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Sexual Harassment and Misconduct in Athletics Settings

Presenting Circumstances

- Athletics or higher administration management wishes to install comprehensive policy and educational solutions to coach, staff and/or student-athlete misconduct that may cross the line or escalate into violations of Title IX prohibitions against sexual abuse and harassment.
- The following recent events raise concerns regarding whether the athletics department has mechanisms to prevent their occur at an educational institution:
 - o Sandusky/Penn State – coach/youth program participant abused by athletics department staff member
 - o Fine/Syracuse –assistant coach accused of molesting ball boys
 - o Dodd/AAU – program administrator accused of sexual abuse of boys, youth basketball program
 - o 159 coaches, nearly all male perpetrators abusing girls, in state of Washington fired or reprimanded over the period of a decade for sexual misconduct ranging from harassment to rape
 - o USA Swimming declared 64 coaches or others permanently ineligible for membership, with 58 listed as committing code of conduct violations
 - o USA Gymnastics declared 84 coaches or others permanently ineligible for membership due to conduct violations
- Aggressive media, more educated parents, a litigious environment and a high risk social media environment demand clearer definitions of ethical conduct
- Legal protections: Title IX, Clery Act, state child welfare laws, court cases clarifying/upholding victim's rights

Overview of Consultant Deliverables

- Assessment of current athletics policy manual and student-athlete handbook to insure inclusion of clear policy statements related to athletics staff and student obligations and prohibitions related to stalking, relationship violence, bullying, hazing and cyber-bullying, sexual harassment, sexual misconduct, retaliation and professional misconduct
- Presentation of workshops to specific groups specified by the client: athletics and or physical

education and recreation staff, coaches, student-athletes, senior administrators and Title IX compliance administrators

- Provision of model policies, educational handouts and materials to be posted in locker rooms other public areas
- Coach specific sessions that address high risk but common practices in competitive sport settings including the use of physical punishment, emotional/verbal abuse, physical bodily contact, equal treatment, responsibility for team success/failure, delegation of responsibility to team captains or volunteers, romantic/dating/social relationships with staff or student-athletes, use of peer pressure, team rules or requests related to social isolation and team initiation rituals

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