

Ultimate Safe

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Emergency First Aid

All staff are trained in first aid, CPR, emergency response assistance.

We have staff and consultants trained in mental health crisis.

Equipment

Equipment at Ultimate Kids is inspected daily by instructors. Any signs of dangerous wear and tear or damage is reported to ownership and the equipment is closed until repaired or replaced. Ultimate Kids also makes a campus wide monthly inspection as backup.

Inclement Weather

It has been said that this area is the most difficult area in the country to accurately predict inclement weather. We value both the safety of those we serve and those who serve at Ultimate Kids, and yet we also are committed to providing our best because families have asked us to do so. During inclement weather we work hard at managing the tension between the two objectives.

There are three inclement weather conditions from which we base decisions regarding schedule adjustments:

Condition 1: It is obvious that Ultimate Kids will be closed all day

Condition 2: It is obvious that Ultimate Kids will be closed at least part of the day

Condition 3: The uncertainty requires hourly or more monitoring of weather to determine if a schedule adjustment is necessary

1. If Guilford County Schools are closed due to hazardous conditions on the roads, we will assess, through radar and road reports, how much of our service area is affected and will make a decision accordingly. We will send an email blast and leave a recording on the Ultimate Kids answering machine about schedule adjustments. If we are open when schools are closed, or if a portion of the county has hazardous road conditions, we ask that parents and staff use their own judgment in traveling to Ultimate Kids and for staff to call in if their transportation to Ultimate Kids is not safe.
2. In some situations, we will ask the team head coaches, the rec gym director, and the climbing gym manager to make their own decision regarding their part of Ultimate Kids being open.

3. In daytime winter weather that is developing, Ultimate Kids' rule of thumb is that when the parking lot begins to get about a foot width of white around the edges during snow or sleet, AND if the weather forecast is for an enduring and measurable precipitation, we will close all of Ultimate Kids (both buildings) with the possible exception of the climbing gym.
4. If Ultimate Kids is closed in the morning due to weather, we will make hourly assessment of road conditions. If road conditions improve enough for safe driving for many that we serve, we will communicate the times that day by email and voicemail on our phone, in which we will be open. It is also possible that there will be an early evening close due to the prediction of deteriorating road at night.

We know that our closing decisions will not be 100% accurate, yet we would rather err on the side of safety. Due to the way our daily schedule is structured, it is practically impossible for us to make up a specific class at a different time. However, enrollees are more than welcome to attend open gym on Fridays to stay caught up and work with coaches in an open gym environment. We appreciate each of you and your understanding.

Check email, web site, facebook/social media, or call the gym.

Severe/Extreme Weather

In the event that severe or extreme weather occurs during open hours, staff is trained to direct building occupants to the safest areas in the buildings.

Earthquake

If at all possible, get OUT of the lobby areas and into the gym or best, outside.

Fire

Familiarize yourself with the locations of our fire extinguishers and exits. Get everyone out of the building calmly, efficiently, and safely.

Pandemics and Health Alerts

As long as authorities allow, Ultimate Kids will remain open through pandemics and health alerts, and will follow acceptable standards of care and any necessary modified programming to keep participants and visitors as safe as we can.

Active Attacker

(internal)

Personal Violations

Ultimate Kids believes in the dignity and the protection of dignity for all participants enrolled in our programs and teams. Ultimate Safe includes the policies of the U.S. Center for SafeSport, USA Gymnastics SafeSport, and USA Diving SafeSport as minimum standards of care. Through Ultimate Safe, Ultimate Kids has chosen, in a few situations to have its own standard of care that expands beyond the standards of the U.S. Center for SafeSport, USA Gymnastics SafeSport, and USA Diving SafeSport.

Ultimate Safe Policy Regarding the Treatment, Prevention, and Reporting of Sexual and Physical Abuse of Program Participants

“Covered” Individuals

SAFE SPORT	ULTIMATE SAFE
Any individual within the governance or disciplinary jurisdiction of USA Gymnastics (past, present, future)	All staff, owners, and contractors interacting with participants (such as photographers)
Event staff, medical personnel, chaperones, National Team Training Center support staff, any other individuals working with or around athletes	Any individual associated whether professionally or as a volunteer with a gym activity or USA Gymnastics sanctioned event
Any athlete, or non-athlete participant	Any athlete, non-athlete participant, or parent/guardian

Vetting

SAFE SPORT	Requirements
Any individual within the governance or disciplinary jurisdiction of USA Gymnastics (past, present, future)	Criminal background check, SafeSport Course, USA-G members in good standing, US resident in good standing
Event staff, medical personnel, chaperones, National Team Training Center support staff, any other individual working with or around athletes	Criminal background check, SafeSport Course, USA-G members in good standing, US resident in good standing
Parent/Guardian	SafeSport Certification recommended

ULTIMATE SAFE	Requirements
All staff, owners, and contractors interacting with participants (such as photographers)	Criminal background check, SafeSport Course, USA-G members in good standing, US resident in good standing
Parents: Team Board Members, Judges, Meet Directors, Volunteers who work with or around athletes	Criminal background check, SafeSport Course, USA-G members in good standing, US resident in good standing
Parents: All other team parents/guardians	Possible FBI Sex Offender Reg. search, SafeSport Course recommended
Non-Parents: Any individual associated, whether professionally or as a volunteer, with a USA Gymnastics sanctioned event or official team event who works with and around athletes	Criminal background check, SafeSport Course, US resident in good standing
All other non-athlete participant, or parent/guardian	Possible FBI Sex Offender Reg. search, SafeSport Course recommended

Ultimate Safe One-On-One Abuse Prevention Policy

All parents are strongly encouraged to take the SafeSport Course and take the “Parents Guide to Misconduct in Sport” within 45 days of registering child to membership.

Athletes are strongly encouraged to take the age-appropriate SafeSport Course.

Courses are found at
<https://athletesafety.org/training/index>

Situation	One-on-One Coach-Athlete <i>SafeSport</i>	One-on-One Coach-Athlete <i>Ultimate Safe</i>	One-on-One Parent-Athlete <i>SafeSport</i> (on UK premises or USAG Sanctioned event)	One-on-One Parent-Athlete <i>Ultimate Safe</i> (on UK premises or USAG Sanctioned event or UK affiliated activity)
Meetings	Must be observable and interruptible when there is a meeting with an unrelated athlete	Same as SafeSport Coach-Athlete	Same as SafeSport Coach-Athlete	Same as SafeSport Coach-Athlete
Bathrooms	Not allowed at any time	Same as SafeSport Coach-Athlete	Same as SafeSport Coach-Athlete	Same as SafeSport Coach-Athlete
Vehicles	Parent of passenger athlete must complete “Legal Guardian Consent” form and athlete must complete the age-appropriate SafeSport course. All completed documents/certificates must be submitted to USA Gymnastics and UK prior to travel.	Allowed only in emergency (defined by SafeSport) if no other transportation is available. A staff member may provide transportation for gym friends of their related child provided 1) an annual consent form is completed by the friends’ parents, and 2) the driving staff member provides the transportation only when their related child is riding as well	Same as SafeSport Coach-Athlete	Allowed only with documented permission between parents. Driving parent should be SafeSport Certified

Situation	One-on-One Coach-Athlete <i>SafeSport</i>	One-on-One Coach-Athlete <i>Ultimate Safe</i>	One-on-One Parent-Athlete <i>SafeSport</i> (on UK premises or USAG Sanctioned event)	One-on-One Parent-Athlete <i>Ultimate Safe</i> (on UK premises or USAG Sanctioned event or UK affiliated activity)
Air/Boat Travel	Parent of passenger athlete must complete “Legal Guardian Consent” form and athlete must complete the age-appropriate SafeSport course. All completed documents/certificates must be submitted to USA Gymnastics and UK prior to travel.	Same as SafeSport Coach-Athlete	Same as SafeSport Coach-Athlete	Allowed with written permission by parent. Chaperone parent must be Safe Sport Certified
Gifting	Gifts are allowed if offered to all athletes and are approved by gym and parents	Same as SafeSport Coach-Athlete	Gifts are allowed to unrelated athletes if offered to all athletes and are approved by parents and head coach. This includes incentives.	Same as SafeSport Parent-Athlete
In-Person Communication	Bullying of all kinds prohibited	Bullying and demeaning language to or about athletes prohibited	Same as SafeSport Coach-Athlete	Bullying and demeaning language to or about athletes prohibited
Electronic Communication	Only if copied to athlete’s parents in real time. Includes group communications.	For minor aged athlete: Same as SafeSport Coach-Athlete, plus phone calls between minor-aged athletes and staff prohibited. For minor-aged staff: Exempt only if minor-aged staff member’s parents provide annual consent and communication remains easily traceable. If the minor is a coach and an athlete, electronic communication must be particular to the two roles.	Same as SafeSport Coach-Athlete	Same as SafeSport Coach-Athlete

Situation	One-on-One Coach-Athlete <i>SafeSport</i>	One-on-One Coach-Athlete <i>Ultimate Safe</i>	One-on-One Parent-Athlete <i>SafeSport</i> (on UK premises or USAG Sanctioned event)	One-on-One Parent-Athlete <i>Ultimate Safe</i> (on UK premises or USAG Sanctioned event or UK affiliated activity)
Private Sessions	Allowed if one other Participating Adult is present in the same room. Annual written consent required for closed environment.	Allowed if one other staff member is present in the same room.	Not Addressed	Parent may attend but must observe from the parents observation area
Travel Accommodations	All effort should be taken to limit meetings in the accommodation room of athlete or coach. Exceptions: Coach's child, close-in-age guest athlete with written parental consent, personal care assistant who is SafeSport trained and documented	Athletes not allowed in coach's room. Coach not allowed in athlete's room.	Unrelated athlete not allowed in a parent's room. Unrelated parent not allowed in an athlete's room. Otherwise, written consent per travel by both parents required	Same as SafeSport Parent-Athlete
Athlete's Home	One-on-one must be observable and interruptible	Same as SafeSport Coach-Athlete	Unrelated parent should not be alone with athlete in athlete's home and vice versa.	Unrelated parent should not be alone with athlete in athlete's home. Parents may host an unrelated athlete and should have permission in documentation from parents of visiting athlete.
Extra Activities	Allowed if with more than one athlete or an additional Participating Adult	Allowed if with more than one athlete with written/documented parental agreements and two or more staff persons present, or one staff member and one documented chaperone.	Allowed if with more than one athlete with written/documented parental agreements. Parents should be SafeSport Certified	Allowed if with more than one athlete with written/documented parental agreements. Parents should be SafeSport Certified

Situation	One-on-One Coach-Athlete <i>SafeSport</i>	One-on-One Coach-Athlete <i>Ultimate Safe</i>	One-on-One Parent-Athlete <i>SafeSport</i> (on UK premises or USAG Sanctioned event)	One-on-One Parent-Athlete <i>Ultimate Safe</i> (on UK premises or USAG Sanctioned event or UK affiliated activity)
Injury	All attention to injuries must be observable and interruptible. Athlete must be fully or partially clothed, with private anatomy covered. Parents allowed when credentialed. Icing or taping private anatomy prohibited, unless self-applied if needed.	Same as SafeSport Coach-Athlete	Same as SafeSport Coach-Athlete	Same as SafeSport Coach-Athlete
Medical Modalities, Massages	Only licensed modality providers. Parents must be notified for reasons of athlete needing stabilization for providing instruction for further non-emergency medical treatment.	Same as SafeSport Coach-Athlete	Same as SafeSport Coach-Athlete	Same as SafeSport Coach-Athlete
Medical Orders	All medical orders must be followed, including return-to-sport	Same as SafeSport Coach-Athlete		
Alcohol and Drug Use	Coaches under the influence are not allowed any access to athletes	Same as SafeSport Coach-Athlete		
Stretching and Conditioning	10% Rule	Same as SafeSport Coach-Athlete		

Online Instruction and Training

Online instruction and training for athletes and students is different than person-to-person instruction. At Ultimate Kids, child safety remains our top priority online as well as in the gym. The following is our online SafeSport policy:

1. Online instruction and training for a minor must be with parent(s)' written approval.
2. There must be a minimum of two staff members per session on the teaching/coaching end, and at least one parent, legal custodian, or adult parent/custodian assignee in the home during session who can at least hear the session.
3. If the gym is not available and instruction is presented from a home, sessions must be conducted by the presenters from a common area or a space that communicates relationship neutrality, and anything that could be interpreted as personal or intimate should be avoided.
4. If instruction is received in a home, the participant should be in a common area that is open to other members of the family. If a common area is not available:
 - a. Then a parent must provide written approval for the minor participant to be receiving the video instruction in a private room, excluding a bathroom.
 - b. If in a bedroom, the participant may elect "video off," or may turn the camera to the ceiling or floor.
 - c. Bedroom door(s) must remain open unless distractions outside of the bedroom create a hindrance to the learning process, and a parent gives permission and remains in the house.
5. All online staff are to wear professional attire as they would wear in the gym.
6. All online participants must wear gym-appropriate attire without midriff exposed.
7. All sessions will be recorded and stored for learning and review purposes.
8. Instructors must not engage in video or electronic communication with students outside the online instruction.

Coaches who have a child on a team: Sometimes a coach or staff member will have a child on a team and may need to attend a competition as a parent. Even though the role has changed, the assignment of authority has not. At all team functions, social events including a minor-aged athlete, and USA Gymnastics sanctioned events, the parent-coach still adheres to the SafeSport and Ultimate Safe policies as for a coach or staff member.

Adult coaches “close in age” to athletes: For young coaches (18-21 years old), who are friends with current minor-aged athletes may communicate directly with the friend without parents real-time copy, if the minor-aged athlete’s parent has provided a written consent with anytime opt-in and opt-out.

Coach-Parent relationship: When a coach and a parent of a team athlete enter into a romantic relationship, there is a significant shift in the power structure, which can be quite disruptive on several levels, and can even violate SafeSport Policy.

SafeSport Reporting:

Child abuse, sexual abuse, or criminal activity: *Local law enforcement*

Sexual misconduct, sexual harassment, grooming, child abuse: *The U.S. Center for SafeSport*
<https://uscenterforsafesport.org>, 833-5US-Safe (833) 587-7233

Emotional misconduct, bullying, hazing, physical misconduct, retaliation related to SafeSport, prevention policy violations:

USA Climbing <http://www.usaclimbing.org/Officials/Coaches/SafeSport.htm>

USA Dance USA Dance SafeSport Hotline – toll free 1-855-444-6011, International 1-646-291-8999

USA Diving <https://uscenterforsafesport.org>

USA Gymnastics <https://usagym.i-sight.com/portal>

Ultimate Safe General Reporting: Abuse prevention policy violations or possible policy violations occurring during travel events are reported to SafeSport.

Abuse prevention policy violations or possible policy violation in the gym or locale will be treated on a case-by-case basis considering severity, nature, and circumstances. When there is an abuse prevention violation in the gym or locale, the standard approach is to educate the offender and provide a warning. Should the violation be intentional (against SafeSport) or flagrant, the coach will be reported to SafeSport and suspended, pending investigation. If not suspended upon first violation and should the violation occur again, the offender will be suspended or placed on probation pending a possible SafeSport report based on circumstances. A third violation will result in dismissal and report to SafeSport.

Other Resources:

U.S. Center for SafeSport searchable database – <https://uscenterforsafesport.org/response-and-resolution/disciplinary-database/>

Sexual offender registries may be found here – <https://www.fbi.gov/scams-and-safety/sex-offender-registry>

USA Gymnastics Consent Forms – <https://usagym.org/pages/education/safesport/policy.html>

Each NGB's website carries links to permanently ineligible and interim suspended members due to alleged SafeSport violations.