

## **Section 1: Regular Meeting Policy**

NEW HAMPSHIRE JUNIOR ROLLER DERBY shall endeavor to keep its members and the general public informed about the organization's activities on a regular basis - formal meetings should occur at least every two months, but once a month is an ideal goal.

## **Section 2: Household Conflict Policy**

In working with children, situations have and will occur within families that affect NEW HAMPSHIRE JUNIOR ROLLER DERBY events. The only focus of any NEW HAMPSHIRE JUNIOR ROLLER DERBY administrator who may witness such events is ensuring that the children are protected and supported. If the situation occurs in the presence of children, whether belonging to the antagonists or not, in the presence of a NEW HAMPSHIRE JUNIOR ROLLER DERBY official who is acting in that capacity (e.g. during or after a practice), NEW HAMPSHIRE JUNIOR ROLLER DERBY needs to ensure that all children are protected and isolated from the argument, first by separating the kids, then by asking the antagonists to leave, and finally by notifying premises security or the police and having the antagonists removed.

If the situation occurs when no children excepting those of the antagonists are present (e.g., well before or after practice), then the NEW HAMPSHIRE JUNIOR ROLLER DERBY has no obligation to do anything or to get involved in the situation formally. NEW HAMPSHIRE JUNIOR ROLLER DERBY officials in this case are encouraged to give help and support as requested, and to otherwise stay out of the fight.

In all such cases, premises rules and the laws of the state in which the incident occurs take precedence over these policies

New Hampshire Law (RSA 169-C:29-30) requires that any person who has reason to suspect that a child under the age of 18 has been abused or neglected must report the case to::

“In accordance with New Hampshire RSA 169-C:29, information by any citizen regarding the suspected abuse or neglect of a child is not confidential and must be reported to the child protection agency, Division for Children Youth and Families (DCYF). The law specifically states: “Any physician, surgeon, county medical examiner, psychiatrist, resident, intern, dentist, osteopath, optometrist, chiropractor, psychologist, therapist, registered nurse, hospital personnel (engaged in admission, examination, care and treatment of persons), Christian Science practitioner, teacher, school official, school nurse, school counselor, social worker, day care worker, any other child or foster care worker, law enforcement official, priest, minister, or rabbi or any other person having reason to suspect that a child has been abused or neglected shall report the same in accordance with this chapter.”

If a NHJRD coach or volunteer needs to report child abuse, The New Hampshire Division of Children, Youth and Families Central Intake Office should be contacted at 1-800-894-5533

## **Section 3: Privacy Policy**

NEW HAMPSHIRE JUNIOR ROLLER DERBY will do everything within reason to prevent the disclosure of the private information of its members, directors, and any other persons to whose information it may become privy in the course of normal business relationships. Member profiles on the website will never include legal names unless that name is part of the individual's skate name. The NEW HAMPSHIRE JUNIOR ROLLER DERBY cannot control the contents of comments made on its website by third parties.

#### **Section 4: League Purposes**

NEW HAMPSHIRE JUNIOR ROLLER DERBY supports all forms of roller derby, but it places the children who participate and are the future of the sport above its other commitments, duties, and obligations at all times. If there is a conflict between supporting junior roller derby and any other team or function of the NEW HAMPSHIRE JUNIOR ROLLER DERBY, supporting the New Hampshire Junior Roller Derby must take precedence.

#### **Section 5: Discrimination and Disabilities Policy**

NEW HAMPSHIRE JUNIOR ROLLER DERBY is committed to the principle of equal opportunity in membership, both on and off skates. The Association does not discriminate against individuals on the basis of race, color, sex, sexual orientation, gender identity, religion, disability, genetic information, veteran status, ancestry, or national or ethnic origin; we welcome any and everyone who wants to be involved in the sport of roller derby. NEW HAMPSHIRE JUNIOR ROLLER DERBY will not tolerate any discrimination, direct or indirect, against anyone by one of its members while representing NEW HAMPSHIRE JUNIOR ROLLER DERBY; violations will be dealt with according to the applicable disciplinary actions.

NEW HAMPSHIRE JUNIOR ROLLER DERBY will make all reasonable efforts to accommodate members who have or believe they have a disability under the Americans with Disabilities Act and amendments, upon application to a single member of the board of directors in person, or the entire board in writing. Accommodation shall be made as quickly as feasible.

#### **Section 6: Two-Deep Leadership Policy**

In the interest of preventing allegations of child abuse, no trainer, leader, or coach over the age of 18 should ever be alone with a single skater or member under the age of 18 while on NEW HAMPSHIRE JUNIOR ROLLER DERBY business. Even if the coach and skater are otherwise legally able to carry on a relationship, their respective statuses as student and teacher make it inappropriate for such a relationship to be carried on in any way while at NEW HAMPSHIRE JUNIOR ROLLER DERBY events.

Ideally, 2 leaders over the age of 18 should be present (able to see each other) at all times while working with junior skaters; this is more necessary with younger skaters, who are less able to provide a reliable legal alibi, than with older skaters. In all cases, regardless of gender mixture, there must be at least 3 people present in an area when one of them is over 18 and another is under 18.

This policy is intended to protect both juniors and leaders, and is one of the most important

things to remember at any time when working with juniors. A single slip exposes the adult to possible allegations of wrongdoing and legal action.