



Atlanta Cricket League (ACL)

Abuse and Molestation Prevention Policy

Effective Date: January 01, 2026

1. Purpose and Commitment

Atlanta Cricket League (“ACL”) is committed to providing a safe, inclusive, and respectful environment for all participants. ACL maintains a **zero-tolerance policy** toward abuse, harassment, and molestation in any form. This policy is adopted in alignment with:

- **U.S. Center for SafeSport & USOPC SafeSport Code**
- **International Cricket Council (ICC) safeguarding principles**
- **International Olympic Committee (IOC) safeguarding and athlete protection standards**

ACL’s priority is the safety, dignity, and well-being of **minors, athletes, officials, volunteers, employees, and all participants** involved in ACL-sanctioned activities.

2. Scope of Application

This policy applies to all individuals involved in ACL activities, including but not limited to:

- Players (youth and adults)
- Coaches, captains, and team officials
- Umpires and match officials
- Board members and committee members
- Volunteers, contractors, and staff
- Parents, guardians, and chaperones

The policy applies during: - Matches, practices, training sessions - Tournaments, camps, clinics, and tryouts - Travel, lodging, and team events - Virtual or electronic communications related to ACL

3. Definitions of Prohibited Conduct

3.1 Abuse

Abuse includes conduct that causes or threatens harm to another person and includes:

- **Physical Abuse:** Intentional physical contact that causes or has the potential to cause injury.

- **Sexual Abuse or Molestation:** Any sexual act or sexualized behavior involving a minor, or non-consensual sexual conduct involving an adult.
- **Emotional or Psychological Abuse:** Acts or omissions that harm a participant's emotional well-being, including verbal abuse, threats, humiliation, or intimidation.
- **Neglect:** Failure to provide appropriate supervision, care, or protection, particularly for minors.

3.2 Sexual Misconduct

Includes, but is not limited to: - Sexual contact or attempted contact - Sexual exploitation or grooming behaviors - Inappropriate comments, jokes, gestures, or materials - Non-consensual sharing of sexual images or content

3.3 Harassment and Bullying

- Repeated or severe conduct that demeans, threatens, or intimidates
- Hazing or initiation practices
- Cyberbullying or online harassment

4. Special Protections for Minors

ACL adopts enhanced safeguards for participants under the age of 18:

- No one-on-one interactions with minors unless observable and interruptible
- No private communications with minors without parental/guardian awareness
- No overnight room sharing between adults and minors (unless parent/guardian)
- Two-deep leadership standard whenever practicable

5. Prohibited One-on-One Interactions

Unless explicitly permitted for legitimate reasons and with safeguards in place:

- No closed-door meetings with minors
- No transportation of minors without parental consent
- No private lodging arrangements
- No private electronic messaging without inclusion of parent/guardian

6. Electronic and Social Media Conduct

All participants must: - Maintain professional and respectful communication - Avoid private or secretive communications with minors - Refrain from sharing inappropriate images, videos, or messages - Follow ACL's code of conduct when using social media or electronic platforms

7. Education and Training

ACL shall require:

- **Mandatory SafeSport or equivalent safeguarding training** for board members, coaches, umpires, team officials, and volunteers with athlete contact
- Periodic refreshers and policy acknowledgments
- Awareness education for parents and athletes

8. Reporting Obligations

8.1 Mandatory Reporting

All ACL participants have an **affirmative duty to report** suspected abuse, molestation, or misconduct.

- Suspected child abuse **must be reported immediately** to local law enforcement or child protection authorities
- Reports must also be made to ACL and, where applicable, the **U.S. Center for SafeSport**

Failure to report may result in disciplinary action.

8.2 Confidentiality and Non-Retaliation

- Reports will be handled confidentially to the extent permitted by law
- **Retaliation against reporters is strictly prohibited**
- Retaliation constitutes a separate policy violation

9. Reporting Channels

Reports may be made through:

- ACL Designated Safeguarding Officer or Board
- Anonymous reporting mechanism (if established)
- U.S. Center for SafeSport (for covered individuals)
- Local law enforcement or child welfare agencies

Emergency situations should be reported directly to **911 or local authorities**.

10. Investigation and Resolution

- ACL will promptly review all reports
- Investigations may be conducted internally or referred to external authorities
- Interim protective measures may be imposed
- ACL will cooperate fully with SafeSport, ICC, USOPC, IOC, and law enforcement investigations

11. Disciplinary Measures

Violations may result in one or more of the following:

- Temporary suspension
- Permanent ban from ACL activities
- Removal from leadership or volunteer roles
- Referral to governing bodies or authorities

Disciplinary actions will be proportionate to the severity of the misconduct.

12. Recordkeeping

ACL will maintain: - Training completion records - Policy acknowledgments - Incident reports and investigation documentation

Records will be retained in accordance with legal and organizational requirements.

13. Policy Review and Updates

This policy shall be reviewed: - At least every two (2) years - Upon updates to SafeSport, ICC, USOPC, or IOC safeguarding standards

Revisions require approval by the ACL Board.

14. Acknowledgment

All participants must acknowledge and agree to comply with this policy as a condition of participation in ACL activities.

Approved by: Atlanta Cricket League

Date: [Insert Date]

Appendix A: Governance Alignment and Adoption

A1. SafeSport Status

Atlanta Cricket League (ACL) adopts a **SafeSport-aligned model** consistent with the U.S. Center for SafeSport and USOPC guidance. While ACL may not be a directly covered program under federal SafeSport jurisdiction, ACL voluntarily incorporates SafeSport standards as a condition of participation.

Where ACL activities intersect with USA Cricket, USOPC-recognized bodies, or SafeSport-covered individuals, ACL shall fully cooperate with the U.S. Center for SafeSport.

A2. Alignment with USA Cricket

ACL recognizes USA Cricket safeguarding policies and adopts a **downstream consistency approach**, ensuring:

- No conflict with USA Cricket safeguarding rules
- Mutual recognition of disciplinary actions
- Reporting cooperation where jurisdiction overlaps

A3. Board Adoption Resolution (Template)

RESOLVED, that the Board of Directors of Atlanta Cricket League hereby adopts the Abuse and Molestation Prevention Policy, effective immediately, and directs management to implement training, reporting, and enforcement mechanisms consistent with SafeSport, ICC, USOPC, and IOC safeguarding standards.

Appendix B: Designated Safeguarding Officer (DSO)

B1. Appointment

ACL shall appoint a **Designated Safeguarding Officer (DSO)** responsible for:

- Receiving and documenting reports
- Coordinating with law enforcement and SafeSport
- Maintaining confidentiality and records
- Advising the Board on safeguarding compliance

DSO Name/Title: [Insert Name]

Email: [Insert Email]

Phone: [Insert Phone]

Appendix C: Code of Conduct (Summary)

All ACL participants shall:

- Act with integrity, respect, and professionalism
- Maintain appropriate boundaries
- Refrain from abusive, discriminatory, or exploitative behavior
- Comply with all safeguarding directives

Violation of the Code of Conduct constitutes a violation of this Policy.

Appendix D: Reporting & Incident Management

D1. Reporting Form

ACL shall maintain a standardized **Incident Reporting Form** capturing: - Date, time, and location - Individuals involved - Description of incident - Immediate actions taken

D2. Response Timeline

- Immediate safety risk: report to authorities
- Internal acknowledgment: within 24 hours
- Interim safeguards: as necessary
- Resolution or referral: without unreasonable delay

Appendix E: Training & Acknowledgment

E1. Mandatory Training

The following roles must complete SafeSport or equivalent training annually: - Board members - Coaches and captains - Umpires and match officials - Volunteers with athlete contact

E2. Acknowledgment

All participants must sign an annual acknowledgment confirming: - Receipt of this policy - Understanding of reporting obligations - Agreement to comply

Appendix F: Parent & Guardian Notice (Youth Participants)

Parents and guardians shall be provided: - A copy of this policy - Reporting instructions - Contact details for the DSO

Parental consent is required for: - Travel - Lodging - Electronic communications

Appendix G: Enforcement & Appeals

G1. Enforcement

ACL may impose immediate interim measures to protect participants.

G2. Appeals

Disciplinary decisions may be appealed to the ACL Board within 14 days, except where matters are under external authority jurisdiction.