



LAKE ZURICH MAULERS YOUTH RUGBY CLUB

CHILD PROTECTION & SAFEGUARDING POLICY

1. Policy Statement

The Lake Zurich Maulers Youth Rugby Club (“the Club”) acknowledges its responsibility to safeguard the welfare of every child and young person entrusted to its care and is committed to providing a **safe, positive, and inclusive environment** for all participants.

The welfare of the child is the **paramount consideration** in all club activities. This policy reflects and adopts the principles, definitions, and procedures outlined in:

- **USA Rugby SafeSport Handbook**
- **U.S. Center for SafeSport Code**
- **Minor Athlete Abuse Prevention Policies (MAAPP)**
- **Rugby Illinois Requirements**

This policy applies to **all individuals involved with the Club**, whether in a paid or voluntary capacity.

2. Definitions

- **Child/Minor/Young Person:** Any individual under the age of 18 involved in any Club activity
- **Covered Adult:** Any adult with regular contact with or authority over minors, including coaches, administrators, board members, referees, medical staff, volunteers, and contractors.
- **Vulnerable Person:** Any individual who may be unable to protect themselves from harm or exploitation due to physical, mental, or emotional factors.

3. Key Safeguarding Principles

The Club adopts the following core principles:

- The child’s welfare must always come first
- All children have the right to be protected from abuse, harm, bullying, discrimination, and exploitation
- All concerns, suspicions, or allegations will be taken seriously
- Safeguarding is everyone’s responsibility
- Concerns will be responded to promptly, appropriately, and confidentially



4. Scope of Responsibility

This policy applies to all coaches, assistant coaches, board members, officers, team managers, administrators, match officials, volunteers, medical staff, and any adult acting on behalf of the Club.

5. Prohibited Conduct

The Club strictly prohibits all forms of misconduct as defined by USA Rugby and the U.S. Center for SafeSport, including but not limited to:

- **Bullying** – the repeated or severe aggressive behavior intended to harm, control or diminish another person. Forms include: physical (hitting, pushing, throwing objects), verbal (name-calling, threats, ridicule), social/cyber (rumors, exclusion, online harassment), sexualized bullying (based on gender or sexual orientation).
- **Emotional Misconduct** – the repeated or severe non-contact behavior that demeans, intimidates, humiliates, or isolates a participant.
- **Harassment** – conduct that creates a hostile or intimidating environment or reflects discriminatory bias
- **Hazing** – any conduct used as a condition of team inclusion that humiliates, abuses, or endangers a participant
- **Physical Misconduct** – any act that causes or threatens physical harm, including unsafe training practices or denial of medical care
- **Sexual Misconduct** – any sexual conduct, grooming behavior, harassment, or inappropriate relationship involving minors or abuse of power

6. Minor Athlete Abuse Prevention Policies (MAAPP)

The Club enforces MAAPP standards, including:

- All one-on-one interactions must be observable and interruptible
- No photography or recording in locker rooms or changing areas
- Electronic communications must include parents or guardians
- No one-on-one transportation without written parental consent
- No adult may share lodging or sleeping accommodations with a minor

7. Club Welfare Officer

The Club appoints a Club Welfare Officer (CWO) who serves as the first point of contact for safeguarding concerns. Responsibilities include: receiving and documenting concerns, providing guidance on reporting procedures, promoting safeguarding awareness within the club, acting as a liaison between governing bodies when required.

8. Reporting & Whistleblowing

All individuals have a duty to report concerns immediately. Reports may be made to the



CWO, Club President, or a Board Member. The Club protects whistleblowers from retaliation, treats reports confidentially, and takes disciplinary action for retaliation or malicious allegations.

9. Anti-Bullying & Respect

The Club enforces a zero-tolerance policy for bullying and requires adherence to the Club's Code of Conduct promoting respect, inclusion, sportsmanship, and accountability. While also compliance with its documented Anti-Bullying Policy.

10. Enforcement & Discipline

Violations may result in suspension, removal from the Club, referral to governing bodies, or legal authorities.

11. Policy Review

This policy will be reviewed annually or as required by the Club Board of Directors.