seek consent before touching, hugging and otherwise embracing teammates and coaches
- I understand and will follow the NICA Rules and Guidelines. I also understand that failure to do so may lead to my suspension or expulsion from League activities.

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NICA Handbook

NICA Athlete Abuse Prevention Excerpts from Rulebook

RULE 2.5 ABUSIVE BEHAVIOR NOT TOLERATED

RED LEVEL CONSEQUENCES

No student-athlete may inappropriately or unwelcomingly touch another person, or cause physical harm to, or engage in any behavior that may be considered abuse, assault, or do battery to any other student-athlete, official, spectator, or anyone connected with or attending any NICA or League event. An assault is an unlawful attempt, coupled with the present ability, to commit a violent injury on the person of another. A battery is any willful and unlawful use of force or violence upon the person of another. Unsafe racing practices including swerving, suddenly stopping, willfully crashing into another rider, grabbing another student, or pushing another student may be abusive behavior, or possibly assault and battery.

RULE 2.11 SEXUAL HARASSMENT POLICY

RED LEVEL CONSEQUENCES

2.11.A NICA and the Leagues strictly prohibit sexual harassment in any form, including verbal, physical, and visual harassment. Sexual harassment is defined as unwanted sexual advances, or visual, verbal or physical conduct of a sexual nature. This definition includes many forms of offensive behavior and includes harassment of a person of the same sex or based on gender. Sexual harassment includes: unwanted 2020 Student Athlete Rules 11 sexual advances or visual conduct such as leering, making sexual gestures, displaying of sexually suggestive objects or pictures; verbal conduct such as making or using derogatory comments, epithets,

slurs and jokes, verbal sexual advances or propositions; and physical conduct such as touching or blocking movements.

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2.11.B Any student-athlete who believes he or she has been sexually harassed by an employee, agent, or another student should promptly report the facts of the alleged incident(s) and the name of the individual involved to any adult school staff member or League representative or other party with whom they feel comfortable. That person must report the incident to the school site administrator or, if the administrator is the alleged harasser, to the Superintendent. The initiation of an allegation of sexual harassment by a student-athlete will not adversely affect matters pertaining to his or her status in any League program or activity.

2.11.C If any student, coach, parent, volunteer, or employee feels they have been sexually harassed at a NICA or League event, they should report the incident immediately to their League director or NICA director. If any student, coach, parent, volunteer, or employee feels they have been a victim of abuse, assault, or battery at a League event, they should report the incident immediately to their League director or NICA director. All reports will be handled in a confidential manner.

RULE 3.2 POSITIVE SPORTING BEHAVIOR

RED LEVEL CONSEQUENCES

3.2.A It is required that all coaches, parents, and guardians demonstrate respect for and deference to the person and the decisions of the League officials as it relates to sporting behavior of studentathletes, themselves, and other League officials. A failure to exhibit respectful behavior may result in restrictions imposed on the coach, the parent, or a student-athlete's participation in the League. League officials have complete and total discretion for the implementation of the rules, especially in regard to sporting behavior.

3.2.B Coaches, parents, and guardians will also display mature and positive behavior during every event and in all interactions at all times with student-athletes, other parents, other coaches, and League officials. Coaches, parents, and guardians are role models to studentathletes, and must demonstrate a fair and calm response in the face of protests, complaints, conflicts, or emergencies. Coaches, parents, and guardians are expected to be focused on helping student-athletes develop positive character traits, learn life lessons, and grow into healthy young adults.

Coach Licensing Emails

Coaches receive a number of email notifications to remind them of their licensure requirements and duties as a mandated reporter. All coaches, student-athletes, and

parents also receive a listing of licensed coaches so that all teams can ensure that those working with our student-athletes have been properly trained and vetted per our licensure requirements.

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At the start of each preseason (mid-April for fall leagues, mid-October for spring leagues), coaches receive a communication that reminds them of the minimum requirements that they need to meet in order to be licensed and able to work with student-athletes. This communication is identified as [CL 1](#).

About a week after the CL 1 goes out, all coaches receive a communication outlining their responsibilities as a mandated reporter. The first communication goes out shortly after the preseason has begun (mid-April for fall leagues and beginning of November for spring leagues). This communication is identified as [MR 1](#).

After the start of the regular season (mid-July for fall leagues and mid-January for spring leagues) coaches receive a second reminder of the minimum licensure requirements they need to meet prior to working with student-athletes. This communication is identified as [CL 2](#).

Prior to the start of the race season (mid-late August for fall leagues and beginning of February for spring leagues) all coaches, student-athletes and parents receive a listing of all coaches who have met the minimum licensure requirements. This enables all parties involved to ensure that those working with our student-athletes have been properly trained and vetted through our licensure program. This communication is identified as [CL 3](#).

The second mandatory reporter communication goes out at the start of the race season (beginning of September for the fall leagues and beginning-mid February for spring leagues). This communication is identified as [MR 2](#).

[*Abuse Prevention Systems Review of SafeSport Act](#)

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