

TSX Challenge – Youth Protection Policy

Effective Date: 1/30/2026

Applies To: All TSX Challenge staff, guides, contractors, and volunteers involved in programs that include minors under age 18.

1. Purpose

TSX Challenge (“TSX”) is committed to providing a safe, respectful, and supportive environment for all participants. When TSX operates programs that include minors, TSX implements safeguards to prevent abuse, neglect, and misconduct, and to ensure compliance with applicable California law, including AB 506.

2. Scope

This policy applies only to TSX programs, trips, or activities that include minors (“Youth Programs”). TSX primarily serves adults; however, when minors participate in TSX-led activities, those activities are treated as **youth-serving programs**, and this policy applies to all adults who have direct contact with minors.

3. Covered Adults

This policy applies to any adult who, during a Youth Program:

- Supervises, leads, instructs, or guides minors
- Has authority over minors
- Has prolonged or unsupervised contact with minors
- Participates in overnight or multi-day activities with minors present

Covered adults may include guides, assistant guides, instructors, staff, contractors, and volunteers.

4. Background Checks

All covered adults must complete:

- A **fingerprint-based California DOJ Live Scan background check**
- Prior to participation in any Youth Program
- Renewed at least **every five (5) years**

Individuals with disqualifying criminal history under California law, including offenses involving abuse, neglect, sexual misconduct, or crimes against minors, are **excluded from youth-facing roles**.

5. Mandated Reporter Training

All covered adults must complete:

- **California-specific mandated reporter training** for child abuse and neglect
- Training must comply with California Penal Code §11165.7
- Training must be completed **within the previous two (2) years**

Covered adults are required to report suspected child abuse or neglect in accordance with California law.

6. Supplemental Training

In addition to state requirements, TSX requires **SafeSport training** or equivalent abuse-prevention education to reinforce:

- Appropriate boundaries
- Abuse recognition
- Grooming prevention
- Reporting expectations

SafeSport training supplements, but does not replace, California-mandated requirements.

7. Conduct Expectations

Covered adults must:

- Maintain professional boundaries at all times
- Avoid one-on-one isolated situations where possible
- Respect participant privacy and dignity
- Refrain from inappropriate physical contact, communication, or behavior
- Follow all TSX safety and supervision protocols

Violations of this policy may result in removal from Youth Programs or termination of engagement.

8. Reporting Concerns

Any suspected abuse, neglect, or policy violation must be:

1. Reported immediately to appropriate authorities as required by law
2. Reported to TSX leadership as soon as practicable

TSX prohibits retaliation against individuals who report concerns in good faith.

9. Program-Based Application

This policy **applies only to TSX activities that include minors. Adult-only** programs are not subject to this policy.

Approved by:

TSX Challenge LLC

Christopher Casado – Managing Member