Building a Safe Sport Culture from Within

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10:00 a.m.
What is a Safe Sport Mindset?

- Customer Service
- Environmental Safety
- Stakeholder Awareness
- Professionalism
- Professional Development
- Communication
- Liability
Common Safe Sport Trends

- Communication problems between the parent, coach, or club management
- Incomplete or missing documentation
- Parents waiting until “the right time” to make a report
- Fear
- Medical misunderstandings
- Environmental issues
- Punishment dominates over reward
Risk Management

The forecasting and evaluation of risks, together with the identification of procedures to avoid or minimize their impact.
Risk Management is Everywhere in Your Life!
So, what is a risk management plan?

- Assessment
- Policy
- Training
- Communication
- Documentation
- Analyzation
- Survey
- Evaluation
Assessing your risk level

What is meant by ‘Risk Level’?

‘Risk Level’ is the chance — Low, Medium or High — that somebody could be harmed by hazards within your club, with an indication of how serious the harm might be.

- **Low**: Unlikely, although conceivable
- **Medium**: Could occur sometimes
- **High**: Could occur quite easily.
Risk Assessment Steps

What is the hazard
• Potential for coaching misconduct

Who is at risk?
• Athletes
• Club reputation

What is the risk level?
• Medium

What is already being done?
• All staff took Safe Sport Course

What needs to be done?
• More staff meetings

Who is responsible?
• Club owner
• Head Coach
“Responsibility equals accountability equals ownership. And a sense of ownership is the most powerful weapon a team or organization can have.” — Pat Summitt
Evaluating necessary professional development

- Skill Development
- Experience
- Needs of Business
- Current/Best Practices
- Training Schedule
Communication
How is your message communicated?

Policy

Website

Athletes

Boosters

Parents

Staff

Handbooks
When the communication circle breaks
Managing the Broken Circle

<table>
<thead>
<tr>
<th>Remain</th>
<th>Remain Calm</th>
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<tbody>
<tr>
<td>Avoid</td>
<td>Avoid a defensive posture</td>
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<tr>
<td>Guarantee</td>
<td>Guarantee confidentiality and freedom from retaliation</td>
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<tr>
<td>Have</td>
<td>Have meetings right away to clear the air</td>
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<tr>
<td>Try</td>
<td>Try to put yourself in their shoes</td>
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<tr>
<td>Avoid</td>
<td>Avoid Assumptions</td>
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<tr>
<td>Ask</td>
<td>Ask the parent or athlete what they think would be a reasonable solution to their concerns</td>
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<tr>
<td>Address</td>
<td>Address all parties</td>
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<tr>
<td>Use</td>
<td>Use the policy language whenever your can</td>
</tr>
<tr>
<td>Document</td>
<td>Document everything</td>
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</tbody>
</table>
Mitigate Fear

01 Create a confidential reporting portal directly on the website

02 Make clear the times when the person managing reports will be available

03 Create a section in the handbook that speaks to the rights of the athlete and parent to make a report of misconduct

04 Guarantee confidentiality

05 Don’t retaliate by telling other clubs, parents, or coaches.

06 When a family leaves, let them leave.
Parent meetings

- Financial Transparency
- Manage Competitive Expectations
- Seek Feedback
- Communicate Policy
- Expected Behaviors
- Open Door Policies
- Parent Liaison Program
Finally...

A Safe Sport mindset is more than reporting. It is an approach to managing that takes into, accounts for, and mitigates risk. Risk to the athlete. Risk to the club. Risk to the family. Risk to the staff. Personal risk.
Thank you!

For more information or to schedule a Customized Training:

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