



# RENAISSANCE KNIGHTS FOUNDATION

## SAFE PLAY POLICY

### Effective Mar 1, 2024

#### 1. Our values and principles

Renaissance Knights does not allow any employee, volunteer, partner, supplier, sub-contractor, agent or any individual engaged by Renaissance Knights to engage in any form of child abuse, maltreatment or poor Safe Play practice. A child is anyone under the age of 18, and all children have an equal right to protection regardless of any personal characteristic, including their age, gender, ability, culture, racial origin, religious belief and sexual identity.

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, volunteers, interns, agents, contractors, external consultants, third-party representatives, suppliers and business partners. It applies during or outside of working hours, every day of the year.

#### 2. What is Child Abuse?

**Child abuse** consists of anything, which individuals, institutions or processes do or fail to do which directly or indirectly harms children or damages their prospect of a safe and healthy development into adulthood.

This policy covers all forms of child abuse. Renaissance Knights recognizes five categories of child abuse, which are sexual abuse, physical abuse, emotional abuse, neglect and exploitation. Other sub-categories may be adopted from time to time. The policy also covers any poor Safe Play practice, which results in or creates a risk of child abuse or harm.

#### 3. Definitions of Child Abuse

<b>Sexual Abuse</b>	<b>Sexual abuse</b> is the involvement of a child in sexual activities, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example, rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse (including via the internet). Adult males do not solely perpetrate sexual abuse. Women can also commit acts of sexual abuse, as can other children.
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<b>Physical</b>	<b>Physical abuse</b> is the non-accidental use of physical force that deliberately or inadvertently causes a risk of/or actual injury to a child. This may include hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing non-accidental physical harm to a child. Physical harm can also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness or temporary, permanent injury or disability of a child.
<b>Emotional</b>	<b>Emotional abuse</b> involves doing harm to a child’s emotional, intellectual, mental or psychological development. This may occur as an isolated event or on an ongoing basis. Emotional abuse includes but is not limited to any humiliating or degrading treatment (e.g. bad name calling, threats, yelling/screaming/cursing, teasing, constant criticism, belittling, persistent shaming etc.), failure to meet a child’s emotional needs, and rejecting, ignoring, terrorizing, isolating or confining a child.
<b>Neglect</b>	<b>Neglect</b> is failing to prevent harm; failing to ensure adequate supervision; failing to ensure access to appropriate medical care or treatment or providing inappropriate medical treatment (e.g. administering medication when not authorized); or failing to provide a safe physical environment (e.g. exposure to violence, unsafe programming location, unsafe sleeping practices, releasing a child to an unauthorized adult, access to weapons or harmful objects, Etc.
<b>Exploitation</b>	Child sexual exploitation is a form of child sexual abuse. It occurs where an individual takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexual activity; (a) in exchange for something the victim needs or wants, and/or (b) for the financial advantage or increased status of the perpetrator or facilitator. The victim may have been sexually exploited even if the sexual activity appears consensual. Child sexual exploitation does not always involve physical contact; it can also occur with the use of technology.
<b>Bullying</b>	<b>Bullying</b> is repeated and/or severe aggressive behavior between two or more people that is intended or likely to hurt, control, or diminish another person emotionally, physically or sexually. Bullying can occur between Minors, between Adults, and between Minors and Adults. What constitutes bullying is based on the perception of the victim, bystanders, or witnesses, but not the alleged perpetrator of the bullying activity. <b>Forms of Bullying:</b> a. Physical. Examples may include, without limitation: hitting, pushing, punching, beating, biting, striking, kicking, choking, spitting, slapping, or throwing objects at another person. b. Verbal. Examples may include, without limitation: teasing, ridiculing, taunting, name-calling, intimidating, or threatening to cause someone harm. c. Social, including Cyber-bullying. Examples may include, without limitation: using rumors or false statements about someone to diminish that person’s reputation; using electronic communications, including, but not limited to, social media, or other technology to harass, frighten,

	<p>intimidate, or humiliate someone; and/or, socially excluding someone and asking others to do the same.</p> <p>d. Gender. Examples may include, without limitation: teasing, ridiculing, or taunting based on gender or sexual orientation (real or implied), gender identity, gender traits or behavior, or teasing someone about their looks or behaviors as it relates to sexual attractiveness.</p>
<b>Zero Tolerance</b>	<ul style="list-style-type: none"> <li>• At Renaissance Knights we have a culture of zero tolerance for all forms of abuse and mistreatment, including Sexual Exploitation and Abuse, Harassment, Intimidation and Bullying.</li> <li>• This means that every single concern is fully responded to and where necessary prompt action (including conducting an investigation and taking disciplinary action, if applicable) is taken.</li> <li>• It means that we will hold our people to account against the same standards and subject them to the same processes, as everyone else regardless of their position or reputation within the organization.</li> </ul>

#### 4. Our approach to preventing the abuse and exploitation of children

Child abuse and exploitation is a violation of fundamental child and human rights. It may also be a criminal act. Renaissance Knights has a zero-tolerance approach when it comes to taking action to protecting children from all forms of exploitation and abuse. We are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure child exploitation and abuse is not taking place anywhere in our own business or in any of our supply chains or partnerships.

Renaissance Knights is also committed to ensuring there is transparency in our own business and in our approach to preventing and responding to any child Safe Play violations throughout our work and relationships with third parties, consistent with our local, state, national, and Chicago Public Schools disclosure obligations, and shall comply with all applicable laws, statutes, regulations and codes from time to time in force.

Where the guidance in this policy conflicts with any applicable laws or regulations, the higher standard must be observed at all times.

Renaissance Knights is committed to preventing child abuse and exploitation, including through the following means:

**Awareness:** Ensuring that all staff, representatives and third parties connected to Renaissance Knights are aware of the high standards of behavior and conduct expected of them to protect children from any form of abuse and exploitation in their private and working lives.

**Prevention:** Ensuring, through awareness and good practice, that staff and those who work with Renaissance Knights minimize the risks of any form of child abuse and exploitation, including but by no means limited to conducting relevant vetting and background checks of staff as part of their recruitment process.

**Reporting:** Renaissance Knights will ensure that safe, appropriate and accessible means of reporting Safe Play concerns are made available to staff and the communities with whom we work. Renaissance Knights will accept all allegations that any child is or has been subject to child abuse of

any kind, in any circumstance, within or outside our activities. Reporting may be done to any staff member present at an event or directly to the Safe Play Manager.

When an employee, partner, supplier, sub-contractor, agent or any individual engaged by Renaissance Knights witnesses or becomes aware of Safe Play concern, they should report it to the senior staff member present at an event. Once the situation is under control, the Renaissance Knights Safe Play Manager shall be notified by phone as soon as possible.

**Safe Play Manager, is David Heiser 773-844-0701**

**Response:** Renaissance Knights will investigate any allegations and determine the appropriate response according to policy and procedure and legal and statutory obligations. If the complaint concerns a school or venue employee, a report will also be made to the appropriate authority at the school or venue.

For onsite reports, after ensuring the victim is insulated from further abuse, the senior staff member should notify local law enforcement (e.g., police) if an alleged crime has occurred along with the leadership of the venue. If the local authority decides to intervene, the senior staff member shall follow the local authority's specific instructions.

**Confidentiality:** It is essential that confidentiality is maintained at all stages of the process when dealing with Safe Play concerns. Information relating to the concern and subsequent case management should be shared on a need-to-know basis only.

## **5. US Chess Safe Play Guidelines**

US Chess requires all US Chess-certified Tournament Directors (TDs) to take the authorized core training from the U.S. Center for SafeSport before they can be certified by US Chess and to take the annual refresher training to continue their certification. US Chess Safe Play policy can be found at <https://new.uschess.org/us-chess-safe-play-hub>.

US Chess displays TD's certification and Safesport expiration date on the TD's Member Services Area of the US Chess Federation website – [www.uschess.org/msa](http://www.uschess.org/msa).

For US Chess rated tournaments organized by Renaissance Knights, we will ensure that all TD's working the tournament are certified and up to date on their SafeSport training.

## **6. School Policies**

When working for or in a school, Renaissance Knights employees, volunteers, employee, volunteer, partner, supplier, sub-contractor, agent or any individual engaged by Renaissance Knights will follow the school's student safety and security policy. Additionally, Renaissance Knights will comply with any mandatory training requirements set by the school.

## **7. Mandatory Background Screening**

Renaissance Knights requires background screening for all employees, volunteers, and staff members before having contact with children.