

**TNT5 BASKETBALL DEVELOPMENT L.L.C.
HANDBOOK**



INTRODUCTION

TNT5 Basketball Development L.L.C. is committed to improving the development, safety and welfare of athletes, coaches, clinicians, event organizers, volunteers, staff and parents involved in sport. There are a lot of reasons to play sport – at any level. A life-long activity, people often play sport to have fun and spend time with friends. Sport also encourages a healthy lifestyle, builds self-confidence; athletes also do better off the field. They learn goal-setting, teamwork and time management skills. Athletes are less likely to use cigarettes, drugs and alcohol; they have higher graduation rates and are more likely to attend college.

TNT5 BASKETBALL DEVELOPMENT

- I. **MISSION:** The mission of TNT5 Basketball Development is to provide quality, efficient, affordable and convenient basketball training with the purpose of developing a three-dimensional athlete (3D) and efficient teams.
- II. **CORE VALUES:** Integrity, Passion, Humility, Tenacity & Fortitude.
- III. **FACILITIES:** Game On 380 Courts and Sportsplex in Hiawatha, IA is the home of Iowa Prep Basketball. This Sportsplex opened in the fall of 2017 and houses 2 full-size basketball courts along with turf area. The Courts house three full-size hardwood courts with large lobby and mezzanine opened in August 2018.
- IV. **ABOUT US:** TNT5 Basketball Development is a family owned and operated organization founded in 2009 by longtime interscholastic and intercollegiate basketball coach Tim Schuring and his family. The organization has two divisions: TNT5 Player Development and Iowa Prep Teams.
- V. **TNT5 BASKETBALL PLAYER DEVELOPMENT:** Our staff of five clinicians is committed to providing personal training, group training, team training and camps year around. We will travel to your hometown, or you can come to our facility in Cedar Rapids, IA for each session. TNT5 has gained a reputation as one of the best skill development organization in eastern Iowa. By year's end, TNT5 will have provided sessions and camps for more than 1500 athletes from 45 Iowa, Wisconsin and Minnesota communities.
- VI. **IOWA PREP TEAMS:** 2018-2019 marks Iowa Prep's sixth season on the AAU basketball scene. Known primarily for our ability to develop players of all ability levels, 26 teams (boys and girls) will hit the hardwood over the next 12 months. 75% of Iowa Prep Alumni have moved on

to play college athletics. Whether 10U or 17U, you'll learn the value of being PROCESS DRIVEN in your quest to become the best athlete and citizen you can possibly be.

- VII. MULTI-SPORT ATHLETES:** TNT5 Basketball Development believes participation in multiple sports with clubs and school team is advantageous to the overall athletic experience. TNT5 supports multi-sport athletes and work closely with them and their parents to balance schedules so that participation can create growth and development.
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ORGANIZATION POLICIES AND GUIDELINES

I. PLAYING TIME:

- A. 4th thru 6th grade division- playing time at tournaments as equal as possible through-out the tournament.
- B. 7th and 8th – Playing time may not be equal. Starters may get more time than reserves. In General, 70%:30% over the course of a tournament. 15U-17U- everyone plays in every game. Playing may not be equal and must be earned. Every player dressed will play in every game. However, the amount of playing time you get is at the discretion of the coach and is based on many factors.
- C. Alternates-enter tournaments when a team has 8 or fewer full-time players able to attend. part of the rotation when they do play in a tournament.

II. TEAM SCHEME AND SYSTEM:

TNT5 Basketball believes in a uniformed offensive and defensive scheme for all teams in the program.

- A. Defense: Variations of Man-2-man defense is a core defense in all divisions. 4th-6th grade divisions- no zone defenses zone defenses. 7th- 17U- no more than 25% zone defense.
- B. Offense: Dribble drive, motion, high-low zone offense. Each individual coach is also responsible for implementing sets/special plays that fit the personnel of his/her team.

III. PLAYER DEVELOPMENT:

- A. **Team:** Each athlete on a team receives personal skill training sessions from a TNT5 Clinician. In addition, skill training is required at every practice.
 - ✓ Skill training guidelines for team practice practices:
 - 5th thru 8th graders- at least 35 min. of each practice is skill training.
 - 15U-17U- at least 20 min. of each practice is skill training.
- B. Personal Skill training: Offered year around by TNT5 Basketball Clinicians.
- C. Group Training: Offered year around for individuals grades 4-college age. Groups are 2-9 individuals.

IV. YEARLY RENEWAL:

Automatic renewal for athletes on each team from year to year (unless there is mis-conduct by parent or players). Athletes are NOT guaranteed spots on the same

team from year to year, but are guaranteed a spot on a team from year to year.

STAFF POLICIES AND GUIDELINES

- I. **SCREENING AND VETTING:** Coaches, clinicians, event organizers, volunteers, and staff must consent to, and pass, a formal applicant screening process before being hired by TNT5 Basketball Development.
- II. **COACH/CLINICIAN EVALUATION AND TRAINING:** All TNT5 Basketball L.L.C coaches and clinicians will become USA Basketball Gold members as part their employment. The USA Gold Coach training program will give all coaches and clinicians the tools they need to help youth athletes improve. This membership online courses are filled with powerful coaching tools in youth sport and reflect the best practices of elite coaches and clinicians. In addition, coaches and clinicians will attend an annual meeting to discuss TNT5 Basketball's policies, guidelines, safe guards, schemes and philosophies.
- III. **CRIMINAL BACKGROUND CHECKS:** Coaches, clinicians, event organizers and staff will be required to undergo a criminal background check before being employed or privately contracted by TNT5 Basketball Development
 - A. **Frequency of Criminal Background Checks:** Criminal background checks will be conducted on at least an annual basis or as otherwise required by law, for adult employees or private contractors.
- IV. **CONTRACTS:** Coaches, clinicians, event organizers and staff will be required to complete an independent contractor agreement annually.
- V. **PROFESSIONALISM:** Coaches, clinicians, event organizers and staff are expected to look, dress speak and act professional with officials, parents, opposing players, competing coaches, tournament directors and tournament personnel. No flip-flops, jeans, sandals, hats, or other inappropriate clothing. Wear TNT5 or Iowa Prep gear when coaching and conducting skills training and camps.
- VI. **COACHING RESPONSIBILITIES:**
 - A. **Pre-Season (check-list of things to complete before your first practice):**
 - ✓ **Contract-** Sign and return your contract.
 - ✓ **Training-** USA Gold Membership and NCAA Certification.
 - ✓ **Parents Meeting-** Conduct a short meeting with parents at tip-off. Cover your expectations of the athletes and parents.
 - ✓ **Mark Your Calendars-** Put practice and tournament schedule on your calendars.

- ✓ **Distribution Lists-** Create an e-mail distribution list for your parents.
- ✓ **E-mail Your Parents-** introduce yourself and open lines of communication.
- ✓ **E-mail High School Coaches-** with suggestions for their athlete's improvement (15U-17U Only).
- ✓ **Head coaches-** define responsibilities for your assistant coach.
- ✓ **Emergency Contact Information-** Create a data-base with emergency contact information of each player.
- ✓ **Scheme, Policies and Guidelines-** Learn and become familiar.
- ✓ **Gear-** order you gear on the on-line store.

B. Practices:

- ✓ **Skill Development Component-** every practice has an individual skill development component. 5th -8th must be at least 35 minutes. 15U- 17U at least 20 minutes.
- ✓ **Practice Reminders-** sent to parent the day before each practice.
- ✓ **Written practice plans-** have one ready for every practice.
- ✓ **Classroom Sessions-** you may be asked to lead these for your players from time to time.
- ✓ **Facility-** the facility better than when you arrived.

C. Tournaments:

- **In Game Coaching**
- **Roster Submission-** to scorer bench.
- **Pre-Game Warm-Up-** Have a great 5 minute warm-up routine established and follow it every game.
- **Post- Game Meeting-** Follow up every game with a quick meeting with your team.

- D. Post-Season:** Complete post-season evaluation for every player. When you complete, you will get paid final portion of coaching stipend.

VII. PROHIBITED CONDUCT: Refrain from conduct that breaks the law and sheds a negative light on yourself, your family and the program.

A. Sexual Abuse: Child sexual abuse includes sexual contact with a child that is accomplished by deception, manipulation, force or threat of force, regardless of the age of the participants, and all sexual interactions between an adult and a child, regardless of whether there is deception, or the child understands the sexual nature of the activity. Child sexual abuse involves any sexual activity with a child where consent is not or cannot be given. Sexually abusive acts may include non-contact sexual acts such as verbal acts, sexually suggestive electronic or written communications, exposure or voyeurism.

B. Emotional Misconduct: (1) A pattern of deliberate, non-contact behavior that has the potential to cause emotional or psychological harm to an athlete. Non-contact behaviors include: a. verbal acts; b. physical intimidation; c. acts that deny attention or support. (2) Any act or conduct described as emotional abuse or misconduct under federal or state law

(e.g. child abuse, child neglect).

- ✓ **Exception:** Emotional misconduct does not include professionally accepted coaching methods of skill enhancement, physical conditioning, team building, discipline or improving athletic performance.

- ✓ **Examples of emotional misconduct**

(1) Verbal Acts. A pattern of verbal behaviors that (a) attack an athlete personally (e.g., calling them worthless, fat or disgusting) or (b) repeatedly and excessively yelling at a particular participant or participants in a manner that serves no productive training or motivational purpose. (2) Physical Intimidation. A pattern of physically aggressive behaviors, such as (a) throwing sport equipment, water bottles or chairs at, or in the presence of, participants; or (b) punching walls, windows or other objects. (3) Acts that Deny Attention and Support. A pattern of (a) ignoring an athlete for extended periods of time or (b) routinely or arbitrarily excluding participants from practice.

- C. **Physical Misconduct:** (1) Contact or non-contact behaviors that result in, have the potential to, or threaten to cause physical harm to an athlete or other sport participants; or (2) Any act or conduct described as physical abuse or misconduct under federal or state law (e.g. child abuse, child neglect, assault).

- ✓ **Exception:** Physical misconduct does not include professionally-accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline or improving athlete performance.

- ✓ **Examples of physical misconduct**

- **Contact offenses.** punching, beating, biting, striking, choking or slapping an athlete; (b) intentionally hitting an athlete with objects or sporting equipment; (c) providing alcohol to an athlete under the legal drinking age (under U.S. law); (d) providing illegal drugs or non-prescribed medications to any athlete; (e) encouraging or permitting an athlete to return to play pre-maturely following a serious injury, such as a concussion, and without the clearance of a medical professional; (f) prescribed dieting or other weight-control methods (e.g., weigh-ins, caliper tests) without regard for the nutritional well-being and health of athlete.
- **Non-contact offenses.** Behaviors that include: (a) isolating an athlete in a confined space (e.g., locking an athlete in a small space); (b) forcing an athlete to assume a painful stance or position for no athletic purpose (e.g. requiring an athlete to kneel on a harmful surface); (c) withholding, recommending against or denying adequate hydration, nutrition, medical attention or sleep.

- D. **Sexual Misconduct:** (1) Any touching or non-touching sexual interaction that is (a) nonconsensual or forced, (b) coerced or manipulated, or (c) perpetrated in an aggressive, harassing, exploitative or threatening manner (2) Any sexual interaction between an athlete and an individual with evaluative, direct or indirect authority. Such relationships involve an

imbalance of power and are likely to impair judgment or be exploitative (3) Any act or conduct described as sexual abuse or misconduct under federal or state law (e.g. sexual abuse, sexual exploitation, rape)

Note: An imbalance of power is always assumed between a coach and an athlete.

Sexual misconduct includes sexual assault, sexual harassment, sexual abuse and any other sexual intimacies that exploit an athlete. Minors cannot consent to sexual activity with an adult, and all sexual interaction between an adult and a minor is strictly prohibited.

✓ **Examples of sexual misconduct**

- fondling an athlete's breasts or buttocks
- exchange of reward in sport (e.g., team placement, scores, feedback) for sexual favors
- genital contact.
- sexual relations or intimacies between participants in a position of trust, authority and/or evaluative and supervisory control over athletes or other sport participants
 - Authority and Trust. Once the unique coach-athlete relationship is established, the authority and trust on the part of the coach over the athlete shall be assumed, regardless of age. Accordingly, sexual interaction or intimacies between a coach and an athlete or other participant are prohibited, regardless of age, both during coaching and during that period following coaching when the imbalance in power could jeopardize effective decision-making.
 - Imbalance of Power. Factors relevant to determining whether there is an imbalance of power include, but are not limited to: (a) the nature and extent of the coach's supervisory, evaluative or other authority over the athlete being coached; (b) the actual relationship between the parties; (c) the parties' respective roles; (d) the nature and duration of the sexual relations or intimacies; (e) the age of the coach; (f) the age of the athlete or participant; (g) and whether the coach has engaged in a pattern of sexual interaction with other athletes or participants.
- sexually-oriented comments, jokes, or sexual innuendos made to or about an athlete, or other sexually harassing behaviors.
- a coach discussing his or her sex life with an athlete.
- a coach asking an athlete about his or her sex life.
- coach requesting or sending a nude or partial-dress photo to athlete.
- exposing athletes to pornographic material.
- sending athletes sexually explicit or suggestive electronic or written messages or photos (e.g. "sexting")
- deliberately exposing an athlete to sexual acts.
- deliberately exposing an athlete to nudity (except in situations where locker rooms and changing areas are shared.
- sexual harassment; specifically, the sexual solicitation, physical advances, or verbal or nonverbal conduct that is sexual in nature, and (a) is unwelcome, offensive or creates a hostile environment, and the offending individual knows or is told this or

(b) is sufficiently severe or intense to be harassing to a reasonable person in the context

- E. Bullying:** (1) An intentional, persistent and repeated pattern of committing or willfully tolerating physical and non-physical behaviors that are intended, or have the reasonable potential, to cause fear, humiliation or physical harm in an attempt to socially exclude, diminish or isolate the targeted athlete(s), as a condition of membership (2) Any act or conduct described as bullying under federal or state law.
- ✓ **Exceptions:** Bullying does not include group or team behaviors that (a) are meant to establish normal team behaviors, or (b) promote a team environment. Bullying also does not include verbal admonitions to encourage team members to train harder and to push through a difficult training regimen.
 - ✓ **Examples of bullying:**
 - **Physical behavior:** Behaviors that include (a) hitting, pushing, punching, beating, biting, striking, kicking, choking, or slapping an athlete; (b) throwing at, or hitting an athlete with, objects such as sporting equipment.
 - **Non Physical behaviors:** Behaviors that include (a) teasing, ridiculing, intimidating; (b) spreading rumors or making false statements; or (c) using electronic communications, social media, or other technology to harass, frighten, intimidate or humiliate (“cyber bullying”).
- F. Harassment:** (1) A repeated pattern of physical and/or non-physical behaviors that (a) are intended to cause fear, humiliation or annoyance, (b) offend or degrade, (c) create a hostile environment or (d) reflect discriminatory bias in an attempt to establish dominance, superiority or power over an individual athlete or group based on gender, race, ethnicity, culture, religion, sexual orientation, gender expression or mental or physical disability (2) Any act or conduct described as harassment under federal or state law
- ✓ **Examples of harassment:**
 - **Physical offenses.** Behaviors that include (a) hitting, pushing, punching, beating, biting, striking, kicking, choking or slapping an athlete or participant; (b) throwing at or hitting an athlete with objects including sporting equipment
 - **Non-physical offenses.** Behaviors that include (a) making negative or disparaging comments about an athlete’s sexual orientation, gender expression, disability, religion, skin color, or ethnic traits; (b) displaying offensive materials, gestures, or symbols; (c) withholding or reducing playing time to an athlete based on his or her sexual orientation.
- G. Hazing:** (1) Coercing, requiring, forcing or willfully tolerating any humiliating, unwelcome or dangerous activity that serves as a condition for (a) joining a group or (b) being socially accepted by a group’s members. (2) Any act or conduct described as hazing under federal or state law

- ✓ **Exceptions:** Hazing does not include group or team activities that (a) are meant to establish normative team behaviors or (b) promote team cohesion. Examples include, without limitation:
 - allowing junior athletes to carry senior athletes' equipment into the locker room after practice
 - encouraging junior athletes to arrive early and set up training equipment.
 - giving senior athletes first preference in team assignments, responsibilities, accommodations, facilities or equipment.

- ✓ **Examples of hazing:**
 - requiring, forcing or otherwise requiring the consumption of alcohol or illegal drugs.
 - tying, taping or otherwise physically restraining an athlete.
 - sexual simulations or sexual acts of any nature. sleep deprivation, otherwise unnecessary schedule disruption or the withholding of water and/or food.
 - social actions (e.g. grossly inappropriate or provocative clothing) or public displays (e.g. public nudity) that are illegal or meant to draw ridicule.
 - beating, paddling or other forms of physical assault. excessive training requirements focused on individuals on a team.

- H. **Illegal Drugs:** Illegal distribution, use or abuse of drugs or alcohol is strictly prohibited by TNT5 Basketball coaches, clinicians, event organizers, volunteers, staff or athletes.

- I. **Travel:** No TNT5 Basketball Development coach, clinician, event organizer, volunteer, or staff member shall travel any distance alone in an automobile with an athlete unless another athlete is also in the automobile.

- J. **Lodging:** Regardless of gender, a coach shall not share a hotel room or other sleeping arrangement with an athlete(s) unless the coach is the parent, guardian, sibling or spouse of that particular athlete.

- K. **Meetings:** Any individual meeting should occur when others are present and where interactions can be easily observed. Where possible, an individual meeting should take place in a publicly visible and open area, such as the corner of a gym. If an individual meeting is to take place in an office, the door should remain unlocked and open. If a closed-door meeting is necessary, the coach, staff member and/or volunteer must have another Adult in attendance and ensure the door remains unlocked.

- L. **Electronic Communications and Social media:** As part of TNT5's emphasis on athlete safety, all electronic communications between a coach and athlete must be professional in nature and for the purpose of communicating information about team activities. As with any communication, the content of any electronic communication should be readily available to share with the athlete's family. Note: No athlete, parent, coach, clinician or volunteer should post on social media any messages on behalf of TNT5 Basketball Development L.L.C.

Note: No athlete, parent, coach, clinician or volunteer should post on social media any messages on behalf of TNT5 Basketball Development L.L.C.

✓ **Examples of appropriate electronic or social media communications.**

- Coaches and athlete texting, e-mailing or messaging one another about TNT5 associated business, information distribution and team activities.
- From time to time, digital photos, videos of practice or competition, and other publicly obtainable images of the athlete – individually or in groups – may be taken. These photos and/or videos may be submitted to local, state or national publications, used in club videos, posted on club or club associated websites, or offered to the club families seasonally on disc or other electronic form. It is the default guideline of the TNT5 Basketball to allow such practices as long as the athlete or athletes have signed a photo/video release and is distributed by the organization’s official social media director.

M. Willfully Tolerating Misconduct Without Reporting: Failure to report forms of misconduct may result in a violation of State law.

VIII. REPORTING: Any report of misconduct or suspicions of child physical or sexual abuse will be taken seriously and handled appropriately. Every TNT5 Basketball Development coach, clinician, event organizer, volunteer, and staff must report suspicions or allegations of child physical or sexual abuse to both (a) the appropriate law enforcement authorities and to (b) the TNT5 Owner and administrator. TNT5 does not investigate suspicions or allegations of child physical or sexual abuse or attempt to evaluate the credibility or validity of such allegations as a condition for reporting to the appropriate law enforcement authorities.

A. To Whom to Report: Reports must be made to local law enforcement and the TNT5 Basketball Development Owner and Administrator

B. How to Report: TNT5 Basketball Development will take a report in a verbal or written form. Regardless of how you choose to report, it is helpful to TNT5 for individuals to provide, at a minimum, (1) the name and contact information of the person making the report; (2) the type of misconduct alleged and the name(s) of the individual(s) alleged to have committed the misconduct; (3) date of the incident; (4) name of the alleged victim.

C. Confidentiality: To the extent permitted by law, and as appropriate, TNT5 will keep confidential the complainant’s name on request, not make public the names of potential victims, the accused perpetrator or the people who made a report of child physical and sexual abuse to the authorities.

IX. SUPERVISION OF ATHLETES: During training and competition, TNT5 strives to create two-deep leadership and minimize one-to-one interactions to create a safe training environment and to protect athletes and participants. Minor athletes and participants should not be left unattended or unsupervised during TNT5 Basketball Development activities. Coaches, clinicians,

event organizers, volunteers, and staff members shall conduct social activities in a group setting, preferably with the entire team

X. PHYSICAL CONTACT WITH ATHLETES

A. Appropriate Physical Contact: TNT5 Basketball Development L.L.C. adheres to the following guidelines regarding physical contact with our athletes. Physical contact with athletes – for safety, consolation and celebration has multiple criteria in common which make them both safe and appropriate. These include (1) physical contact must take place in public, (b) there is no potential for physical or sexual intimacies during the physical contact, (c) the physical contact is for the benefit of the athlete, not to meet an emotional or other need of an adult

- ✓ **Safety:** The safety of our athletes is paramount and in many instances we make the athletic space safer through appropriate physical contact. Examples include (1) spotting an athlete so that they will not be injured by a fall or piece of equipment, (2) positioning an athlete's body so that they more quickly acquire an athletic skill, get a better sense of where their body is in space, or improve their balance and coordination (3) making athletes aware that they might be in harm's way because of other athletes practicing around them or because of equipment in use.
- ✓ **Celebration:** Sports are physical by definition and we recognize participants often express their joy of participation, competition, achievement and victory through physical acts. We encourage these public expressions of celebration, which include greeting gestures such as high-fives, fist bumps, and brief hugs. In addition, we encourage congratulatory behaviors such as "jump arounds" and pats on the back for any form of athletic or personal accomplishment.
- ✓ **Consolation:** It may be appropriate to console an emotionally distressed athlete (e.g., an athlete who has been injured or has just lost a competition). Appropriate consolation includes (1 publicly embracing a crying athlete, (2) putting an arm around an athlete while verbally engaging them in an effort to calm them down ("side hugs") (3) lifting a fallen athlete off the playing surface to encourage them to continue competition

B. Prohibited forms of physical contact: (1) asking or having an athlete sit in the lap of a coach, administrator, staff member or volunteer, (2) lingering or repeated embraces of athletes that go beyond the criteria set forth for physical contact, (3) slapping, hitting, punching, kicking or any other physical contact meant to discipline, punish or achieve compliance from an athlete (4) "cuddling" or maintaining prolonged physical contact during any aspect of training, travel or overnight stay, (4) playful, yet inappropriate contact that is not a part of regular training, (e.g., tickling or "horseplay" wrestling), (5) continued physical contact that makes an athlete obviously uncomfortable, whether expressed or not, (6) any contact that is contrary to a previously expressed personal desire for decreased or no physical contact,

where such decreased contact is feasible in a competitive training environment.

XI. PLAYER INJURY AND ILLNESS

ATHLETE POLICIES AND GUIDELINES

I. **GAME TIME ATTIRE:** Team uniform, and team warm-up t-shirt. Undershirts the same color as the uniform are permitted. No shoe color restrictions.

II. **SPORTSMANSHIP:** Respect toward team mates, opponents, coaches and fans.

A. Sportsmanship checklist for TNT5 athletes

- ✓ abide by the rules of the game.
- ✓ I try to avoid arguments.
- ✓ I share in the responsibilities of the team.
- ✓ I always play fair.
- ✓ I am coachable
- ✓ I respect the other team's effort.
- ✓ I offer encouragement to my teammates.
- ✓ I accept the judgment calls of the game officials.
- ✓ I end the game smoothly.

III. **PROHIBITED CONDUCT:** Refrain from conduct that is in violation of any state or federal law, and/or sheds a negative light on yourself, your family or the program.

A. **Peer-to-Peer Child Sexual Abuse:** Sexual contact between minors also can be abusive.

Approximately 1/3 of all child sexual abuse occurs at the hands of other children and the obligation to report extends to peer-to-peer child sexual abuse. Whether or not a sexual interaction between children constitutes child sexual abuse turns on the existence of an aggressor, the age difference between the children, and/or whether there is an imbalance of power and/or intellectual capabilities.

B. **Physical Misconduct:** Contact or non-contact behaviors that result in, have the potential to, or threaten to cause physical harm to another individual. Example: Fist fighting.

✓ **Appropriate Physical Contact:** TNT5 Basketball Development L.L.C. adheres to the following guidelines regarding to physical contact with others.

- **Safety:** The safety of our athletes is paramount and in many instances we make the athletic space safer through appropriate physical contact. Examples include (1) spotting an athlete so that they will not be injured by a fall or piece of equipment, (2) positioning an athlete's body so that they more quickly acquire an athletic skill, get a better sense of where their body is in space, or improve their balance and

coordination (3) making athletes aware that they might be in harm's way because of other athletes practicing around them or because of equipment in use.

- **Celebration:** Sports are physical by definition and we recognize participants often express their joy of participation, competition, achievement and victory through physical acts. We encourage these public expressions of celebration, which include greeting gestures such as high-fives, fist bumps, and brief hugs. In addition, we encourage congratulatory behaviors such as "jump arounds" and pats on the back for any form of athletic or personal accomplishment.
- **Consolation:** It may be appropriate to console an emotionally distressed athlete (e.g., an athlete who has been injured or has just lost a competition). Appropriate consolation includes (1) publicly embracing a crying athlete, (2) putting an arm around an athlete while verbally engaging them in an effort to calm them down ("side hugs") (3) lifting a fallen athlete off the playing surface to encourage them to continue competition

- C. **Bullying:** (1) An intentional, persistent and repeated pattern of committing physical and non-physical behaviors that are intended, or have the reasonable potential, to cause fear, humiliation or physical harm in an attempt to socially exclude, diminish or isolate the targeted individual(s), as a condition of membership (2) Any act or conduct described as bullying under federal or state law.

✓ **Examples of bullying:**

- **Physical behavior:** Behaviors that include (a) hitting, pushing, punching, beating, biting, striking, kicking, choking, or slapping an athlete; (b) throwing at, or hitting another person with objects such as sporting equipment.
- **Non-Physical behaviors:** Behaviors that include (a) teasing, ridiculing, intimidating; (b) spreading rumors or making false statements; or (c) using electronic communications, social media, or other technology to harass, frighten, intimidate or humiliate ("cyber bullying").

- D. **Harassment:** (1) A repeated pattern of physical and/or non-physical behaviors that (a) are intended to cause fear, humiliation or annoyance, (b) offend or degrade, (c) create a hostile environment or (d) reflect discriminatory bias in an attempt to establish dominance, superiority or power over an individual or group based on gender, race, ethnicity, culture, religion, sexual orientation, gender expression or mental or physical disability (2) Any act or conduct described as harassment under federal or state law

✓ **Examples of harassment:**

- **Physical offenses.** Behaviors that include (a) hitting, pushing, punching, beating, biting, striking, kicking, choking or slapping an athlete or participant; (b) throwing at or hitting an athlete with objects including sporting equipment
- **Non-physical offenses.** Behaviors that include (a) making negative or disparaging comments about an athlete's sexual orientation, gender expression, disability, religion, skin color, or ethnic traits; (b) displaying offensive materials, gestures, or

symbols; (c) withholding or reducing playing time to an athlete based on his or her sexual orientation.

E. Hazing: (1) Coercing, requiring, forcing or willfully tolerating any humiliating, unwelcome or dangerous activity that serves as a condition for (a) joining a group or (b) being socially accepted by a group's members. (2) Any act or conduct described as hazing under federal or state law

✓ **Examples of hazing:**

- requiring, forcing or otherwise requiring the consumption of alcohol or illegal drugs.
- tying, taping or otherwise physically restraining another athlete.
- sexual simulations or sexual acts of any nature. sleep deprivation, otherwise unnecessary schedule disruption or the withholding of water and/or food.
- social actions (e.g. grossly inappropriate or provocative clothing) or public displays (e.g. public nudity) that are illegal or meant to draw ridicule.
- beating, paddling or other forms of physical assault. excessive training requirements focused on individuals on a team.

G. Use of illegal Drugs and Alcohol: Illegal distribution, use or abuse of drugs or alcohol is strictly prohibited by TNT5 Basketball coaches, clinicians, event organizers, volunteers, staff or athletes.

H. Inappropriate Use of Electronic Communications and Social media: As part of TNT5's emphasis on athlete safety, all electronic communication from coach to athlete, athlete to coach and athlete to athlete must be professional and appropriate in nature. As with any communication, the content of any electronic communication should be readily available to share with your parents.

Note: No athlete, parent, coach, clinician or volunteer should post on social media any messages on behalf of TNT5 Basketball Development L.L.C.

✓ **Examples of appropriate electronic or social media communications.**

- Coaches and athlete texting, e-mailing or messaging one another about TNT5 associated business, information distribution and team activities.
- From time to time, digital photos, videos of practice or competition, and other publicly obtainable images of the athlete – individually or in groups – may be taken. These photos and/or videos may be submitted to local, state or national publications, used in club videos, posted on club or club associated websites, or offered to the club families seasonally on disc or other electronic form. It is the default guideline of the TNT5 Basketball to allow such practices as long as the athlete or athletes have signed a photo/video release and is distributed by the organization's official social media director.

PARENT POLICIES AND GUIDELINES

- I. **COMMUNICATION:** Parents are highly encouraged to keep lines of communication open with their child's coach and the program administrators.
- II. **REGISTRATION AND FINANCIAL OBLIGATIONS:** All parents are required to register their child for participation in Iowa Prep. In additions, it is assumed that all financial obligations will be met by the family.
- III. **INJURIES AND ILLNESS:** If a player is injured or sick, it is the parent's responsibility to assist their child in receive medical attention. If a player is absent from Iowa Prep activities due to injury or illness, Iowa Prep coaches and administrators must receive parental permission for their child to return to normal basketball activities.
- IV. **PROHIBITED CONDUCT:** Refrain from conduct that breaks the law and sheds a negative light on yourself, your family and the program.
 - A. **During your child's competition (training, practices, games)**
 - ✓ Excessive "sideline coaching" while watching a game or practice.
 - ✓ Profanity.
 - ✓ Criticism of your child in public.
 - ✓ Ignoring doctor's decision in all matters of players health and injuries and physical ability to play.
 - ✓ Disrespecting the decisions of officials on the field or tournament officials.
 - ✓ Criticizing an opposing team, its players, fans, coaches or team by words or gestures.
 - B. **Sexual Abuse:** Child sexual abuse includes sexual contact with a child that is accomplished deception, manipulation, force or threat of force, regardless of the age of the participants, and all sexual interactions between an adult and a child, regardless of whether there is deception, or the child understands the sexual nature of the activity. Child sexual abuse involves any sexual activity with a child where consent is not or cannot be given. Sexually abusive acts may include non-contact sexual acts such as verbal acts, sexually suggestive electronic or written communications, exposure or voyeurism.
 - C. **Emotional Misconduct:** (1) A pattern of deliberate, non-contact behavior that has the potential to cause emotional or psychological harm to an athlete. Non-contact behaviors include: a. verbal acts; b. physical intimidation; c. acts that deny attention or support. (2) Any act or conduct described as emotional abuse or misconduct under federal or state law (e.g. child abuse, child neglect).

- ✓ **Exception:** Emotional misconduct does not include professionally accepted coaching methods of skill enhancement, physical conditioning, team building, discipline or improving athletic performance.
 - ✓ **Examples of emotional misconduct**
 - (1) Verbal Acts. A pattern of verbal behaviors that (a) attack an athlete personally (e.g., calling them worthless, fat or disgusting) or (b) repeatedly and excessively yelling at a particular participant or participants in a manner that serves no productive training or motivational purpose.
 - (2) Physical Intimidation. A pattern of physically aggressive behaviors, such as (a) throwing sport equipment, water bottles or chairs at, or in the presence of, participants; or (b) punching walls, windows or other objects.
 - (3) Acts that Deny Attention and Support. A pattern of (a) ignoring an athlete for extended periods of time or (b) routinely or arbitrarily excluding participants from practice.
- D. **Physical Misconduct:** (1) Contact or non-contact behaviors that result in, have the potential to, or threaten to cause physical harm to an athlete or other sport participants; or (2) Any act or conduct described as physical abuse or misconduct under federal or state law (e.g. child abuse, child neglect, assault).
- ✓ **Examples of physical misconduct**
 - **Contact offenses.** punching, beating, biting, striking, choking or slapping an athlete; (b) intentionally hitting an athlete with objects or sporting equipment; (c) providing alcohol to an athlete under the legal drinking age (under U.S. law); (d) providing illegal drugs or non-prescribed medications to any athlete; (e) encouraging or permitting an athlete to return to play pre-maturely following a serious injury, such as a concussion, and without the clearance of a medical professional; (f) prescribed dieting or other weight-control methods (e.g., weigh-ins, caliper tests) without regard for the nutritional well-being and health of athlete.
 - **Non-contact offenses.** Behaviors that include: (a) isolating an athlete in a confined space (e.g., locking an athlete in a small space); (b) forcing an athlete to assume a painful stance or position for no athletic purpose (e.g. requiring an athlete to kneel on a harmful surface); (c) withholding, recommending against or denying adequate hydration, nutrition, medical attention or sleep.
- E. **Sexual Misconduct:** (1) Any touching or non-touching sexual interaction that is (a) nonconsensual or forced, (b) coerced or manipulated, or (c) perpetrated in an aggressive, harassing, exploitative or threatening manner (2) Any sexual interaction between an athlete and an individual with evaluative, direct or indirect authority. Such relationships involve an imbalance of power and are likely to impair judgment or be exploitative (3) Any act or conduct described as sexual abuse or misconduct under federal or state law (e.g. sexual abuse, sexual exploitation, rape)

Note: An imbalance of power is always assumed between a coach and an athlete.

Sexual misconduct includes sexual assault, sexual harassment, sexual abuse and any other sexual intimacies that exploit an athlete. Minors cannot consent to sexual activity with an adult, and all sexual interaction between an adult and a minor is strictly prohibited.

✓ **Examples of sexual misconduct**

- fondling an athlete's breasts or buttocks
- exchange of reward in sport (e.g., team placement, scores, feedback) for sexual favors
- genital contact.
- sexual relations or intimacies between participants in a position of trust, authority and/or evaluative and supervisory control over athletes or other sport participants
- sexually-oriented comments, jokes, or sexual innuendos made to or about an athlete, or other sexually harassing behaviors.
- exposing athletes to pornographic material.
- sending athletes sexually explicit or suggestive electronic or written messages or photos (e.g. "sexting")
- deliberately exposing an athlete to sexual acts.
- deliberately exposing an athlete to nudity (except in situations where locker rooms and changing areas are shared.
- sexual harassment; specifically, the sexual solicitation, physical advances, or verbal or nonverbal conduct that is sexual in nature, and (a) is unwelcome, offensive or creates a hostile environment, and the offending individual knows or is told this or (b) is sufficiently severe or intense to be harassing to a reasonable person in the context

F. Bullying: (1) An intentional, persistent and repeated pattern of committing or willfully tolerating physical and non-physical behaviors that are intended, or have the reasonable potential, to cause fear, humiliation or physical harm in an attempt to socially exclude, diminish or isolate the targeted athlete(s), as a condition of membership (2) Any act or conduct described as bullying under federal or state law.

✓ **Examples of bullying:**

- **Physical behavior:** Behaviors that include (a) hitting, pushing, punching, beating, biting, striking, kicking, choking, or slapping an athlete; (b) throwing at, or hitting an athlete with, objects such as sporting equipment.
- **Non-Physical behaviors:** Behaviors that include (a) teasing, ridiculing, intimidating; (b) spreading rumors or making false statements; or (c) using electronic communications, social media, or other technology to harass, frighten, intimidate or humiliate ("cyber bullying").

G. Harassment: (1) A repeated pattern of physical and/or non-physical behaviors that (a) are intended to cause fear, humiliation or annoyance, (b) offend or degrade, (c) create a hostile environment or (d) reflect discriminatory bias in an attempt to establish dominance, superiority or power over an individual athlete or group based on gender, race, ethnicity, culture, religion, sexual orientation, gender expression or mental or physical disability (2)

Any act or conduct described as harassment under federal or state law

✓ **Examples of harassment:**

- **Physical offenses.** Behaviors that include (a) hitting, pushing, punching, beating, biting, striking, kicking, choking or slapping an athlete or participant; (b) throwing at or hitting an athlete with objects including sporting equipment
- **Non-physical offenses.** Behaviors that include (a) making negative or disparaging comments about an athlete's sexual orientation, gender expression, disability, religion, skin color, or ethnic traits; (b) displaying offensive materials, gestures, or symbols; (c) withholding or reducing playing time to an athlete based on his or her sexual orientation.

G. Hazing: (1) Coercing, requiring, forcing or willfully tolerating any humiliating, unwelcome or dangerous activity that serves as a condition for (a) joining a group or (b) being socially accepted by a group's members. (2) Any act or conduct described as hazing under federal or state law

✓ **Exceptions:** Hazing does not include group or team activities that (a) are meant to establish normative team behaviors or (b) promote team cohesion. Examples include, without limitation:

- allowing junior athletes to carry senior athletes' equipment into the locker room after practice
- encouraging junior athletes to arrive early and set up training equipment.
- giving senior athletes first preference in team assignments, responsibilities, accommodations, facilities or equipment.

✓ **Examples of hazing:**

- requiring, forcing or otherwise requiring the consumption of alcohol or illegal drugs.
- tying, taping or otherwise physically restraining an athlete.
- sexual simulations or sexual acts of any nature. sleep deprivation, otherwise unnecessary schedule disruption or the withholding of water and/or food.
- social actions (e.g. grossly inappropriate or provocative clothing) or public displays (e.g. public nudity) that are illegal or meant to draw ridicule.
- beating, paddling or other forms of physical assault. excessive training requirements focused on individuals on a team.

N. Travel: When traveling to and from any TNT5 sponsored event, the supervising parent is required to gain parental/guardian consent of all athletes they are transporting any other than their own, 2)

O. Lodging: Regardless of gender, a supervising parent shall not share a hotel room or other sleeping arrangement with an athlete(s) unless they receive parental consent.

P. Electronic Communications and Social media: As part of TNT5's emphasis on athlete safety, all electronic communications between an adult and athlete must be professional in nature

and for the purpose of communicating information about team activities. As with any communication, the content of any electronic communication should be readily available to share with the athlete's family. Note: No athlete, parent, coach, clinician or volunteer should post on social media any messages on behalf of TNT5 Basketball Development L.L.C.

✓ **Examples of appropriate electronic or social media communications.**

- Parents and athlete (other than their own child) texting, e-mailing or messaging about TNT5 associated business, information distribution and team activities.
- From time to time, digital photos, videos of practice or competition, and other publicly obtainable images of the athlete – individually or in groups – may be taken. These photos and/or videos may be submitted to local, state or national publications, used in club videos, posted on club or club associated websites, or offered to the club families seasonally on disc or other electronic form. It is the default guideline of the TNT5 Basketball to allow such practices as long as the athlete or athletes have signed a photo/video release and is distributed by the organization's official social media director.

Q. Willfully Tolerating Misconduct Without Reporting: Failure to report forms of misconduct may result in a violation of State law.

V. REPORTING: Any report of misconduct or suspicions of child physical or sexual abuse will be taken seriously and handled appropriately. Every TNT5 Basketball Development coach, clinician, event organizer, volunteer, and staff must report suspicions or allegations of child physical or sexual abuse to both (a) the appropriate law enforcement authorities and to (b) the TNT5 Owner and administrator. TNT5 does not investigate suspicions or allegations of child physical or sexual abuse or attempt to evaluate the credibility or validity of such allegations as a condition for reporting to the appropriate law enforcement authorities.

A. To Whom to Report: Reports must be made to local law enforcement and the TNT5 Basketball Development Owner and Administrator.

B. How to Report: TNT5 Basketball Development will take a report in a verbal or written form. Regardless of how you choose to report, it is helpful to TNT5 for individuals to provide, at a minimum, (1) the name and contact information of the person making the report; (2) the type of misconduct alleged and the name(s) of the individual(s) alleged to have committed the misconduct; (3) date of the incident; (4) name of the alleged victim.

C. Confidentiality: To the extent permitted by law, and as appropriate, TNT5 will keep confidential the complainant's name on request, not make public the names of potential victims, the accused perpetrator or the people who made a report of child physical and sexual abuse to the authorities.

VI. PHYSICAL CONTACT WITH ATHLETES

- C. **Appropriate Physical Contact:** TNT5 Basketball Development L.L.C. adheres to the following guidelines regarding physical contact with our athletes. Physical contact with athletes – for safety, consolation and celebration has multiple criteria in common which make them both safe and appropriate. These include (1) physical contact must take place in public, (b) there is no potential for physical or sexual intimacies during the physical contact, (c) the physical contact is for the benefit of the athlete, not to meet an emotional or other need of an adult