



HAVERFORD HAWKS ICE HOCKEY CLUB

ESTABLISHED 1974

Sexual Abuse & Misconduct Policy

It is the policy of the Haverford Hawks Ice Hockey Club and USA Hockey that there shall be no sexual abuse of any participant involved in any of its Member Programs, whether such participant is an adult or a minor, by an employee, volunteer, independent contractor or another participant. Sexual abuse of a minor occurs when an adult employee, volunteer, independent contractor or other participant touches a minor for the purpose of causing the sexual arousal or gratification of either the minor or the employee, volunteer, independent contractor or other participant. Sexual abuse of a minor also occurs when a minor touches an employee, volunteer, independent contractor or other participant for the sexual arousal or sexual gratification of either the minor or the employee, volunteer, independent contractor or other participant, if the touching occurs at the request or with the consent of the employee, volunteer, independent contractor or other participant.

Sexual contact between or among children also can be abusive if there is a significant disparity in age, development, or size, rendering the younger child incapable of giving informed consent, if there is the existence of an aggressor, or where there is an imbalance of power and/or intellectual capabilities. The sexually abusive acts may include sexual penetration, sexual touching, or non-contact sexual acts such as exposure or voyeurism.

Minors cannot consent to sexual activity with an adult, and all sexual interaction between an adult and a minor is strictly prohibited. Neither purported consent by the minor to the sexual contact, mistake as to the participant's age, nor the fact that the sexual contact did not take place at a hockey function are defenses to a complaint of sexual abuse. Child sexual abuse includes all sexual interaction between an adult and a child, regardless of whether there is deception or the child understands the sexual nature of the activity.

Sexual abuse may also include non-touching offenses, such as sexually harassing behaviors; an adult discussing his/her sex life with a minor or subordinate; an adult asking a minor or subordinate about his/her sex life; an adult requesting or sending nude or partial dress photos to a minor; exposing minors to pornographic material; sending minors sexually explicit electronic messages or photos (e.g. "sexting"); deliberately exposing a minor to sexual acts; or deliberately exposing a minor to inappropriate nudity.

Sexual abuse or misconduct may also occur between adults or to an adult. Sexual abuse includes sexual interactions that are nonconsensual or accomplished by force or threat of force, or coerced or manipulated, regardless of the age of the participants. Prohibited sexual misconduct also includes romantic or sexual relationships between adults, between athletes or other participants and those individuals that have direct supervisory or evaluative control, or are in a position of power or trust over the athlete or participant (e.g., a relationship between a coach and a player over the age of 18). Prohibition of romantic or sexual relationships does not include those relationships where it can be demonstrated that there is no imbalance of power.

Without limiting the above, any act or conduct described as sexual abuse, sexual misconduct or child sexual abuse under applicable federal or state law constitutes sexual abuse under this policy.



Any USA Hockey member who engages in any act of sexual abuse or misconduct is subject to appropriate disciplinary action including, but not limited, to suspension, permanent suspension, and/or referral to law enforcement authorities.