



Safe Sport

PROGRAM HANDBOOK



U.S. CENTER FOR
SAFESPORT

CHAMPION RESPECT. END ABUSE.

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Introduction

The safety of its Participants is of paramount importance to USA Hockey. This includes both on-ice and off-ice safety; the USA Hockey Safe Sport Program¹ and this Handbook address primarily off-ice safety in USA Hockey's programs.

USA Hockey has long had systems in place to protect its Participants from physical abuse, sexual abuse and other types of abuse and misconduct that can be harmful to youth hockey players and other Participants. These include without limitation Physical Abuse, Sexual Abuse, Hazing, Screening, and Locker Room Supervision Policies, in addition to Codes of Conduct applicable to administrators, coaches, officials, parents, players and spectators. This Safe Sport Handbook, which was first adopted in 2012, brings together USA Hockey's various policies to protect its Participants from all types of misconduct and abuse.

The U.S. Center for SafeSport ("Center") opened in March 2017, and USA Hockey and its members first came under the jurisdiction of the Center on April 1, 2017 at the commencement of USA Hockey's 2017-18 playing season. The Center is an independent nonprofit committed to ending all forms of abuse in sport, including bullying, harassment, hazing, physical abuse, emotional abuse, and sexual misconduct and abuse. On February 14, 2018, the United States government enacted the Protecting Young Victims from Sexual Abuse and SafeSport Authorization Act of 2017 (the "SafeSport Authorization Act"). Pursuant to the SafeSport Authorization Act, the Center has adopted Minor Athlete Abuse Prevention Policies, published on January 5, 2024 (the "MAAPP") and effective as to USA Hockey on December 22, 2022, which include policies that the SafeSport Authorization Act requires be adopted by all national governing bodies ("NGBs") recognized by the United States Olympic & Paralympic Committee (the "USOPC"). The Center has also adopted the SafeSport Code for the U.S. Olympic and Paralympic Movement (the "SafeSport Code"), which includes information, policies and procedures that must be complied with by the USOPC, all NGBs recognized by the USOPC, and all programs recognized by a national governing body.

As the national governing body for ice hockey in the United States, USA Hockey has adopted this Safe Sport Program Handbook to comply with the requirements of the SafeSport Authorization Act, the USOPC and the Center, including the adoption of provisions from the MAAPP and the SafeSport Code. This Safe Sport Handbook also includes other policies, procedures and requirements that USA Hockey considers important to its mission to provide a safe environment within USA Hockey programs. To the extent necessary to comply with the requirements of the SafeSport Authorization Act, the USOPC and the Center, USA Hockey's Safe Sport Handbook shall be interpreted to comply with such requirements, and shall be deemed to incorporate by reference any requirements not expressly included in this Safe Sport Handbook. To the extent of any conflict between the USA Hockey Safe Sport Handbook and either the Center's MAAPP or SafeSport Code, the Center's MAAPP or SafeSport Code shall govern.

Each USA Hockey Affiliate, and Member Program, as a condition of sanctioning by USA Hockey or any

¹ For branding purposes, the U.S. Center for SafeSport refers to and uses the term SafeSport as one single word, while USA Hockey's references to Safe Sport are separated into two words. USA Hockey's Safe Sport Program applies and incorporates the requirements of the Center's SafeSport Program into the USA Hockey Safe Sport Program and this Handbook.

Affiliate, must agree to and must comply with the Safe Sport Program Policies herein and all requirements of this Safe Sport Program Handbook.

USA Hockey's Safe Sport Handbook includes the various **Policies** that apply to all USA Hockey Member Programs.

It further includes the available resources and required **Training** of USA Hockey and its Member Programs' employees, volunteers, administrators, coaches, parents and players on recognizing and reducing circumstances for potential abuse to occur; information on USA Hockey's **Screening and Background Check Policy**; the availability and procedures for any person to **Report** suspected abuse or misconduct (including protections from any retaliation or repercussions for such reporting); the procedures and means by which USA Hockey, its Affiliates and Member Programs should **Respond** to allegations of abuse and misconduct; and how USA Hockey, its Affiliates and Member Programs will **Monitor and Supervise** this program to help ensure its effectiveness.

Conduct that is prohibited or regulated by the USA Hockey Playing Rules (e.g., rough play, punching an opponent, "intent to injure" incidents, yelling at a referee or opponent, etc.), and complaints related to officiating, are not intended to be covered by the Safe Sport Program policies and are instead to be addressed and/or penalized under the Playing Rules.

The Safe Sport Program addresses the conduct of Participants, but is not intended to address the conduct of persons who are not Participants. Complaints about the conduct of non-Participants (e.g., conflicts, disputes or arguments between parents and/or other adults) should be directed to the program or team to which they are affiliated.

As described more fully herein, each USA Hockey Affiliate shall have an Affiliate Safe Sport Coordinator whose duties will include monitoring the training of Member Program administrators and others within the Affiliate, serving as the Affiliate's initial contact for persons reporting suspected abuse, misconduct or other violations, investigating or overseeing the investigation of reports of allegations of violations of Safe Sport policies, recommending and (if authorized by the Affiliate) issuing disciplinary measures, compiling information on disciplinary issues within the Affiliate and reporting such information to USA Hockey on a regular basis.

As the national governing body for ice hockey in the United States, USA Hockey has delegated the jurisdiction and authority to the Center to (1) investigate all reports or allegations (a) that a Participant has engaged in conduct defined in the SafeSport Code to be within the Center's exclusive jurisdiction, including without limitation allegations or reports of sexual abuse or misconduct and of any allegations of violations of USA Hockey's Safe Sport Policies that are reasonably related to and accompany a report of allegations of sexual abuse or misconduct (as referenced in Section 1 under Sexual Misconduct Policy), and (b) over other violations defined in the SafeSport Code to be within the Center's discretionary jurisdiction and where the Center exercises such jurisdiction, (2) issue any interim suspension or measures pending conclusion of the investigation, (3) make recommendations of sanctions or disciplinary action as a result of such investigation, and (4) adjudicate such matters.

Through the USA Hockey Safe Sport Program, USA Hockey is committed to creating the safest possible environment for participation in hockey.

Questions about the USA Hockey Safe Sport Program, or reports concerning possible violations of the Safe Sport Program Policies, may be directed to USA Hockey's Safe Sport Compliance Team by emailing usahockeysafesport@usahockey.org, or by calling 800-888-4656.

COMPONENTS OF THE SAFE SPORT PROGRAM

USA Hockey's Safe Sport Program involves several component pieces:



DEFINITIONS AND INTERPRETATION

The following terms and phrases shall have the meaning ascribed to them below wherever used in this Safe Sport Handbook:

“Adult” or **“adult”** shall mean and refer to an individual 18 years of age or older.

“Affiliate” shall mean and refer to those Affiliate Associations described in USA Hockey Bylaw 3.

“Authority” means one person’s position over another person is such that, based on the totality of the circumstances, they have the power or right to direct, control, give orders to, or make decisions for that person.

“Billet” and **“Billeting”** shall have the meaning ascribed to such terms on page 27 of this Handbook and meeting the requirements described in this Billeting Policy.

“Center” shall mean and refer to the U.S. Center for SafeSport.

“Child Abuse” has the meaning set forth in Section 203 of the Victims of Child Abuse Act of 1990 (34 U.S.C. § 20341) or any applicable state law.

“Claimant” means and refers to the person who is alleged to have experienced conduct that constitutes a violation of the policies set forth herein or in the SafeSport Code.

“Close-in-Age Exception” means an exception applicable to certain policies when an Adult Participant does not have authority over a Minor Athlete and is not more than four years older than the Minor Athlete (e.g. a 19-year-old and a 15-year-old) based on the birth year of each individual.

“Criminal Charge or Disposition” means that a Participant (a) is or has been subject to any disposition or resolution of a criminal proceeding, other than an adjudication of not guilty, including, but not limited to: an adjudication of guilt or admission to a criminal violation, a plea to the charge or a lesser included offense, a plea of no contest, any plea analogous to an Alford or Kennedy plea, the disposition of the proceeding through a diversionary program, deferred adjudication, deferred prosecution, disposition of supervision, conditional dismissal, juvenile delinquency adjudication, or similar arrangement; (b) is subject to a pending criminal charge(s) or warrant(s) for arrest. Criminal Charges may be evaluated by the Center based upon the original charges, amended charges, or those to which a plea was entered.

“Dual Relationship” means an exception applicable to certain policies when an Adult Participant has a relationship with a Minor Athlete outside of hockey and the Minor Athlete’s parent/guardian has provided written consent at least annually authorizing the exception from the applicable policy and identifying each USA Hockey policy to which the Dual Relationship applies.

“Facility” shall mean and refer to any facility (including rinks, off-ice facilities or other locations used by a team or hockey organization), when at such time the Facility is either owned or being leased, rented or used by USA Hockey, an Affiliate or a Member Program.

“In-Program Contact” refers to any contact (including communications, interactions, or activities) between an Adult Participant and any Minor Athlete(s) related to participation in USA Hockey events.

Examples of In-Program Contact include, but are not limited to: competition, practices, camps/clinics, training/instructional sessions, pre/post game meals or outings, team travel, review of game film, team/program-related relationship building activities, celebrations, award ceremonies, banquets, team/program-related fundraising or community service, sport education, or competition site visits.

“Knows or should know” is used in certain sections of this Handbook with reference to a responsible adult that has knowledge of certain prohibited activities or conduct, or had that adult been properly performing their responsibilities, would have had knowledge of the prohibited activities or conduct.

“Local Affiliated Organization” or **“LAO”** although not used in this Handbook, Affiliates and Member Programs shall constitute LAOs as defined in the SafeSport Code.

“MAAPP” means and refers to the Minor Athlete Abuse Prevention Policies published by the Center on January 5, 2024, as they may be amended by the Center from time to time.

“Member Program(s)” means and includes (individually and collectively, as the context requires) all Affiliates of USA Hockey (as defined in the USA Hockey Annual Guide) and all local hockey programs, organizations or leagues that are sanctioned by USA Hockey or an Affiliate of USA Hockey.

“Minor” or **“minor”** means and refers to an individual who is, or is believed by the Respondent to be, under the age of 18.

“Minor Athlete” refers to an amateur athlete (including hockey players, coaches, volunteers and officials) under 18 years of age who participates in, or participated within the previous 12 months in, an event, program, activity, or competition that is part of, or partially or fully under the jurisdiction of USA Hockey or a Member Program.

“NGB” means and refers to a National Governing Body for a sport as designated by the USOPC under the Ted Stevens Olympic and Amateur Sports Act.

“Observable and Interruptible” means In-Program Contact that is both able to be seen by another Adult individual (“observable”) *and* that another individual is able to stop the interaction easily (“interruptible”).

“Open and Transparent” in regard to electronic communication, is when an Adult Participant copies or includes a Minor Athlete’s parent/guardian, another adult family member of the Minor Athlete, or another Adult Participant.

“Parent” and **“legal guardian”** shall each mean and refer to a parent and/or legal guardian, as appropriate.

“Participant” or **“participant”** means and includes, with respect to USA Hockey, any person who is seeking to be, currently is, or was at the time of an alleged violation:

- (i) Registered with USA Hockey as a Registered Participant Member (players and coaches), Referee, or in the Manager/Volunteer category;
- (ii) Serving as a member of USA Hockey’s Board of Directors, on a national level council, committee or section, or in any other similar positions appointed by USA Hockey;
- (iii) Within the governance or disciplinary jurisdiction of USA Hockey;
- (iv) A coach, official or staff person (e.g., trainers, physicians, equipment managers) for any USA Hockey team, camp or national level program;
- (v) An employee of USA Hockey, a USA Hockey Affiliate or Member Program; and/or
- (vi) Authorized, elected, or appointed by USA Hockey, a USA Hockey Affiliate or Member Program including board members of an Affiliate or local program to a position of authority over Minor Athletes or to have regular contact with Minor Athletes (even if not registered with USA Hockey).

“Personal Care Assistant” is an individual who assists an athlete requiring help with the activities of daily living and preparation for participation in hockey. Any Adult Personal Care Assistant for a Minor Athlete must (i) register with USA Hockey, (ii) have the written consent of a Minor Athlete’s parent/guardian to work with the Minor Athlete, (iii) comply with the SafeSport Training requirements in Section II, and (iv) comply with the USA Hockey Screening Policy in Section III.

This support can be provided by a Guide for Blind or visually impaired athletes or can include assistance with transfer, dressing, showering, medication administration, and toileting. Personal Care

Assistants are different for every athlete and should be individualized to fit their specific needs. When assisting a Minor Athlete Personal Care Assistants must be authorized by the athlete's parent/guardian.

“Policy Exceptions” refer to those exceptions listed in the prohibition on One-on-One Interactions on page 19.

“Power Imbalance” means an actual or perceived unequal distribution of power and authority between individuals, including, but not limited to a coach-athlete relationship.

“Regular Contact” means ongoing interactions within a 12-month period wherein an Adult Participant is in a role of direct and active engagement with any Minor Athlete.

“Respondent” shall mean and refer to a Participant who is alleged to have violated any of the policies set forth herein or in the SafeSport Code.

“SafeSport Authorization Act” means and refers to the Protecting Young Victims from Sexual Abuse and SafeSport Authorization Act of 2017.

“SafeSport Code” shall mean and refer to the policies and procedures adopted by the Center for the U.S. Olympic and Paralympic Movement's sport National Governing Bodies, which may be found at [uscenterforsafesport.org](https://www.uscenterforsafesport.org).

“USOPC” shall mean and refer to the United States Olympic & Paralympic Committee.



SECTION I

USA Hockey Safe Sport Policies

USA Hockey is committed to creating a safe and positive environment for its participants' physical, emotional, and social development and ensuring it promotes an environment free from abuse and misconduct. As part of this program USA Hockey has implemented policies below addressing certain types of abuse and misconduct, certain policies intended to reduce potential misconduct, to monitor and govern the areas where potential abuse and misconduct might occur, and certain policies pertaining to the procedures and interactions with the Center.

The Policies below address the following types of abuse and misconduct and set forth boundaries for appropriate and inappropriate conduct:

- Sexual Misconduct and Child Abuse
- Physical Misconduct
- Emotional Misconduct
- Bullying
- Threats
- Harassment
- Hazing
- Abuse of Process & Other Misconduct

The Policies below are implemented to incorporate protections to reduce the risks of potential abuse and are intended to incorporate the applicable Center MAAPP requirements into the requirements for USA Hockey programs:

- One-on-One Interactions
- Locker Room Policy
- Athletic Training Modalities Policy
- Social Media & Electronic Communications Policy
- Transportation/Lodging Policy
- Billeting Policy

Each Member Program must take steps to ensure the MAAPP requirements are implemented and followed at all USA Hockey sanctioned events. For In-Program Contact that occurs outside a USA Hockey sanctioned event, the Member Program must: (a) communicate the MAAPP requirements to individuals under its jurisdiction; (b) establish a reporting mechanism for violations of the MAAPP requirements; and

(c) investigate and enforce violations of the MAAPP requirements.

In addition to violations of the policies set forth herein, it shall be a violation of the USA Hockey Safe Sport Handbook and SafeSport Code for a Participant to have a Criminal Charge or Disposition analogous to prohibited conduct under these Safe Sport Policies.

All USA Hockey Participants shall familiarize themselves with each form of misconduct and the policies herein and in the SafeSport Code and shall refrain from engaging in misconduct and/or violating any of these policies.

In the event that any of USA Hockey's or any of its Member Programs' Adult Participants observe inappropriate behaviors (i.e., policy violations), suspected physical or sexual abuse, or any other type of abuse or misconduct, it is the personal responsibility of each such person to immediately report their observations to the appropriate person as described in Section IV of this Handbook. USA Hockey, all Affiliates, all Member Programs, and all Adult Participants are required to promptly report any alleged violations of the Sexual Misconduct Policy to the Center and to the appropriate law enforcement authorities and are strongly encouraged to promptly report any alleged violations of the Sexual Misconduct Policy to USA Hockey as set forth in Section IV below. In the event USA Hockey receives a report of a violation of the Sexual Misconduct Policy that has not been reported to the Center, USA Hockey will make such report.

In addition to reporting within USA Hockey and the Center, such persons must also report suspected Child Abuse or Sexual Misconduct to appropriate law enforcement authorities when required under USA Hockey's Safe Sport Handbook, the SafeSport Code, and/or under applicable law. Employees and volunteers should not attempt to evaluate the credibility or validity of Child Abuse or Sexual Misconduct allegations as a condition for reporting to appropriate law enforcement authorities or the Center.

USA Hockey has **ZERO TOLERANCE** for abuse and misconduct. How USA Hockey and its Member Programs respond to an allegation of abuse or misconduct is described in Section V of this Handbook.

Jurisdiction over Allegations of Misconduct

- A. Center Exclusive Jurisdiction. The Center shall have exclusive jurisdiction to investigate and resolve allegations that a Participant has violated the Sexual Misconduct Policy, including without limitation child sexual abuse and any misconduct that is reasonably related to an underlying allegation of Sexual Misconduct, Criminal Charges or Dispositions involving Child Abuse or Sexual Misconduct; Misconduct Related to Reporting, where the underlying allegation involves Child Abuse or Sexual Misconduct; Misconduct Related to Aiding and Abetting, Abuse of Process, or Retaliation when it relates to the Center's process; and Other Inappropriate Conduct.
- B. Center Discretionary Jurisdiction. The Center shall have discretionary jurisdiction to investigate and resolve allegations that a Participant engaged in any other violations of the USA Hockey Safe Sport Handbook or the SafeSport Code, including any Criminal Charges or Dispositions not involving Child Abuse or Sexual Misconduct.
- C. Center Notice of Exercise of Jurisdiction and Adoption of Previous Measures. Upon the Center's issuance of a Notice of Exercise of Jurisdiction, any temporary measures (including a summary suspension) previously imposed by USA Hockey, an Affiliate or Member Program will be automatically and immediately adopted by the Center as its own, will be applicable throughout the Center's jurisdiction, and will remain in effect unless and until the Center modifies those measures.
- D. USA Hockey Jurisdiction.
 - i. USA Hockey (including through USA Hockey Affiliates and/or Member Programs) retains the authority and jurisdiction to investigate and address any allegations of violations of the USA Hockey Safe Sport Handbook and/or SafeSport Code that are not within the Center's exclusive

jurisdiction, provided that, in the event that the Center exercises jurisdiction of a matter within its discretionary jurisdiction, then USA Hockey, USA Hockey Affiliates and/or Member Programs shall no longer exercise jurisdiction over the matter.

- ii. Prior to the Center expressly exercising jurisdiction over particular allegations regarding a particular Participant, USA Hockey, USA Hockey Affiliates and/or Member Programs may implement necessary and/or appropriate measures, up to and including a suspension, or make employment decisions, to address any allegations of misconduct.
- iii. If, and when, the Center expressly exercises jurisdiction over particular allegations regarding a particular Participant, USA Hockey, USA Hockey Affiliates and Member Programs cannot issue — in response to those allegations — a suspension but may A) still implement any necessary safety plan(s) or interim measure(s) to address the safety of other Participants, B) make employment decisions, or C) make membership eligibility and coach or officiating certification decisions as long as those eligibility or certification decisions do not include any investigation and rely only on 1) reports received directly by USA Hockey, its Affiliate or Member Program, 2) publicly available information, and/or 3) the results of a background screen report. In all cases that fall under the Center’s exclusive jurisdiction, USA Hockey or its Affiliate or Member Program shall inform the Center of any such safety plan, temporary measure(s), or employment or eligibility decisions within 72 hours of imposition.
- iv. USA Hockey and/or its Affiliates may, at any time, impose penalties consistent with the USA Hockey Playing Rules for conduct occurring during competition, regardless as to whether that conduct may also fall under the Center’s exclusive or discretionary jurisdiction.

Nothing in this section prohibits a local program from denying a membership application to any person prior to that person being accepted as a member of the local program for that season. Each USA Hockey Affiliate, and each USA Hockey Member Program, as a condition of sanctioning by USA Hockey or any Affiliate, must agree to and must comply with the Safe Sport Program Policies herein and all requirements of this Safe Sport Program Handbook.

SEXUAL MISCONDUCT AND CHILD ABUSE

U.S. Center for SafeSport

The USA Hockey Board of Directors has determined that USA Hockey’s policies prohibiting Sexual Misconduct and Child Abuse shall be the same as the applicable policies of the Center, and all persons within the jurisdiction of USA Hockey shall comply with the Sexual Misconduct and Child Abuse policies of the Center. All capitalized terms not defined herein shall have the meaning set forth in the SafeSport Code.

As the National Governing Body for ice hockey in the United States, USA Hockey has adopted the policies prohibiting Sexual Misconduct and Child Abuse as set forth in the SafeSport Code, which may be found at uscenterforsafesport.org. Any violation of the Sexual Misconduct or Child Abuse policies of the Center by a Participant shall subject such person to appropriate disciplinary action by the Center and/or USA Hockey, including but not limited to suspension, permanent suspension, and/or referral to law enforcement authorities.

Reporting Obligations

As set forth in more detail in Section IV, below, any Adult Participant, is considered a mandatory reporter.

- If an Adult Participant reasonably suspects that an incident(s) of Sexual Misconduct has occurred, they **must** immediately (within 24 hours) report the incident(s) to the Center.
- If an Adult Participant reasonably suspects that Child Abuse or child sexual abuse has occurred, they **must** immediately (within 24 hours) report the incident(s) to **both** the Center and to applicable law enforcement authorities. An adult Participant’s failure to report may subject such

person to disciplinary action by the Center and/or USA Hockey.

- USA Hockey may not be aware of a report made to the Center or law enforcement and may not know the circumstances or allegations being made regarding a member of USA Hockey. Accordingly, in addition to any report to the Center and law enforcement authorities, all Adult Participants are requested and strongly encouraged to promptly report any alleged violations of this Sexual Misconduct and Child Abuse Policy to USA Hockey as set forth in Section IV below so that USA Hockey can take immediate action when appropriate to protect USA Hockey Participants.

The duty to report to the Center and USA Hockey and the Center's jurisdiction to investigate shall not supersede any local, state, or federal reporting requirements or jurisdiction, and shall not affect or impair the ability of any person that reports to the Center from also reporting to the appropriate local, state or federal authorities.

Prohibited Conduct and Jurisdiction

It is a violation of the SafeSport Code for a Participant to engage in Sexual Misconduct. The Center shall have authority and jurisdiction over the investigation and resolution of any allegations of violations by any Participant of the Sexual Misconduct policies set forth in the SafeSport Code. Sexual Misconduct offenses include, but are not limited to: (as such terms are defined in the SafeSport Code):

- Sexual Harassment;
- Non-consensual Sexual Contact (or attempts to commit the same);
- Non-consensual Sexual Intercourse (or attempts to commit the same);
- Sexual Exploitation;
- Cyber Abuse, when the underlying abuse is sexual in nature;
- Bullying or Hazing or Other Inappropriate Conduct of a sexual nature, including:
 - an adult Participant engaging in an intimate or romantic relationship where a Power Imbalance exists,
 - an adult Participant intentionally exposing a minor to content or imagery of a sexual nature, including but not limited to pornography, sexual comment(s), sexual gestures, and/or sexual situation(s).
 - an adult Participant intentionally exposing private areas, or inducing another to do so, to an adult where there is a Power Imbalance, or to a minor, or
 - an adult Participant engaging in inappropriate physical contact with a Participant where a Power Imbalance exists.

The Center shall also have exclusive jurisdiction to investigate and resolve allegations that a Participant has a Criminal Charge or Disposition involving Child Abuse or Sexual Misconduct. The behaviors or conduct prohibited by the SafeSport Code may be found at [uscenterforsafesport.org](https://www.uscenterforsafesport.org).

The Center shall also have authority and jurisdiction over the investigation and resolution of reports or allegations of the USA Hockey Safe Sport policies other than Sexual Misconduct (e.g., Physical Misconduct, Bullying, Locker Room Policy, etc.) where such conduct is reasonably related to and accompanies a report or allegations involving Sexual Misconduct.

Notwithstanding the jurisdiction of the Center as set forth above, prior to the Center expressly exercising such jurisdiction, USA Hockey and Member Programs retain the authority to address any allegations of sexual abuse or misconduct on an interim/temporary basis, including through the issuance of a summary suspension over such Participant. Upon the Center's issuance of a Notice of Exercise of Jurisdiction, any temporary suspension, discipline, or other measures previously imposed by USA Hockey, an Affiliate or Member Program will be automatically and immediately adopted by the Center as its own, will be applicable throughout the Center's jurisdiction, and will remain in effect unless and until the Center modifies those measures. Once the Center exercises jurisdiction over particular allegations regarding a

particular Participant, neither USA Hockey nor any Member Program may issue a new suspension in response to those allegations. However, USA Hockey and Member Programs may still put in place any necessary safety plan(s) or interim measure(s) short of those measures that may deny or threaten to deny a Participant's opportunity to participate.

PHYSICAL MISCONDUCT

It is the policy of USA Hockey that there shall be no Physical Misconduct of any Participant involved in any of its Member Programs by any other Participant.

Physical Misconduct is any intentional contact or non-contact behavior by a Participant that occurs within a context that is reasonably related to hockey and that causes, or reasonably threatens to cause, physical harm to another person. Examples of Physical Misconduct may include, without limitation:

- a. *Contact violations.* Punching, beating, biting, striking, strangling or slapping another; intentionally hitting another with objects, such as sporting equipment; encouraging or knowingly permitting a hockey player or referee to return to play prematurely following a serious injury (e.g., a concussion) and without the clearance of a medical professional. The activity known as "Locker Boxing" (i.e., fighting with helmet and gloves) is not accepted as part of hockey and constitutes Physical Misconduct that can produce head trauma in children and young adults and is prohibited in any USA Hockey Member Program.
- b. *Non-contact violations.* Isolating a person in a confined space, such as locking a Participant in a small space; forcing a Participant to assume a painful stance or position for no athletic purpose (e.g., requiring an athlete to kneel on a harmful surface); withholding, recommending against, or denying adequate hydration, nutrition, medical attention or sleep; providing alcohol to a person under the legal drinking age; providing illegal drugs or non-prescribed medications to another.
- c. *Criminal Conduct.* Physical Misconduct includes any act or conduct described as physical abuse or misconduct under federal or state law (e.g., child abuse, child neglect, assault).
- d. *Exclusion.* Physical Misconduct does not include professionally accepted coaching methods of skill enhancement (i.e. methods that are reasonably designed to coach, teach, demonstrate or improve a hockey skill), physical conditioning, team building, appropriate discipline, or improved athletic performance. In hockey, for example, Physical Misconduct does not include, in addition to other permitted physical conduct, appropriately shooting pucks at a goaltender, demonstrating checking and other hockey skills, and communicating with or directing participants during a game or practice by touching or moving them in a non-threatening, non-sexual manner. Physical Misconduct also does not include conduct reasonably accepted as part of ice hockey and/or conduct reasonably accepted as part of Participant's participation in ice hockey.

Physical Misconduct also does not include conduct between opponents that occurs during or in connection with a game that is covered by the USA Hockey Playing Rules. Such conduct should be addressed under the Playing Rules.

Any conduct defined as Physical Misconduct in the SafeSport Code that is not expressly included in the definition of Physical Misconduct above, is prohibited and shall be a violation of this Policy. Any Participant who engages in any act of Physical Misconduct that occurs within a context that is reasonably related to hockey is subject to appropriate disciplinary action including but not limited to suspension, permanent suspension, and/or referral to law enforcement authorities.

EMOTIONAL MISCONDUCT

It is the policy of USA Hockey that there shall be no Emotional Misconduct of any Participant involved in any of its Member Programs by any other Participant.

Emotional Misconduct is any conduct by a Participant that occurs within a context that is reasonably

related to hockey and includes (a) Verbal Acts, (b) Physical Acts (c) Acts that Deny Attention or Support, (d) Criminal Conduct and/or (e) Stalking. Emotional Misconduct is determined by the objective behaviors, not whether harm is intended or results from the behavior.

- a. *Verbal Acts*. Repeatedly and excessively verbally assaulting or attacking someone personally in a manner that serves no productive training or motivational purpose.
- b. *Physical Acts*. Repeated and/or severe physically aggressive behaviors by a Participant, including but not limited to, throwing sport equipment, water bottles or chairs at or in the presence of others, punching walls, windows or other objects.
- c. *Acts that Deny Attention or Support*. Ignoring or isolating a person for extended periods of time, including routinely or arbitrarily excluding a Participant from practice.
- d. *Criminal Conduct*. Emotional Misconduct includes any act or conduct described as emotional abuse or misconduct under federal or state law (e.g. child abuse, child neglect).
- e. *Stalking*. Stalking occurs (as further defined in the SafeSport Code) when a person engages in a course of conduct directed at a specific person, and knows or should know, that the course of conduct would cause a reasonable person to (i) fear for their safety, (ii) fear for the safety of a third person, or (iii) experience substantial emotional distress. Stalking may also include cyber-stalking.
- f. *Exclusion*. Emotional Misconduct does not include professionally accepted and age-appropriate coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline or improved athletic performance. Emotional Misconduct also does not include conduct reasonably accepted as part of the sport of ice hockey and/or conduct reasonably accepted as part of Participant's participation.

While a single Verbal Act or Physical Act may be inappropriate and justify a review and/or disciplinary or other action by USA Hockey or any of its Member Programs, such single incidents would typically not constitute Emotional Misconduct.

Emotional Misconduct also does not include conduct between opponents or officials that occurs during or in connection with a game that is covered by the USA Hockey Playing Rules. Such conduct should be addressed under the Playing Rules.

Any conduct defined as Emotional Misconduct in the SafeSport Code that is not expressly included in the definition of Emotional Misconduct above, is prohibited and shall be a violation of this Policy. A Participant who engages in Emotional Misconduct that occurs within a context that is reasonably related to hockey is subject to appropriate disciplinary action including but not limited to suspension, permanent suspension, and/ or referral to law enforcement authorities.

Note: *Bullying, harassment, and hazing often involve some form of emotional misconduct.*

BULLYING

It is the policy of USA Hockey that there shall be no Bullying of any Participant involved in any of its Member Programs by any other Participant. The hockey environment should be conducive to the enjoyment of hockey and free from any type of bullying behavior.

Bullying is any repeated and/or severe behavior(s) that occurs within a context that is reasonably related to hockey and that is (a) aggressive (b) directed at or about a Minor, and (c) intended or likely to hurt, control, or diminish the Minor emotionally, physically or sexually. Bullying-like behaviors directed at adults are addressed under other forms of misconduct, such as Hazing and/or Harassment. Examples of Bullying behavior may include, without limitation, repeated and/or severe:

- a. *Physical*. Hitting, pushing, punching, beating, biting, striking, kicking, strangling, spitting or slapping, or throwing objects (such as sporting equipment) at another person.
- b. *Verbal*. Ridiculing, taunting, name-calling or intimidating or threatening to cause someone harm.

- c. *Social, including cyberbullying.* Use of rumors or false statements about someone to diminish that person's reputation; using electronic communications, social media or other technology to harass, frighten, intimidate or humiliate someone; socially excluding someone and asking others to do the same.
- d. *Sexual.* Ridiculing or taunting that is sexual in nature or based on gender or sexual orientation (real or perceived), gender traits or behavior, or teasing someone about their looks or behavior as it relates to sexual attractiveness.
- e. *Discriminatory.* Bullying includes any physical, verbal, or social behavior related to race, ethnicity, culture, national origin, religion, gender or gender expression or sexual orientation, meant to harass, frighten, intimidate, or humiliate someone.
- f. *Criminal Conduct.* Bullying behavior includes any conduct described as bullying under federal or state law.
- g. *Exclusion.* Conduct may not rise to the level of Bullying behavior if it is merely rude (inadvertently saying or doing something hurtful), mean (purposefully saying or doing something hurtful, but not as part of a pattern of behavior), or arising from conflict or struggle between persons who perceive they have incompatible views and/or positions. Bullying does not include professionally accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline, or improved athletic performance.

Bullying also does not include rough play or conduct between opponents that occurs during or in connection with a game or any conduct that might otherwise be considered bullying that occurs between Participants during a game, and is subject to penalties and discipline as provided for in the Playing Rules.

Cyber Abuse may be a form of Bullying. Cyber Abuse includes, but is not limited to: doxing (or doxxing), spreading false or malicious rumors, or disseminating real or simulated explicit images without Consent, is engaging in repeated and/or severe conduct, directed at or about another, using electronic communications, social media, or other technology, with the intent to intimidate, abuse, threaten, harass, or frighten another, or for the purpose of causing a third person(s) to intimidate, abuse, threaten, harass, or frighten another. When assessing whether a single act is sufficiently severe to constitute Cyber Abuse, considerations include but are not limited to the conduct itself, and the direct or indirect impact of the conduct. Petty slights, minor inconveniences, and lack of good manners do not constitute Cyber Abuse unless the slights, inconveniences, or lack of manners, when taken individually or in combination and under the totality of the circumstances, meet the standards set forth above.

Any conduct defined as Bullying in the SafeSport Code that is not expressly included in the definition of Bullying above, is prohibited and shall be a violation of this Policy.

While other team members are often the perpetrators of Bullying, **it is a violation of this Policy if an Adult Participant knows or should know of the bullying behavior but takes no action to intervene or report on behalf of the targeted Participant(s).**

A USA Hockey Participant who engages in any act of Bullying that occurs within a context that is reasonably related to hockey is subject to appropriate disciplinary action including but not limited to suspension, permanent suspension and/or referral to law enforcement authorities. The severity and pattern, if any, of the Bullying behavior and/or result shall be taken into consideration when disciplinary decisions are made.

THREATS

It is the policy of USA Hockey that threats by a Participant to harm another Participant are not acceptable in USA Hockey programs.

A threat to harm others includes any written, verbal, physical or electronically transmitted expression of intent to physically injure or harm someone else. A threat may be communicated directly to the intended

victim or communicated to a third party. Threatening behavior by a Participant is prohibited in any manner in connection with any USA Hockey sanctioned activities or events.

It is a violation of this Policy if an Adult Participant knows or should know of the threatening behavior but takes no action to intervene or report on behalf of the targeted Participant(s).

Any USA Hockey Participant who engages in any act of threatening behavior that occurs within a context that is reasonably related to hockey is subject to appropriate disciplinary action including but not limited to suspension, permanent suspension, and/or referral to law enforcement authorities. The severity and pattern, if any, of the threatening behavior and/or result shall be taken into consideration when disciplinary decisions are made.

HARASSMENT

It is the policy of USA Hockey that harassing behavior of any Participant shall be prohibited in USA Hockey and Member Programs by any other Participant. The purpose of this Policy is to describe the types of conduct and behaviors that are considered Harassment subject to this Policy, and for which Participants may be subject to disciplinary action.

Harassment is any repeated and/or severe conduct that occurs within a context that is reasonably related to hockey and that:

- a. causes fear, humiliation or annoyance;
- b. offends or degrades;
- c. creates a hostile environment;
- d. reflects discriminatory bias in an attempt to establish dominance, superiority or power over an individual or group based on age, race, ethnicity, culture, religion, national origin, gender, gender expression or sexual orientation, or mental or physical disability; or
- e. any act or conduct described as harassment under federal or state law.

Cyber Abuse may also be a form of Harassment.

Whether conduct is harassing depends on the totality of the circumstances, including the nature, frequency, intensity, location, context, and duration of the behavior.

Conduct may not rise to the level of Harassment if it is rude (inadvertently saying or doing something hurtful), mean (purposefully saying or doing something hurtful, but not as part of a pattern of behavior), or arising from a conflict or struggle between persons who perceive they have incompatible views and/or positions. Harassment does not include professionally accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline, or improved athletic performance.

Any conduct defined as Harassment in the SafeSport Code that is not expressly included in the definition of Harassment above, is prohibited and shall be a violation of this Policy.

Conduct that might otherwise constitute Harassment may occur during a hockey game between Participants. Such instances are covered by the USA Hockey Playing Rules and are subject to penalties and discipline as provided for in the Playing Rules.

While other team members are often the perpetrators of Harassment, **it is a violation of this Policy if an Adult Participant knows or should know of the Harassment but takes no action to intervene or report on behalf of the targeted Participant(s).**

A USA Hockey Participant who engages in any act of harassing behavior that occurs within a context that is reasonably related to hockey is subject to appropriate disciplinary action, including but not limited to, suspension, permanent suspension, and/or referral to law enforcement authorities. The severity and

pattern, if any, of the harassing behavior and/or result shall be taken into consideration when disciplinary decisions are made.

HAZING

It is the policy of USA Hockey that there shall be no Hazing of any Participant involved in any of USA Hockey's Member Programs by any other Participant.

Hazing is any conduct that occurs within a context that is reasonably related to hockey and that subjects another person, whether physically, mentally, emotionally or psychologically, to anything that may endanger, abuse, humiliate, degrade or intimidate the person as a condition of joining or being socially accepted by a group, team, or organization. Purported consent by the person subject to Hazing is not a defense, regardless of the person's perceived willingness to cooperate or participate. Examples of Hazing include:

- a. *Contact acts.* Tying, taping, or otherwise physically restraining another person; beating, paddling or other forms of physical assault. The activity known as "Locker Boxing" (fighting with helmet and gloves) is also a form of Hazing that can produce head trauma in children and young adults and is prohibited in any USA Hockey Member Program.
- b. *Non-contact acts.* Requiring or forcing the consumption of alcohol, illegal drugs or other substances, including participation in binge drinking and drinking games; personal servitude; requiring social actions (e.g., wearing inappropriate or provocative clothing) or public displays (e.g., public nudity) that are illegal or meant to draw ridicule; excessive training requirements demanded of only particular individuals on a team that serve no reasonable or productive training purpose; sleep deprivation; otherwise unnecessary schedule disruptions; withholding of water and/or food; restrictions on personal hygiene.
- c. *Sexualized acts.* Actual or simulated conduct of a sexual nature.
- d. *Criminal acts.* Any act or conduct that constitutes hazing under applicable federal or state law.
- e. *Exclusions.* Conduct may not rise to the level of Hazing if it is merely rude (inadvertently saying or doing something hurtful), mean (purposefully saying or doing something hurtful, but not as part of a pattern of behavior), or arising from conflict or struggle between persons who perceive they have incompatible views and/or positions. Hazing does not include professionally accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline, or improved athletic performance. In ice hockey, for example, activities that do not constitute Hazing include directing or allowing a younger player to pick up pucks or move nets after practice or bring or fill water bottles, or giving older players first preference in team assignments, responsibilities, accommodations, facilities, or equipment.

Any conduct defined as Hazing in the SafeSport Code that is not expressly included in the definition of Hazing above, is prohibited and shall be a violation of this Policy.

While other team members are often the perpetrators of Hazing toward their teammates, **it is a violation of this Policy if an Adult Participant knows or should know of the Hazing but takes no action to intervene or report on behalf of the targeted Participant(s).**

A USA Hockey Participant who engages in Hazing that occurs within a context that is reasonably related to hockey is subject to appropriate disciplinary action, including but not limited to, suspension, permanent suspension and/ or referral to law enforcement authorities.

ABUSE OF PROCESS & OTHER MISCONDUCT

It is a violation of the SafeSport Code and this Handbook for a Participant to commit misconduct related to Aiding and Abetting, Reporting, Abuse of Process, or Retaliation, when it relates to USA Hockey's or

the Center's processes, and Willful Tolerance, all as described below and further defined in the SafeSport Code.

- A. *Aiding and Abetting*. Aiding and Abetting occurs when one aids, assists, facilitates, promotes, or encourages the commission of conduct prohibited by the SafeSport Code or this Handbook, including without limitation, knowingly:
1. Allowing any person who has been identified as suspended or otherwise ineligible by USA Hockey or the Center to be in any way associated with or employed by USA Hockey, an Affiliate or Member Program¹;
 2. Allowing any person who has been identified as suspended or otherwise ineligible by USA Hockey or by the Center to coach or instruct Participants;
 3. Allowing any person who has been identified as suspended or otherwise ineligible by USA Hockey or by the Center to have ownership interest in a USA Hockey Member Program or its related entities;
 4. Providing any coaching-related advice or service to an athlete who has been identified as suspended or otherwise ineligible by USA Hockey or the Center;
 5. Allowing any person to violate the terms of their suspension or any other sanctions imposed by USA Hockey or its Affiliates or Member Programs or the Center.

In addition, a Participant also violates this Handbook and the SafeSport Code if someone acts on behalf of the Participant to engage in Aiding or Abetting, or if the guardian, family member, or advisor of a Participant, including Minor Athletes, engages in Aiding or Abetting.

- B. *Misconduct Related to Reporting*.
1. *Failure to Report*. An Adult Participant who fails to report actual or suspected Sexual Misconduct or Child Abuse to the Center and to law enforcement may be subject to disciplinary action under the Center's resolution procedures and may also be subject to federal or state penalties.
 2. *Intentionally Filing a False Allegation*. In addition to constituting misconduct, filing a knowingly false allegation that a Participant violated the SafeSport Code or the policies in this Handbook may violate state criminal law and civil defamation laws. Any Participant making a knowingly false allegation shall be subject to disciplinary action.
- C. *Misconduct Related to USA Hockey's and the Center's Process*. Abuse of Process and Retaliation, as defined below, constitute a violation of the SafeSport Code and this Handbook and may give rise to a sanction. In addition, a Participant also violates the SafeSport Code and this Handbook if someone acts on behalf of the Participant and engages in Abuse of Process or Retaliation, including a Participant's advisor, or the guardian, or family member of a Minor Athlete. In such a case, the Participant and/or, if the party acting on behalf of the Participant is also a Participant, that person, may be sanctioned.
1. *Abuse of Process*. A Participant, or someone acting on behalf of a Participant, violates the SafeSport Code or this Handbook by directly or indirectly abusing or interfering with USA Hockey's or the Center's processes by: (a) falsifying, distorting, or misrepresenting information, the resolution process, or an outcome; (b) destroying or concealing information; (c) attempting to discourage an individual's proper participation in or use of, USA Hockey's or the Center's processes; (d) harassing or intimidating (verbally or physically) any person involved in USA Hockey's or the Center's processes before, during, and/or following proceedings (including up to, through, and after any review by an arbitrator); (e) publicly disclosing a Claimant's identifying information; (f) failing to comply with a temporary measure or other sanction; (g) distributing or otherwise publicizing confidential materials created or

¹ There may be situations where a Participant is suspended from a certain role with USA Hockey, an Affiliate, or a Member Program (e.g. a coach) but still may be allowed to participate in another role (e.g. an adult hockey player).

produced during an investigation or arbitration, except as required by law or as expressly permitted by the Center; (h) influencing or attempting to influence another person to commit Abuse of Process or; (i) having another individual take any part of or complete any Center-required training for them.

2. *Retaliation*. Retaliation against anyone for engaging in USA Hockey's or the Center's processes at any time, including before, during, or after an individual's reporting or engagement in the processes, is prohibited, including taking, or threatening to take, an adverse action against any person for making a good faith report of a possible violation or for participating in any process under the SafeSport Code or this Handbook. Retaliation includes threatening, intimidating, harassing, coercing or any other conduct that would discourage a reasonable person from engaging or participating in USA Hockey's or the Center's processes when the action is reasonably related to the report or engagement with USA Hockey or the Center. Retaliation may be present even where there is a finding that no violation occurred. Retaliation does not include good-faith actions lawfully pursued in response to a report of a violation of this Handbook or the SafeSport Code.
- D. *Willful Tolerance*. Willful Tolerance occurs when a Participant willfully tolerates any violation of the SafeSport Code or this Handbook when there is a power imbalance between that Participant and the individual(s) being subjected to the violation.
- E. *No Interference*. USA Hockey and its Affiliates and Member Programs shall not interfere in, attempt to interfere in, or attempt to influence the outcome of, any Center investigation.

ONE-ON-ONE INTERACTIONS

The majority of child sexual abuse is perpetrated in isolated, one-on-one situations. USA Hockey requires that Adult Participants shall not engage in any prohibited one-on-one interactions with any Minor Athletes. By reducing such interactions between minors and adults, USA Hockey seeks to reduce the risk of child sexual abuse in its programs. The following framework regarding one-on-one interactions applies to all USA Hockey Safe Sport Program Policies.

- a. *Observable and Interruptible*. Unless an exception applies (see below), one-on-one In-Program Contact between a Minor Athlete and an Adult Participant, including meetings and individual training sessions, are permitted only if they occur at an Observable and Interruptible distance by another adult and the other adult is made aware of the interaction.
 - If a one-on-one In-Program meeting takes place in an office, along with being Observable and Interruptible, the door to the office must remain unlocked and open. If available, it will occur in an office that has windows, with the windows, blinds, and/or curtains remaining open during the meeting.
 - Written consent for individual training sessions between an Adult Participant and a Minor Athlete must be obtained from the Minor Athlete's parent or guardian at least prior to the first training session and annually thereafter. Parents, guardians, and/or other caretakers must be allowed to observe the training session, and consent can be withdrawn at any time.
- b. *Out-of-program contacts*.
 - Coaches are prohibited from interacting one-on-one with unrelated Minor Athletes in settings outside of the program that are not Observable and Interruptible (including, but not limited to, one's home and individual transportation).
 - All other Adult Participants (other than Coaches) may interact one-on-one with unrelated Minor Athletes in settings outside of the program that are not Observable and Interruptible (including, but not limited to, one's home and individual transportation) only if parent/legal guardian consent is provided in advance. Nonetheless, such arrangements may raise risks of actual or perceived misconduct, and are strongly discouraged.
- c. *Exceptions*. The prohibitions on one-on-one interactions between an Adult Participant and a minor

Athlete do not restrict such actions if any of the following exceptions apply (hereafter referred to as **“Policy Exceptions”**):

- Emergencies (such emergency circumstances should be documented and kept with the Member Program);
- A Dual Relationship exists;
- The Close-in-Age exception applies;
- The Minor Athlete needs an Adult Personal Care Assistant who has the parent’s written consent and has met the requirements of the SafeSport Training and Background Check policies; and/ or
- If a licensed mental health care professional, licensed health care provider (other than athletic trainers), or a student under the supervision of a licensed mental health care professional or licensed health care provider meets one-on-one with a Minor Athlete at a sanctioned event, the meeting must be observable and interruptible except (1) if the door remains unlocked; (2) another adult is present at the facility and notified that a meeting is occurring (although the Minor Athlete’s identity needs not be disclosed); (3) the Member Program is notified that the provider will be meeting with a Minor Athlete; and (4) the provider obtains consent consistent with applicable laws and ethical standards, which can be withdrawn at any time.

LOCKER ROOM POLICY

Youth players are particularly vulnerable in locker rooms, changing areas and restrooms due to various stages of dress/undress and because players are often less supervised than at other times. Athlete-to-athlete problems, such as sexual abuse, bullying, harassment or hazing, often occur when a coach or other responsible adult is not in a position to observe – this is especially true in locker rooms. Adherence to a locker room policy enhances privacy and significantly reduces the likelihood of misconduct. Proper supervision of the locker room areas also helps ensure that players that may have suffered an injury during a game or practice have an adult present to confer with regarding such injury.

Locker Room Supervision

USA Hockey is concerned with locker room activities between Minor Athletes; Minor Athletes and Adult Participants; adults being alone with individual Minor Athletes in locker rooms; and with non-official or non-related adults having unsupervised access to Minor Athletes at team events.

It is the policy of USA Hockey that all USA Hockey Member Programs must have at least one responsible screened and trained adult (which may include coaches, managers or other volunteers) present at all times and monitoring the locker room during all team events to assure that only Participants (coaches and players), approved team personnel and family members are permitted in the locker room and to supervise the conduct in the locker room. While it is not always possible, two locker room monitors are preferable.

Preferred locker room monitoring includes having locker room monitors inside the locker room while Participants are in the locker room; at a minimum, locker room monitors must be in the immediate vicinity outside the locker room (near the door within arm’s length and so that the monitor can sufficiently hear inside the locker room) ***who also regularly and frequently enters the locker room to monitor activity inside***. The responsible adult(s) who monitors and supervises the locker room shall have completed SafeSport Training in compliance with Section II ***and*** completed a background check in compliance with Section III of this Handbook. If the monitor(s) are inside, then it is strongly recommended that there be two monitors, as having a second monitor may help prevent allegations of impropriety by a monitor alone in the locker room. A Member Program or team may impose or follow stricter monitoring requirements. ***All Member Programs are responsible to work with their teams and coaches to adequately ensure that locker room monitors are in place at all appropriate times.***

Further, Adult Participants must also secure the locker room appropriately during times when Minor Athletes are on the ice. If a Minor Athlete goes to a locker room during practice or a game, and does not return in a timely fashion, then an Adult Participant (or if possible two) should check on the Minor Athlete's whereabouts. It shall be permissible for a Member Program or team to prohibit parents from a locker room. However, in doing so the team shall be required to have properly screened adults monitoring and supervising the locker room as required above. With younger players, it is generally appropriate to allow parents to assist the player with getting equipment on and off before and after games or practices and they should be allowed in the locker room to do so.

Locker Room Use and Rules

There shall be no one-on-one interactions between an Adult Participant and a Minor Athlete within any locker rooms or changing areas, unless a Policy Exception applies. Minor Athletes that are teammates with an Adult Participant that is more than four years older than the Minor Athlete, may share a locker room, but must not be alone in the locker room unless the interaction is Observable and Interruptible.

Notwithstanding the above, Adult Participants may shower with Minor Athlete(s) only if they are teammates and the Close-in-Age exception applies. If a parent/guardian requests that their Minor Athlete not change and/or shower with an Adult Participant during In-Program Contact, that request must be adhered to by the Member Program. Additionally, a private or semi-private area (such as a bathroom stall or separate bathroom) must be available for Minor Athletes to change clothes or undress.

Cell phones and other mobile devices with recording capabilities, which includes voice recording, still cameras, and video cameras, increase the risk for some forms of abuse or misconduct. As a result, the use of any device's recording capabilities in the locker rooms, changing areas, or similar spaces is prohibited. Notwithstanding the foregoing, exceptions may be made for media and championship celebrations, provided that such exceptions are approved by the Member Program, parent/guardian consent is obtained for all involved Minor Athletes, two or more Adult Participants are present, and where all persons in the locker room are fully clothed² and have been advised that photographs or recordings are being taken.

Coaches sometimes may need to use the team locker room to get dressed before or after practices. Coaches must always have at least a base layer of clothing at all times while changing, or must use a private area to change into acceptable clothing. An Adult Participant (other than for teammates to whom the Close-in-Age exception applies) shall not intentionally or recklessly expose his or her breasts, buttocks, groin, or genitals to a Minor Athlete.

All Member Programs shall publish locker room policies to the parents of all Minor Athletes that are specific to the Facilities they regularly use. The Member Program's policies shall include the program's (a) practices for supervising and monitoring locker rooms and changing areas; (b) permission or lack of permission for parents to be in the locker rooms; (c) prohibited conduct, including at least all forms of abuse and misconduct prohibited by USA Hockey; and (d) specific policies regarding the use of mobile electronic devices and phones and prohibiting the use of a device's recording capabilities. A sample locker room policy form may be found at usahockey.com/safesportprogram.

For each team, the coach and/or team administrators shall be responsible for compliance with the locker room supervision requirements of this Policy. A coach and/or team administrator that fails to take appropriate steps to ensure the Locker Room Policy is adhered to, and any USA Hockey Participant or parent of a Minor Athlete who otherwise violates this Policy is subject to appropriate disciplinary action; moreover, an Affiliate may impose fines or other sanctions against any Member Program whose teams do not comply with this Locker Room Policy.

² "Fully Clothed" for purposes of this policy means, at a minimum, a base layer of clothing that would be appropriate in a co-ed locker room setting; sports bras and/or underwear are not considered base layers for purposes of this policy.

Co-Ed Locker Rooms

As a team sport in which youth teams can often include players of different genders, special circumstances may exist that can increase the chance of abuse or misconduct. If the team consists of players of different genders, the privacy rights of all players must be given consideration and appropriate arrangements made. It is not acceptable under USA Hockey's Sexual Misconduct Policy for persons to be observing the opposite gender while they dress or undress. There are a variety of ways to comply with the above tenets, and what works may depend on the locker rooms that are available at a particular Facility. Although there are likely other acceptable ways to accommodate teams of different genders, below are some other options for compliance with USA Hockey's Co-ed Locker Room Policy:

- a. Minimum Attire. Have a minimum attire policy if sharing one locker room. All players should be required to arrive at the rink wearing their hockey base layers or shorts and t-shirts (in good condition – no holes or tears in clothing) under their street clothes. All members of the team must have this minimum attire before entering a co-ed locker room so that no player of one gender has the opportunity to see players of the opposite gender in a state of dress/undress. If a player is not wearing the required minimum attire, that player can be directed to a restroom or private area to change into his/her minimum attire before entering the locker room.
- b. Separate Locker Rooms. A second option is for the program to have players of different genders change/ dress in separate, supervised locker rooms. Then approximately ten (10) to fifteen (15) minutes before each game/practice everyone is to be ready in gear in one designated locker room so the coach can address the entire team. If a player is not fully dressed by the time the coach arrives, then that player must go to a separate locker room or bathroom to finish dressing. The onus is on the players being properly dressed when the coaches begin preparing the team for the practice or game.
- c. Alternate Use of One Locker Room. Another option is the alternate use of a single locker room. Players of one gender dress in the locker room while players of the opposite gender wait outside. When the one group is ready (this may mean dressed in gear but not skates and helmets), then the players switch places and the players in gear wait for players of opposite gender to get dressed. No coaching is to be done until all the players are together in the locker room. Taking turns is a means of reasonable accommodation; neither gender group should be favored, nor should one group be the group who always has to wait to change.

Where possible, when players of different genders are together in the locker room, there should be at least two adults in the locker room that have completed SafeSport Training and been properly screened in compliance with USA Hockey Screening Policy. USA Hockey would consider it acceptable to have one locker room monitor immediately outside the locker room and regularly checking in on the locker room, but two locker room monitors is always preferable. If there are two monitors, then they can monitor from inside the locker room. Having only one monitor inside a locker room can expose that person to allegations or possible policy violations, so a second person can help protect one another from allegations.

The USA Hockey Safe Sport website (usahockey.com/safesportprogram) contains sample approaches that may be used by a Member Program depending on the facilities available at a particular arena.

Officials Locker Rooms

Officials locker rooms in hockey arenas are usually set apart from the team locker rooms. For a given game, there may be 2, 3 or 4 officials, and there may also be officials sharing the officials' locker room that are present for the game prior or game following. There may be officials of different genders, or there may be Minor age officials working with adult officials. Additionally, officiating supervisors or assignors may be present in some or all of these situations. Officials should never assume that other officials are comfortable with the same locker room situation as they are.

If separate dressing rooms are not available, then the following protocol shall be followed if there are referees of different genders present:

1. Prior to the game, officials of one gender enters the dressing room to get dressed while the other official(s) steps out.
2. Once dressed, the first official(s) steps out and allows the other official(s) to enter the dressing room to get dressed.
3. Once both dressed, both genders can be in the dressing room to conduct pre-game meeting. The same procedure must be followed after the game.

In situations with Minor-age officials working with or sharing locker rooms with adult officials, the adult officials must limit one-on-one interactions and adhere to all other policies contained herein. This can be addressed by:

1. Inviting a parent/guardian or other Adult Participant into the locker room;
2. Asking another official to wait in the locker room before leaving; and/or
3. Leaving the locker room door open (so that it is Observable and Interruptible) and making sure another Adult Participant is aware of the one-on-one interaction.

Supervisors and assignors of officials must always avoid any one-on-one interactions with any official (regardless of age or gender) unless such interactions are Observable and Interruptible.

ATHLETIC TRAINING MODALITIES POLICY

Due to the nature of the contact between an athlete and a person performing a massage, taping or other athletic training modalities, the potential for abuse or misconduct can occur. This Policy (referred to as the “Manual Therapy and Therapeutic and Recovery Modalities Policy” in the Center’s MAAPP) must be adopted by every USA Hockey Member Program where any massage, taping or other athletic training modalities are permitted on a Minor Athlete.

Any massage, taping or other athletic training modality must be Observable and Interruptible, at least one other Adult Participant must be physically present, and the Minor Athlete must be fully or partially clothed, ensuring that the breasts, buttocks, groin, or genitals are always covered.

Prior to any massage of a Minor Athlete, and on an annual basis, the person performing the massage shall obtain the written consent of the Minor Athlete’s legal guardian. The consent must specify if it is for a specific treatment or for ongoing treatments over a period of time, and the nature of the treatment. Parent or guardian consent can be withdrawn at any time. If requested, parents must be permitted to be in the room as an observer (except for events or facilities that limit credentialing).

Any person performing a massage, taping, or other athletic training modality on a Minor Athlete must narrate the steps in the modality before taking them and seek the assent of the Minor Athlete throughout the process.

Any athletic training conducted virtually must also be in compliance with the Social Media and Electronic Communications Policy.

SOCIAL MEDIA & ELECTRONIC COMMUNICATIONS POLICY

As part of USA Hockey’s emphasis on safety, communications involving any Participant, and especially Minor Athletes, should be appropriate, productive, and transparent. Effective communication concerning travel, practice or game schedules, and administrative issues among coaches, administrators, players and their families is crucial. However, the use of mobile devices, web-based applications, social media, gaming, and other forms of electronic communications increases the possibility for improprieties and misunderstandings and also provides potential offenders with unsupervised and potentially inappropriate access to Minor Athletes. The improper use of social media, mobile and electronic communications can

result in misconduct. Adherence to the Social Media & Electronic Communications Policy helps reduce these risks.

All electronic communication originating from Adult Participants to Minor Athletes must be Open and Transparent and professional in nature. Unless a Policy Exception applies, if an Adult Participant needs to communicate directly with a single Minor Athlete via electronic communications (including email, phone, text, or any social media), the Minor's legal guardian, another family member, or another adult Participant must be copied on every communication. If a Minor Athlete communicates to the Adult Participant privately first, said Adult Participant should respond to the Minor Athlete with a copy to another Adult Participant, the minor's legal guardian, or another adult family member of the Minor Athlete. When an Adult Participant communicates electronically to more than one Minor Athlete (or the team), said Adult Participant must copy another Adult Participant or at least one parent/guardian of each Minor Athlete. Acceptable communication platforms include, but are not limited to Group Text Messaging, PlayMetrics, Teams, TeamSnap, Telegram, Rinknet and Teamreach.

Pursuant to these requirements, all electronic communication between coach and player must be for the purpose of communicating information about team activities. Coaches, players and all team personnel must follow common sense guidelines regarding the volume and time of day of any allowed electronic communication. All content between coaches and players should be Open and Transparent and readily available to share with the public or families of the player or coach. Where possible, a coach should be provided and use the organization web site email center (the coach's return email address will contain "@organization.com") for all communications with the team, players, and player's parents.

The prohibitions on social media or electronic communications between an Adult Participant and a Minor Athlete do not restrict such communications if a Policy Exception applies.

Social Media

Social media makes it easy to share ideas and experiences. USA Hockey recognizes, **however**, that social

media, mobile and other electronic communications can be especially concerning where Minor Athletes are involved. Coaches are prohibited from having Minor Athletes joined to or connected through their personal Facebook page, Instagram, or any other similar social media application, unless an exception exists. To facilitate communication, an official organization or team page may be set up and players and parents may join (i.e., "friend") the official organization or team page and coaches can communicate to the team through that site.

Web-Based Conferencing and Similar Communications

Coaches, team managers, athletic trainers and others may use web-based conferencing software (i.e. Zoom, Google Hangouts, Microsoft Teams) to meet with, train, or otherwise communicate with Minor Athletes. All web-based conferencing of any kind between a coach (or any Adult Participant) and a Minor Athlete(s) must be non-personal in nature and be for the purpose of training, communicating information about team activities or for team-oriented motivational purposes. Any invitation to such communication to any Minor Athlete must include the player's parents or legal guardians and must adhere to all of the requirements found elsewhere in this Handbook as if the virtual meeting were being held in person, including the minimum attire policy (found within the Locker Room Policy). Virtual lessons or live stream videos should be Observable and Interruptible. Coaches, team managers, and players may send pre-recorded technique or training videos, but must copy at least one other Adult Participant. Best practices for web-based conferencing with a team should include use of passwords for entry and/or other security precautions.

Social Media and Group Chats Among Players

Minor Athletes often create group chats through texting or other social media applications. Such group chats are concerning because Minors may engage in bullying behavior, sexual misconduct, harassment,

threats, discriminatory and other inappropriate conduct that may violate policies of USA Hockey. Group chats among Minor Athletes should be supervised by an adult to mitigate these risks.

Request to Discontinue All Electronic Communications or Imagery with Athlete

Following receipt of a written request by the parents of a Minor Athlete that their child not be contacted through any form of electronic communication by coaches or other adults in the program, the Member Program, team, coaches and administrators must immediately comply with such request without any repercussions for such request, unless an emergency exists.

Abuse and Misconduct

Social media and other means of electronic communication can be used to commit abuse and misconduct (e.g., emotional, sexual, bullying, harassment, and hazing). Such communications by any employee, volunteer, independent contractor, or other Participant of a USA Hockey Member Program, will not be tolerated and are considered violations of USA Hockey's Safe Sport Program.

A USA Hockey Participant who violates this Social Media & Electronic Communications Policy is subject to appropriate disciplinary action including but not limited to suspension, permanent suspension and/or referral to law enforcement authorities.

TRANSPORTATION/LODGING POLICY

This Transportation/Lodging Policy applies to all In-Program Contact including travel to or from practices or games, or to or from out-of-town games or tournaments, and regarding hotel or lodging during overnight events.

Transportation

Minor Athletes may be vulnerable to abuse or misconduct during travel, including during transportation for local travel or away from the home area. A transportation policy provides guidelines to minimize one-on-one interactions between Minor Athletes and adults while traveling. Adherence to the Transportation Policy helps to reduce the opportunities for misconduct.

The travel policy addresses both "Local Travel" which is generally transportation and travel to and from local practices, games and events, and "Organization/Team Travel," which generally includes travel away from the home area. Each USA Hockey Member Program must have a team travel policy applicable to youth teams that is published and provided to all players, parents, coaches and other adults that are travelling with the team that includes parental consents to In-Program travel and lodging. The Member Program/team must obtain a signature each year by each adult (including parents) acknowledging receipt of and agreeing to the travel policy. A sample local and overnight travel policy form for a Member Program may be found at usahockey.com/safesportprogram.

Elements of all travel policies must include:

- The Member Program, team and their administrators should avoid sponsoring, coordinating, or arranging for local travel, and the parents of a Minor Athlete should be responsible for making all local travel arrangements.
- Coaches who do not have a Dual Relationship shall not ride in a vehicle alone with a Minor Athlete, absent emergency circumstances and all such travel must be Observable and Interruptable by an adult or include at least two Minor Athletes eight years of age or older at all times.
- All other Adult Participants shall not ride in a vehicle alone with a Minor Athlete, and all such travel must be Observable and Interruptable by an adult or include at least two Minor Athletes eight years of age or older at all times unless a Policy Exception applies or the parent/guardian of the Minor Athlete has provided written consent on an annual basis. A parent/guardian may withdraw consent at any time.

- Where an Adult Participant is involved in an unrelated Minor Athlete’s local travel (even with written consent), efforts should be made to ensure that the Adult Participant is not alone with the unrelated player, by, for example, picking up or dropping off the players in groups.
- Adult Participants who are also a player’s parent or guardian may provide shared transportation for any player(s) if they pick up their own player first and drop off their own player last.
- It is recognized that in some limited instances an emergency will make it unavoidable for an Adult Participant to drive alone with an unrelated Minor Athlete (such circumstances must be documented and record kept with the Member Program). However, efforts should be made to minimize these occurrences and to mitigate any circumstances that could lead to allegations of abuse or misconduct.
- Because of the greater distances involved in team travel, coaches, staff, volunteers, and chaperones will often travel with the players. No Participant will engage in team travel without the proper safety requirements in place and on record, including valid drivers’ licenses, automobile liability insurance as required by applicable state law, vehicle in safe working order and compliance with all state laws. All chaperones and drivers shall complete applicable SafeSport Training and shall have been screened in compliance with the USA Hockey Screening Policy.
- In all instances where team travel includes multiple players traveling by bus or van absent parents or guardians, each bus or van must include at least one Adult Participant who has met the USA Hockey requirements regarding a background screen and has taken all applicable SafeSport training prior to travel. That Adult Participant must adhere to the prohibition on one-on-one interactions and all Safe Sport Program policies, as well as all other USA Hockey policies.

Lodging

For many hockey teams, a significant portion of USA Hockey participation involves overnight travel to games and tournaments. Minor Athletes are most vulnerable to abuse or misconduct during travel, particularly overnight stays. This includes a greater risk of misconduct between or among Minor Athletes. During travel, players may be away from their families and support networks, and the setting – unfamiliar locker rooms, automobiles, and hotel rooms – is less structured and less familiar. A lodging policy provides guidelines so that care is taken to minimize one-on-one interactions between minors and adults while traveling and informs parents or guardians of situations in which written consent is required, as well as their right to withdraw such consent at any time. Lodging arrangements under this policy include but are not limited to Member Program or team-arranged hotel stays, rentals and long-term residential environments, including lodging at training sites. Adherence to the Lodging Policy helps to reduce the opportunities for misconduct.

- All In-Program Contact during lodging between an Adult Participant and a single Minor Athlete must be Observable and Interruptible unless a Policy Exception applies.
- Regardless of gender, Coaches shall not share a hotel room or other sleeping arrangement with a Minor Athlete unless the Coach is the parent, guardian, or sibling of, or is otherwise related to the Minor Athlete, and written consent is obtained, when necessary.
- Regardless of gender, all Adult Participants (other than Coaches) shall not share a hotel room or other sleeping arrangement with a Minor Athlete unless the Adult Participant is the parent, guardian or sibling of the Minor Athlete or a Policy Exception applies and the Minor Athlete’s parent(s) provides written consent to such an arrangement describing the overnight trips to which the consent applies.
- The Member Program or team shall provide adequate supervision through coaches and other adult chaperones (for example, a recommended number would include at least one coach or adult chaperone for every five to eight players). If a team is composed of both male and female players, then it is recommended that chaperones are arranged of the same gender.
- Minor Athletes should share rooms with other Minor Athletes of the same gender, with the appropriate number of players assigned per room depending on accommodations.
- Regular monitoring and curfew checks should be made of each room by **at least** two SafeSport

Trained and properly screened adults. All Adult Participants, including coaches, staff, volunteers and chaperones, travelling with a team must (i) comply with the SafeSport Training policy, (ii) have a clear background screen pursuant to Section III of this Safe Sport Program Handbook, (iii) sign the Member Program's lodging policy at least annually, and (iv) be familiar with the Safe Sport Program Handbook to monitor compliance with all Safe Sport Policies.

- The team personnel shall ask hotels to block adult pay per view channels.
- Meetings between an Adult Participant and Minor Athlete shall be Observable and Interruptible. Individual meetings between a player and coach may not occur in hotel sleeping rooms.
- All players shall be permitted to make regular check in phone calls to parents. Team personnel shall allow for any unscheduled check in phone calls initiated by either the player or parents.
- Family members who wish to stay in the team hotel shall be permitted and encouraged to do so.
- The team shall make every effort to accommodate reasonable parental requests when a child is away from home without a parent.
- Specific travel itineraries will be distributed to parents when they are available and will include a detailed itinerary as well as contact information for all team personnel and chaperones.
- If disciplinary action against a player is required while the player is traveling without his/her parents, reasonable attempts to notify the player's parents will be made before any action is taken.
- No coach or chaperone shall at any time be under the influence of alcohol or drugs while performing their coaching and/or chaperoning duties.
- In all cases involving travel for youth hockey programs, parents have the right to transport their Minor Athlete and have the Minor Athlete stay in their hotel room.

Upon proof of a violation of USA Hockey's policies regarding travel, the offending Member Program, team or person will be subject to appropriate disciplinary action.

BILLETING POLICY

It is recognized that some youth and junior hockey players leave home to play hockey in a location away from their parents. Having Minor Athletes live outside their homes increases risk for abuse and misconduct to occur. "Billeting" means an arrangement where a Minor Athlete lives away from his/her parent(s) or legal guardian(s) in a private family residence arranged or coordinated by a Member Program (or USA Hockey) and meeting the requirements described in this Policy. "Billet" refers to the host adult(s) and family with whom the athlete lives. Billeting arrangements do not include housing arrangements in which the host adult or family is related to the Minor Athlete or otherwise has a Dual Relationship with the Minor Athlete or where the housing is arranged privately by the parents/legal guardians of the Minor Athlete. Billeting also does not include group housing arrangements such as a dormitory, apartment, or hotel or similar residential dwellings that are not operated by the Member Program. All organizations and teams that arrange for players to live with billet families shall have written policies and procedures in place to govern the arrangement. All billeting policies and procedures shall be provided to the player's parents in advance of placing the player with the billet and shall meet the following requirements:

- Billet families and the player and player's parents shall all sign an agreement with the Member Program and/or team that they consent to the billeting arrangement, acknowledge that the adults in the billet household are considered Adult Participants as defined in this Safe Sport Program Handbook, and that they will comply with the terms and conditions of the Billeting Policy, the SafeSport Code and the USA Hockey Safe Sport Program Handbook. The billet agreement shall include information on completing applicable training and how a player, parent or billet can make a report of misconduct.
- If required by the jurisdiction where the player is billeted, the player's parents shall sign and provide a power of attorney and/or guardianship (as necessary by applicable state law) to the

billet family adults to allow for them to make emergency medical and schooling decisions.

- Each Member Program or team that billets players shall have a SafeSport Trained and background screened billet coordinator who shall be responsible for overseeing compliance with the Billeting Policy, the SafeSport Code and all USA Hockey Safe Sport Policies.
- **No more than two billeted players** may be housed with any one billet family. At the Junior level, there may be exceptions to the number of billeted players permitted in one billet home if approved by the applicable Junior league, however approval should only be granted when necessary.
- Absent an emergency, or unless a Dual Relationship exception applies and the team has obtained the necessary consent, coaches may not host or billet athletes who play on the coach's team. It is strongly recommended that team/program owners, management and staff (except the billet coordinator) do not host or billet athletes. Emergency situations should be documented and kept with the Member Program.
- Minors must be placed with a billet family and may not reside in an apartment or home solely with other players. This includes homes, apartments or hotels used as a "dormitory" unless the housing is offered in conjunction with and authorized by a school that is accredited or sanctioned by the state school system.
- All adults living in the household of the billet family must be registered with USA Hockey, screened in accordance with the USA Hockey Screening Policy, and must complete the SafeSport Training in compliance with Section II. Proof that these requirements have been met must be received by the team's billet coordinator prior to the player moving in with the family.
- Adherence to the limitations on one-on-one interactions between an adult Billet and a Minor Athlete should be practiced whenever possible but may not always be practical in all situations in a billet household. For instance, such interactions may be unavoidable in "common" areas of the household such as living rooms, kitchens and dining rooms. However, there shall be no one-on-one interactions between the adult Billet and a Minor Athlete in any "private" areas of a billet home, including any bedroom, bathroom, or any other similar "private" area. The billet athlete's parent/ legal guardian must provide written consent annually prior to the Minor Athlete moving into the billet home that addresses any such one-on-one interactions. That written consent must be kept with the billet coordinator for the duration of the consent.
- It is strongly recommended that all billet families be two-parent homes. Single parent billet families may be acceptable if there are two players billeting in the home and the organization or team takes additional reasonable steps to regularly monitor the billeting arrangement and its compliance with the USA Hockey Safe Sport Policies.
- The Member Program or team shall have a mandatory curfew for all billeted players. The host family may have an earlier curfew.
- Players must agree to comply with the house rules of the billet families, including curfews, chores/ cleaning, telephone usage, etc. Complaints about unusual rules shall be addressed with the Member Program/team billet coordinator.
- Players shall not stay overnight at any other home except with the permission of the player's parents and advance notification to the billet family and Member Program or team billet coordinator.
- Players are not to drive billet family vehicles without automobile liability insurance as required by applicable state law, and documentation and approval of the billet family.
- The Member Program's/team's billeting policy shall include requirements that, annually and prior to the placement of the player in the billet home, the billeted player must take the course titled "SafeSport for Youth Athletes (Ages 13-17)" and that player's parents/legal guardians must take the course titled "Parent's Guide to Misconduct in Sports," both offered free of charge by the Center. The billeted player is not required to take this training if the player is already required to take the Core SafeSport Training as described in Section II.

- The policy shall also require that the parent/guardian of the billeted player provide the required written consents for transportation by the adults in the host family.
- The policy shall also require that the billet family maintain appropriate homeowner's/renter's insurance.
- Players living with a billet family shall be permitted to make regular check-in phone calls to parents. Team personnel and billets shall allow for any unscheduled check-in phone calls between the player and parents.
- The billet coordinator should schedule monthly calls with the billet parents and the billeted player's parents/legal guardians and/or monthly visits to each billet home.



SECTION II

Education and Awareness Training

Education is a key component of any abuse and misconduct prevention strategy. Awareness training provides relevant Participants with information necessary to more effectively monitor their organization, minimize the opportunities for physical and sexual abuse and other types of misconduct, and respond to concerns. It is also a strong public statement that the organization places a priority on the safety of its participants.

USA Hockey's policies and procedures require employees and/or volunteers to report abuse, misconduct, and violations of its safety policies (see [Section IV](#), Reporting of Concerns of Abuse). Employees and/or volunteers should have a basic understanding of sexual abuse and the strategies that offenders use to groom their victims. Using a combination of attention, affection and gifts, offenders select a victim, win their trust (and the trust of child's caregiver or "gatekeeper"), manipulate the victim into sexual activity, and keep the child from disclosing abuse.

The training that must be completed by all persons subject to this Policy shall be the training produced and provided by the Center and made available through access via USA Hockey's website. No other training shall satisfy the training requirements hereunder. The Center shall provide its "Core Center for SafeSport Training," and its "Refresher Courses." The Core Center for SafeSport Training is taken online and generally takes approximately 90-120 minutes to complete. Medical providers required to take training can take the Center's "Health Professionals Course" in lieu of the Core Center for SafeSport Training. The Refresher Courses are only available after a person has completed the Core Center for SafeSport Training. The Refresher Courses are also taken online on an annual basis (every 12 months) of Refresher 1, Refresher 2, and Refresher 3 before the person must take the Core Center for SafeSport training again in year five, starting the cycle over. The Refresher Courses generally take 30 minutes or less to complete. There is no cost to members of USA Hockey to complete any training course.

SafeSport Training will be valid for twelve (12) months rather than a full membership season. To remain eligible for participation, Adult Participants who are required to complete SafeSport Training must complete the next applicable SafeSport course on an annual basis (every 12 months) following completion of the previous course. A person with expired training shall be ineligible to participate as a coach, official, administrator, volunteer, employee or in any role where they have Regular Contact with or Authority over amateur athletes who are minors, until they have completed the requisite SafeSport Training.

Who must take SafeSport Training?

It is the policy of USA Hockey that those Participants who (1) have Regular Contact with, or Authority over, amateur athlete(s) who are minors (e.g., coaches, team managers, chaperones, etc.), (2) are responsible for enforcing child abuse and misconduct policies, (3) are adults authorized by USA Hockey,

an Affiliate or Member Program to have Regular Contact with, or Authority over, any amateur athlete(s) who is a minor, including all persons that are in managerial or supervisory roles of a USA Hockey Member Program (including all members of such organization's board of directors and owners and administrators of a USA Hockey Member Program), (4) are new and current employees and/or volunteers of USA Hockey, an Affiliate or Member Program, or (5) are hockey players seventeen (17) years of age or older on or before December 31 of that playing season, and that play on a team in a classification that allows Minor Athlete players, shall complete appropriate training as required herein.

USA Hockey's policy is that all of the following Adult Participants are considered to have Regular Contact with, or Authority over any amateur athlete(s) who is a minor, and SafeSport Training shall be required for the following categories of Adult Participants as set forth in more detail below (note that USA Hockey may modify these requirements from time to time as it deems appropriate): (i) all USA Hockey staff and all members of the USA Hockey Board of Directors, and USA Hockey councils, committees and sections; (ii) members of the Affiliate Board of Directors, (iii) Member Program administrators, including board members, hockey directors and other program employees, (iv) coaches, (v) team managers, (vi) officials/referees who are or will be seventeen (17) years old or older as of December 31 of that registration season, (vii) locker room monitors, (viii) team drivers (unless the driver is from a professional transportation company and does not otherwise have Regular Contact or Authority over any amateur athlete(s) who is a minor), (ix) travel chaperones, (x) Personal Care Assistants, (xi) hockey players seventeen (17) or over on or before December 31 of playing season in age classifications with Minor Athletes, (xii) all adult residents of a billet household, and (xiii) other persons whose position with a USA Hockey, an Affiliate or Member Program allows them to have ongoing interactions during a 12-month period wherein an Adult Participant is in a role of direct and active engagement with any Minor Athlete.

Conversely, USA Hockey does not consider persons serving solely in the following roles to have Regular Contact with, or Authority over, any amateur athlete(s) who is a minor(not an exhaustive list): (i) scorekeepers, (ii) penalty box operators, (iii) concession stand workers, (iv) arena entry/ticket takers, (v) persons who do not otherwise have Regular Contact with, or Authority over, any amateur athlete(s) who is a minor and who are contracted through outside entities for the purpose of performing services (e.g., security, photographers, emergency medical or training persons, etc.) for specific events.

- A. *USA Hockey Staff and National Volunteers.* All USA Hockey staff and all members of the USA Hockey Board of Directors, and USA Hockey councils, committees and sections shall be required to complete the applicable SafeSport Training. New staff or volunteers shall complete the Core Center for SafeSport Training prior to having regular contact with any amateur athlete(s) who is a minor, or if they do not have Regular Contact with minors, not more than 45 days after beginning such role, and shall complete the appropriate Refresher Course annually thereafter.
- B. *Local Program Administrators.* Local programs and the program's leaders, administrators, board members, etc. are the representatives that are primarily and directly responsible for administering and supervising USA Hockey programs at the local level. Although these representatives may not have Regular Contact with any amateur athlete(s) who is a minor, these representatives must be fully versed in USA Hockey's SafeSport Program and possess the information necessary to more effectively monitor their organization, minimize the opportunities for child physical and sexual abuse and other types of misconduct, and respond to concerns. Each Member Program shall require that those persons in managerial or supervisory roles of such program, including members of such organization's board of directors and owners and administrators of a USA Hockey sanctioned program, have completed the appropriate SafeSport Training. New administrators shall complete the Core Center for SafeSport Training prior to having regular contact with any amateur athlete(s) who is a minor, or if they do not have regular contact with minors, not more than 45 days after beginning such role, and shall complete the appropriate Refresher Course annually thereafter to remain eligible for participation. USA Hockey will keep a record of all Adult Participants that have completed the training.

On or before September 30 of each playing season, the Affiliate Safe Sport Coordinator for each Affiliate shall confirm with each Member Program and certify to the Affiliate and USA Hockey that those persons in managerial or supervisory roles of each Member Program in that Affiliate have completed the training.

- C. Coaches. Coaches are the adults that typically have the most on- and off-ice contact with Minor hockey players. All adult coaches of teams in classifications that may include Minor Athletes shall complete the SafeSport Training program prior to the coach's participation (on-ice or off-ice) in a USA Hockey program. In order to remain eligible for participation, all coaches shall be required to complete the proper SafeSport training program every 12 months. New coaches shall complete the Core Center for SafeSport Training prior to participation (on-ice or off-ice) in their first year of coaching and shall complete the appropriate Refresher Course every 12 months thereafter.
- D. Officials. Officials also have regular contact with Minor age hockey players as well as with other officials that are Minors. All officials who are or will be seventeen (17) years old or older as of December 31 of that registration season shall complete the SafeSport Training program as a condition of completing their certification requirements every 12 months. New officials required to take SafeSport Training season shall complete the Core Center for SafeSport Training prior to being certified to officiate and shall complete the appropriate Refresher Course every 12 months thereafter as a condition of completing their certification requirements and to remain eligible for participation.
- E. Other Volunteers/Employees. All volunteers and employees in USA Hockey Member Programs that will have Regular Contact with, or Authority over, Minor Athlete(s), and all persons in a supervisory position of a USA Hockey Member Program, shall be required to complete the SafeSport Training as a condition of being appointed to such position. Volunteers and employees that have less than Regular Contact with any Minor Athlete(s) who is a minor are strongly encouraged to complete the SafeSport Training. New volunteers and employees shall complete the Core Center for SafeSport Training before Regular Contact with Minor Athletes begins and shall complete the appropriate Refresher Course every 12 months thereafter to remain eligible for participation.

Any Member Program may require and enforce policies that adults in its program must register with USA Hockey and complete SafeSport Training even if not otherwise required by this Policy. Any volunteer or employee required or desiring to take the SafeSport Training shall register with USA Hockey as Volunteers in the Manager/Volunteer Member category (*at no charge*) and may complete the training through a link on the SafeSport web page or registration confirmation email.

USA Hockey will keep a record of all Adult Participants that have completed the training.

- F. Parents. Parent/guardian education is one of the keys to keeping a program safe from abuse and misconduct. Parents and guardians can assist by helping avoid situations in which misconduct can occur, by being aware of the signs and symptoms of abuse, and by reporting suspected abuse. USA Hockey shall offer and give training to parents/guardians regarding prevention and reporting of child abuse. The training shall be produced by the Center, and the offer of training shall be accomplished by USA Hockey notifying parents/guardians of the availability of the training, and how the parents can access the training. The notification to parents/guardians shall occur in various ways each year (at least once every 12 months), including through emails directly to the email address used in registration, posting on the USA Hockey website, newsletters, social media and other appropriate communication tools. USA Hockey shall maintain records that it has offered and given training to parents/guardians in conformance with the requirements of the Center. USA Hockey will also produce posters, brochures and other educational materials to publicize the program and the means of reporting suspected abuse or misconduct. Additionally, USA Hockey will notify all parents about the availability of SafeSport "parent" training videos or other materials that is available to all parents (***please note that the parent training course does not satisfy the training requirement for coaches, officials or other volunteers or administrators***).

- G. Players Seventeen (17) and Over in Age Classifications that Allow Minor Age Players. All players seventeen (17) years of age or older on or before December 31 of that playing season, and that play on a team in a classification that allows Minor Athlete players, shall be required to complete SafeSport Training before being added to such team and prior to participation (on-ice or off-ice). This requirement shall apply to all teams in the age classifications Youth, Girls, High School, Junior Hockey, Flex Hockey and Disabled Hockey programs that allow both Minor Athlete and adult age players. Players required to complete the training shall complete the Core Center for SafeSport Training prior to being added to a team and shall complete the appropriate Refresher Course every 12 months thereafter for as long as they are on a team in the above classifications.
- H. Minor Age Players. USA Hockey shall offer and give (subject to parental consent) training to Minor Athletes regarding prevention and reporting of child abuse. The training shall be produced by the Center, and the offer of training shall be accomplished by USA Hockey notifying parents of Minor Athletes of the availability of the training for Minor Athletes, and how the parents can consent to the training and access the training for their child. The notification to Minor Athletes shall occur in various ways each year (at least once every 12 months), including through emails directly to the email address used in registration, posting on the USA Hockey website, newsletters, social media and other appropriate communication tools. USA Hockey shall maintain records that it has offered and given training to Minor Athletes in conformance with the requirements of the Center.
- I. Victims/Survivors. Exemptions to the online SafeSport Training requirement may be requested by survivors of abuse and misconduct. Survivors of abuse can request an exemption by contacting the Center directly at exemptions@safesport.org. All exemptions granted by the Center in this category are considered indefinite and do not need to be re-requested every year.
- J. Persons with Special Needs. Persons with cognitive or physical disability or limited English proficiency, that are otherwise required to complete SafeSport Training may request accommodation or waiver of the SafeSport Training requirements by request to USA Hockey. A form and instructions for making such request is available at usahockey.com/safesporttraining. USA Hockey will track all such exemptions

Certain jurisdictions in the United States have mandatory training and testing that may apply to those that work or volunteer with Minor Athletes. If state mandated training and testing is required, then each Member Program shall also comply with that state's training requirements. Such state-mandated training shall not satisfy the Center and USA Hockey training requirements herein.



SECTION III

Screening and Background Check Program

Purposes of a Screening Policy

- Protect USA Hockey participants from known offenders so that such known offenders do not have access to USA Hockey members.
- Deter offenders that have not been caught from joining USA Hockey programs because the program has a known policy against abuse.
- Protect USA Hockey's reputation as a sport where participants are safe from abuse.
- Help protect USA Hockey, USA Hockey Member Programs and their respective employees and volunteers from liability that could arise from allowing a previous offender to have access to Minor Athletes.

USA Hockey has had a screening policy in place since 1993. USA Hockey was one of the first national sports organizations to implement a screening policy and has been considered a leader in requiring screening of its employees and volunteers. USA Hockey's policy includes set criteria for which a person may be disqualified and prohibited from serving as an employee or volunteer of USA Hockey. Under the policy, USA Hockey will not authorize or sanction any employee or volunteer who has Regular Contact with or Authority over Minor Athletes unless and until that person consents to be screened and passes a criminal background screen conducted by USA Hockey.

USA Hockey Screening Policy

Beginning in the 2020-21 season, pursuant to new requirements from the USOPC, USA Hockey has implemented a National Background Screening Program to replace the background screening programs that had been managed by each respective USA Hockey Affiliate and Junior League.

USA Hockey requires that all officials, coaches, volunteers, and other individuals 18 years of age or older who will have Regular Contact with, or Authority over, Minor Athletes complete a background screen as follows:

At the National Level:

- All members of the USA Hockey Board of Directors, and each member of a USA Hockey council, committee or section shall be screened upon their election or appointment to the position and then shall be re-screened every two (2) years, with a supplemental screen every other year.
- All USA Hockey employees shall be screened as a condition of their employment and then shall be re-screened every two (2) years, with a supplemental screen every other year.
- All coaches, instructors and other staff for any USA Hockey national or district camp, national team, select team, and officiating camps shall be screened as a condition of being selected for

such position or shall have been screened by USA Hockey within the past two (2) years, with a supplemental screen every other year.

- All national and district tournament site host volunteers that will have direct access to Minor Athletes shall be screened as a condition of being selected for such position or shall have been screened by USA Hockey within the past two (2) years, with a supplemental screen every other year.
- All participants in the USA Hockey Junior Officiating Development Program shall be screened as a condition of being selected for such position or shall have been screened by USA Hockey within the past two (2) years, with a supplemental screen every other year.
- All athletes over the age of 18 who are selected by USA Hockey to participate in national or international team events.
- All athletes over the age of 18 who are selected by USA Hockey to train for national or international team events at USA Hockey Arena in Plymouth, Michigan or any Olympic and Paralympic Training Center.

At the Affiliate, Junior and College Levels:

- All coaches eighteen (18) years of age or older who will have Regular Contact with, or Authority over, Minor Athletes are required to submit to a background screen through USA Hockey before any such contact with Minor Athletes and shall be rescreened every two (2) years, with a supplemental screen every other year.
- All officials eighteen (18) years of age or older who will have Regular Contact with, or Authority over, Minor Athletes are required to submit to a background screen before any such contact with Minor Athletes and shall be rescreened every two (2) years, with a supplemental screen every other year.
- All board members or officers of any affiliate or local program eighteen (18) years of age or older, regardless of whether the individual will have Regular Contact with, or Authority over, Minor Athletes are required to submit to a background screen before entering such role and shall be rescreened every two (2) years, with a supplemental screen every other year.
- All volunteers, billets, and other persons eighteen (18) years of age or older who will have Regular Contact with, or Authority over, Minor Athletes are required to submit to a background screen before any such contact with Minor Athletes, and shall be rescreened every two (2) years, with a supplemental screen every other year; however, persons 18 or older who are only playing hockey are not required to have a background screen unless on a USA Hockey international team.
- All employees who are eighteen (18) years of age or older who will have Regular Contact with, or Authority over, Minor Athletes are required to submit to a background screen before any such contact with Minor Athletes, and shall be rescreened every two (2) years, with a supplemental screen every other year.

USA Hockey's policy is that all of the following Adult Participants are considered to have Regular Contact with, or Authority over, Minor Athletes, and shall be required to complete a background screen pursuant to this Policy: (i) all USA Hockey staff and all members of the USA Hockey Board of Directors, and USA Hockey councils, committees and sections; (ii) members of the Affiliate Board of Directors, (iii) Member Program administrators, including board members, hockey directors and other program staff who have Regular Contact with or Authority over Minor Athletes, (iv) coaches, (v) team managers, (vi) officials/referees who are eighteen years or older, (vii) locker room monitors, (viii) team drivers (unless professional transportation companies are used), (ix) travel chaperones, (x) Personal Care Assistant, (xi) national team athletes, and (xii) other persons whose position with a USA Hockey, an Affiliate or Member Program allows them to have ongoing interactions during a 12-month period wherein an Adult Participant is in a role of direct and active engagement with any Minor Athlete.

Conversely, USA Hockey does not consider persons serving solely in the following roles to have Regular

Contact with, or Authority over, Minor Athletes (not an exhaustive list): (i) scorekeepers, (ii) penalty box operators, (iii) concession stand workers, (iv) arena entry/ticket takers, (v) persons contracted through outside entities for the purpose of performing services (e.g., security, photographers, medical or training persons, etc.) for specific events. As a condition of its affiliation with USA Hockey, each Affiliate, junior league, and the ACHA shall require that all Member Programs have the required volunteers and employees screened through the USA Hockey National Background Screen Program prior to participation or any access to Minor Athletes. USA Hockey will no longer accept background screens from other vendors who fail to meet the USOPC's and USA Hockey's screening criteria.

Each Affiliate shall have an Affiliate Screening Coordinator (who may also be the Affiliate SafeSport Coordinator) that is responsible for monitoring and reporting on compliance with the screening policy by the Affiliate and all of the Affiliate's Member Programs.

Pursuant to the USOPC requirements, the USA Hockey National Background Screen Program vendor will search (at a minimum) the following components:

- A. Full Background Checks. All full background check screens will include at least the following search components:
 1. Social Security Number validation;
 2. Name and address history records;
 3. Two independent Multi-Jurisdictional Criminal Database searches covering 50 states plus DC, Guam, and Puerto Rico;
 4. Federal District Courts search for each name used and district where the individual currently lives or has lived during the past seven years, going back the length of time records are available and reportable;
 5. County Criminal Records for each name used and county where the individual currently lives or has lived during the past seven years, going back the length of time records are available and reportable for each county searched;
 6. National Sex Offender Registry database search of all available states, plus DC, Guam, and Puerto Rico;
 7. Multiple National Watch Lists;
 8. SafeSport Disciplinary Records;
 9. Comprehensive International Records search U.S. citizens who have lived outside of the United States for six consecutive months in any one country, during the past seven years;
 10. Motor Vehicle Records of at least a 3-year history in the state of licensure; (if driving is required for position).
- B. Supplemental Background Checks. All supplemental off-year background check screens will be conducted using at least the following search components:
 1. Multi-Jurisdictional criminal database covering 50 states plus DC, Guam, and Puerto Rico
 2. Sex Offender Registry database searches of all available states, plus DC, Guam, and Puerto Rico; and
 3. SafeSport Disciplinary Records.

Pursuant to the USOPC requirements, the following are the **minimum criteria** that will be searched for by the USA Hockey National Background Screen Program screening vendor and which may serve as a basis under which a person may be disqualified or deemed ineligible to serve USA Hockey as an employee or volunteer:

1. Any felony, defined as all crimes punishable by greater than one (1) year in jail or prison, regardless of how it's characterized by jurisdiction;
2. Any misdemeanor involving:
 - All sexual crimes, criminal offenses of a sexual nature to include but not limited to; rape,

child molestation, sexual battery, lewd conduct, possession and distribution of child pornography, possession and distribution of obscene material, prostitution, indecent exposure, public indecency, and any sex offender registrant;

- Any drug related offenses;
 - Harm to a minor or vulnerable person, including, but not limited to, offenses such as child abandonment, child endangerment/neglect/abuse, contributing to the delinquency of a minor, and DUI with a minor;
 - Violence against a person, force, or threat of force (including crimes involving a deadly weapon and domestic violence);
 - Stalking, harassment, blackmail, violation of a protection order, and/or threats;
 - Destruction of property, including arson, vandalism, and criminal mischief;
 - Animal abuse, cruelty, or neglect; and
 - Any DUI/DWI in the last two (2) years or two (2) or more DUIs/DWIs in the last five (5) years; and/or
3. If the applicant is currently listed, or has ever been listed, on a sex offender registry or a similar database.

In addition to the **minimum criteria** above, the following additional criteria (which are unlikely to be found in a criminal record search) shall also serve as a basis under which a person may be disqualified or prohibited from serving as an employee or volunteer in any USA Hockey Member Program:

1. An expunged or sealed conviction for any of the minimum criteria above;
 2. Being adjudged liable for civil penalties or damages involving sexual or physical abuse of children;
 3. Being subject to any court order involving any sexual abuse or physical abuse of a minor, including but not limited to domestic order or protection;
 4. Had their parental rights terminated;
 5. A history with another organization (volunteer, employment, etc.) of complaints of sexual or physical abuse of minors;
 6. Resigned, been terminated or been asked to resign from a position, whether paid or unpaid, due to complaint(s) of sexual or physical abuse of minors;
 7. Has a history of other behavior that indicates they may be a danger to children in USA Hockey.
- C. USA Hockey's screening policy will include such consents and notifications to be obtained by the screening vendor as are required by applicable state and federal law, including without limitation compliance with the Fair Credit Reporting Act.
- D. USA Hockey's Screening Policy shall have adequate security for the safekeeping, privacy and production of documents and information in connection with its screening of all applicants.
- E. While USA Hockey is responsible for managing and directly supervising the screening program, the Affiliates and Member Programs within each Affiliate must monitor and supervise their programs so that screening is completed before any employee or volunteer has Regular Contact with or Authority over youth participants. This will require more planning by the Member Program to screen adequate numbers of employees and/or volunteers to operate their program.
- F. Some states have specific laws requiring background screening for certain participants in youth sports, including minimum requirements for such screens. Each Affiliate and/or Member Program or their participants may be subject to additional state law screening requirements beyond those set forth in the USA Hockey Background Screening Policy. Whenever reasonably possible, the USA Hockey National Background Screen Program will incorporate and apply those additional state law requirements into its background screening process.

USA Hockey National Background Screening Policy Review Procedure

The USA Hockey National Background Screening Policy Review Procedure is to be used by USA Hockey to review applicants seeking participation in USA Hockey programs in positions that require a background check be conducted prior to the applicant being eligible for such position. Pursuant to the requirements of the USOPC, the USA Hockey Bylaws and the USA Hockey SafeSport Program, USA Hockey, through the National Background Screening Policy Review Procedure, may deny or place limitations on any applicant's participation in any USA Hockey sanctioned events or programs if it finds that permitting an applicant with negative background check results is inconsistent with the stated purpose of USA Hockey's bylaws, policies, and/or the USA Hockey SafeSport Program. The National Background Screening Policy Review Procedure details the hearing and appellate process for those applicants who were either denied eligibility or who were granted eligibility with conditions or restrictions and who wish to contest those determinations.

The entire USA Hockey National Background Screening Policy Review Procedure, along with additional resources on USA Hockey's National Background Screen Program, can be found on the USA Hockey website at usahockey.com/backgroundscreen.



SECTION IV

Reporting of Concerns of Abuse

An effective reporting policy that results in reports of suspected abuse and misconduct, and does not in any way deter victims or witnesses from reporting abuse and misconduct, is a key element to preventing abuse and misconduct. There are no costs, fees, or other financial barriers associated with submitting a report under USA Hockey's reporting policy. Potential abusers will avoid involvement in a program where there is a likelihood that suspected abuse will be reported. When sport stakeholders are untrained about how and when to report suspected abuse, they may feel ill-prepared, powerless and lost when it comes to responding to and reporting misconduct. By providing this guidance on when and how to report suspected misconduct, USA Hockey seeks to remove barriers to disclosing misconduct, including Sexual Misconduct and Child Abuse.

In This Policy on Reporting Concerns of Abuse is:

- The **Reporting Policy**, which describes who must report violations or suspicions of potential or actual abuse or misconduct, including the obligations to report allegations of Child Abuse or Sexual Misconduct to the Center.
- The **Reporting Procedure**, which describes:
 - to whom reports are made (including the importance of certain reports being made to law enforcement authorities and/or the Center);
 - how to make reports to USA Hockey and/or the Affiliate and/or the Center;
 - confidentiality of reports;
 - USA Hockey's policy on anonymous reports;
 - USA Hockey's policy on protecting those that made reports ("whistleblower" protection);
 - USA Hockey's policy prohibiting reports made in bad faith.
- **How Reports are Handled**, including:
 - further reporting to law enforcement authorities when appropriate;
 - circumstances in which immediate suspension or termination is appropriate; and
 - circumstances where referral of the report to the applicable Member Program, Affiliate or USA Hockey to address, rectify and impose discipline where appropriate.
- **Notification** to parents of other Minor Athletes.

REPORTING POLICY

It is the policy of USA Hockey that every Adult Participant must report (1) actual or perceived violations of the USA Hockey Safe Sport Program Handbook, (2) suspicions or allegations of Sexual Misconduct or Child Abuse, and (3) any violations of the, Physical Misconduct, Emotional Misconduct, Bullying, Threats, Harassment, or Hazing Policies, as set forth below.

A. General Requirements

1. Adult Participants must know their reporting requirements under this Handbook, the SafeSport Code, state law, and federal law. Lack of knowledge about a reporting obligation is not a defense.
2. Nothing in this policy shall be construed to require a victim of Child Abuse or other misconduct to self-report.
3. No one should investigate suspicions or allegations of Sexual Misconduct or Child Abuse, or attempt to evaluate the credibility or validity of allegations as a condition of reporting to the Center or to appropriate authorities. As necessary, however, a person receiving a report may ask a few clarifying questions of the minor or person making the report to adequately report the suspicion or allegation to law enforcement authorities.
4. The reporting requirements under this section are an individual obligation of Adult Participants. Reporting to a supervisor or administrator does not relieve an Adult Participant of the obligations to report as specified under this section. Adult Participants must report even if they believe someone else has already reported.

B. Reporting Requirements Relating to Sexual Misconduct

1. An Adult Participant who learns of information or reasonably suspects that an incident(s) of Sexual Misconduct has occurred, must immediately report the incident(s) directly to the Center.
2. In addition to any reporting requirements per federal or state law, Adult Participants must report to the Center any allegations of Sexual Misconduct, including child sexual abuse, involving a person reasonably believed to be a Participant even if the Adult Participant learned of the allegations prior to becoming an Adult Participant.
3. This reporting requirement applies regardless of whether the suspected victim is an Adult or Minor.
4. If the Sexual Misconduct involves a Minor, it must be reported as child sexual abuse, as described below.

C. Reporting Requirements related to Child Abuse, including Child Sexual Abuse

1. An Adult Participant who learns of information or reasonably suspects that a child has suffered an incident of Child Abuse, including sexual abuse, must immediately:
 - a. Make a report to law enforcement; AND
 - b. Make a report to the US Center for SafeSport; AND
 - c. Comply with any other applicable reporting requirements under state law.
2. Reporting to the Center alone is not sufficient. You must report to both the Center and to law enforcement, and comply with any other applicable state or federal laws.
3. Child Abuse includes incidents that involved a victim who is a minor at the time of the alleged incident, even if the victim is now an adult and child sexual abuse may include incidents of peer to peer sexual abuse.

D. Additional Misconduct that Adult Participants must report to the Center:

1. Criminal Charge(s) or Disposition(s) involving Sexual Misconduct or misconduct involving Minors.
2. Misconduct related to the Center's process, including suspected incident(s) of Aiding and Abetting and/or Abuse of Process and Retaliation as it relates to the Center's process.

Mandatory Reporting of Child Abuse and Child Sexual Abuse

Pursuant to the SafeSport Authorization Act, any adult that is authorized by USA Hockey, a member of USA Hockey, or any Member Program, to interact with a Minor or amateur athlete at a Facility or at any event sanctioned USA Hockey or a Member Program, is considered a mandatory reporter. If an Adult Participant reasonably suspects that an incident(s) of Sexual Misconduct has occurred, they must immediately (no later than 24 hours) report the incident(s) to the Center and to applicable law enforcement authorities. An adult Participant's failure to report as set forth above may subject such person to disciplinary action by the Center and/or USA Hockey.

Any report of misconduct or suspicion of child physical or sexual abuse received by USA Hockey will be taken seriously and handled appropriately. If USA Hockey receives a report of physical or sexual misconduct involving a minor, USA Hockey will make a report to the proper authorities.

In addition to any legal obligation to report Child Abuse or Sexual Misconduct to law enforcement authorities and the Center, all Adult Participants are requested and strongly encouraged to promptly report any alleged violations of the Sexual Misconduct and Child Abuse Policy to USA Hockey so that USA Hockey is aware of the allegations and can take immediate action when appropriate.

Applicable state law may have other mandatory reporting laws making persons holding certain positions required by law to report suspicions of sexual or physical abuse of a minor or may include additional legal duties to report suspicions or allegations of child physical or sexual abuse to the appropriate law enforcement authorities. A compilation of state law information on when a person must make a report to law enforcement authorities can be found at:

1. childwelfare.gov
2. childwelfare.gov/topics/systemwide/laws-policies/statutes/mandat/
3. childwelfare.gov/topics/systemwide/laws-policies/state/

In some cases, an employee or volunteer may be hesitant about reporting suspected abuse because they are unsure about the credibility of the person making the allegation, are unsure about the credibility or validity of the facts on which the allegations are based, or are concerned about the potential consequences of a false report. It is critical that Adult Participants and others considering reporting should not attempt to evaluate the credibility or validity of child physical or sexual abuse allegations as a condition for or prior to reporting their concerns.

Concerns About Potential “Grooming” Behaviors

Because sexual abusers often “groom” children for abuse – the process used by offenders to select a child, to win the child’s trust (and the trust of the child’s parent or guardian), to manipulate the child into sexual activity and to keep the child from disclosing abuse – it is possible that an employee, volunteer, parent or Participant may witness grooming behavior. All questions or concerns related to inappropriate, suspicious or suspected sexual grooming behavior should be directed to USA Hockey, the Affiliate Safe Sport Coordinator and/or appropriate law enforcement authorities, and if appropriate or required, to the Center.

USA Hockey also strongly encourages parents, players and other hockey Participants to communicate violations of the USA Hockey Safe Sport Program Handbook and/or allegations and suspicions of Child Abuse and Sexual Misconduct to USA Hockey or the Affiliate SafeSport Coordinator immediately.

Peer-to-Peer Sexual Abuse

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 a Power Imbalance or intellectual capabilities. If you have any concerns that an interaction between children may constitute sexual abuse, report it to the appropriate law enforcement authorities and to USA Hockey or the Affiliate Safe Sport Coordinator immediately, and if appropriate or required, to the Center.

Reporting Other Misconduct and Policy Violations

If any staff member, volunteer or other Adult Participant of USA Hockey, an Affiliate or Member Program receives an allegation or observes misconduct or other inappropriate behavior that may violate Safe Sport Policies other than Sexual Misconduct or Child Abuse, reports of such allegations should be made immediately to USA Hockey as set forth below or to the applicable Affiliate Safe Sport Coordinator. Reports that are required to be made to USA Hockey and/or the applicable Affiliate Safe Sport

Coordinator include allegations of a violation of the prohibition on one-on-one interactions or violations of:

- Physical Misconduct Policy
- Emotional Misconduct Policy
- Bullying Policy
- Threats
- Harassment Policy
- Hazing Policy
- Locker Room Policy
- Athletic Training Modalities Policy
- Electronic Communications Policy
- Transportation/Lodging Policy
- Billeting Policy

USA Hockey will address such reports as provided in this USA Hockey Safe Sport Program Handbook and any requirements of the Center or applicable law. In all cases, USA Hockey and its Affiliates and Member Programs are required to promptly inform an identified reporting party that the matter either is being referred to the Center, is being addressed by USA Hockey, or is being referred to an Affiliate for investigation and resolution.

REPORTING PROCEDURE

How to Report to Center

Reports to the Center may be reported by (1) completing an online report to the Center at uscenterforsafesport.org/report-a-concern/, by (2) calling **833-587-7233**, or (3) by clicking on a link to the Center's reporting portal found on USA Hockey's website at usahockey.com/safesport. Reports to the Center shall be handled according to the SafeSport Code.

How to Report to USA Hockey

Reports to USA Hockey may be made by: (1) clicking on the "Report to USA Hockey" link or using the QR code provided on the USA Hockey Safe Sport Program webpage (usahockey.com/safesport), (2) emailing to usahockeysafesport@usahockey.org, or (3) by calling or sending a text message to 1 (888) 720-USAH (8724). Reports directly to USA Hockey are initially handled by the USA Hockey Safe Sport Program staff.

USA Hockey offers RealResponse as a confidential reporting option for Safe Sport and related concerns. RealResponse allows individuals to submit reports in the way that feels most comfortable to them and reporting involves answering specific questions to ensure reports are securely delivered to the appropriate parties for review and follow-up. Reporters may choose to remain anonymous or provide their contact information and can engage in two-way communication with USA Hockey while maintaining confidentiality.

The USA Hockey Safe Sport Program webpage contains contact information for each Affiliate Safe Sport Coordinator, and reports may also be directed to the Safe Sport Coordinator for the applicable Affiliate.

USA Hockey and its Affiliates will take a report in the way that is most comfortable for the person initiating a report, including an anonymous, in-person, verbal or written report. If reporting by email or use of the Reporting Form on the SafeSport Program webpage, **it is strongly encouraged that the following information be included:**

1. the name(s) and contact information of the Claimant(s);
2. the type of misconduct alleged;
3. the name(s) of the individual(s) alleged to have committed the misconduct;
4. the date(s) the misconduct was committed;
5. the names of other individuals who might have information regarding the alleged misconduct; and
6. a summary statement of the reasons to believe that misconduct has occurred.

Confidentiality and Anonymous Reporting

To the extent permitted by law and the Center, and as appropriate, USA Hockey and all USA Hockey Member Programs, shall on request keep confidential and not make public the names of potential Claimants, the Respondent, or a reporter of Child Abuse or Sexual Misconduct. USA Hockey or its Affiliates or Member Programs may need to divulge the names of parties to those who need to know in order to investigate an allegation or to effectuate any temporary measures or discipline imposed by USA Hockey, an Affiliate, Member Program, or the Center.

Similarly, USA Hockey recognizes it can be difficult for an athlete, teammate, friend, or family member to report an allegation of misconduct and strives to remove as many barriers to reporting as possible. However, anonymous reporting may make it difficult for USA Hockey or the Affiliate to investigate or properly address misconduct or abuse. Additionally, a Respondent to an anonymous report will have an opportunity to contest allegations, and without testimony or other evidence on the record in that hearing, a finding that a Respondent has violated SafeSport Policies will be difficult to prove. Anonymous reports may be made without the formality of completing a Report Form:

- by completing the Reporting Form without including their name;
- by expressing concerns verbally to USA Hockey, the Affiliate Safe Sport Coordinator or to their Member Program administrator; or
- through email to USA Hockey at usahockeysafesport@usahockey.org or to the Affiliate Safe Sport Coordinator.

“Whistleblower” Protection

As set forth more fully in the Abuse of Process section, neither USA Hockey nor any USA Hockey Member Program will encourage, allow or tolerate attempts from any individual, group or organization to retaliate, punish, or in any way harm any individual(s) who reports a concern in good faith or otherwise participates in an investigation (e.g., a witness).

Conflicts of Interest

Any person or organization that may have a conflict of interest because they are named in a complaint, are a witness to an allegation, are closely affiliated with the person accused of misconduct, or who may have other potential bias, are considered to have a conflict of interest in the investigation or outcome of the complaint, and shall be recused from participating in an investigation or other disciplinary process. The investigation and hearing process shall be handled by persons that are reasonably disinterested and impartial to the matter and all other persons and the program involved.

HOW REPORTS ARE HANDLED

Suspicious or Allegations of Child Physical or Sexual Abuse

Reporting to Law Enforcement and/or Child Protective Services

An independent investigation can harm youth and/or interfere with the legal investigative process. Accordingly, USA Hockey, its Member Programs and their administrators, employees and/or volunteers shall not attempt to evaluate the credibility or validity of allegations of Child Abuse or Sexual Misconduct as a condition for or prior to reporting to appropriate law enforcement authorities. As necessary, however,

a person receiving a report may ask a few clarifying questions of the minor or person making the report to adequately report the suspicion or allegation to law enforcement authorities.

In addition to the requirements of the SafeSport Authorization Act making any adult that is authorized by USA Hockey, a member of USA Hockey, or any Member Program, to interact with a Minor or amateur athlete at a Facility or at any event sanctioned USA Hockey or a Member Program a mandatory report of suspicions of child abuse or child sexual abuse, most states have mandatory reporting laws making persons holding certain positions required by law to report suspicions of sexual or physical abuse of a minor. For mandatory reporting laws, see:

1. childwelfare.gov
2. childwelfare.gov/topics/systemwide/laws-policies/statutes/mandat/
3. childwelfare.gov/topics/systemwide/laws-policies/state/

Reporting to the Center

In the event that USA Hockey or any USA Hockey Affiliate or Member Program receives a report involving Child Abuse or Sexual Misconduct, USA Hockey, its Affiliates and Member Programs shall immediately report and refer such matter to the Center.

Immediate Suspension or Termination

When an allegation of Child Abuse or Sexual Misconduct is made against an employee, volunteer, independent contractor and/or other Participant, USA Hockey and its Member Programs may immediately suspend the Respondent (i.e., a “summary suspension”), may immediately remove that individual from contact with any children in the program, and/or may take other protective actions until the allegation has been investigated by the Center and/or USA Hockey. This shall apply whether or not the allegation involves an incident during a hockey program or event. Upon the Center’s issuance of a Notice of Exercise of Jurisdiction, any temporary suspension, discipline, or other measures previously imposed by USA Hockey, an Affiliate or Member Program will be automatically and immediately adopted by the Center as its own, will be applicable throughout the Center’s jurisdiction, and will remain in effect unless and until the Center modifies those measures.

However, at such time as the Center has accepted jurisdiction of the investigation and resolution of such allegations, then USA Hockey and its Member Programs shall refrain from issuing any new suspensions in response to those allegations; provided that, USA Hockey and Member Programs may still put in place any necessary safety plan(s) or interim measure(s) short of those measures that may deny or threaten to deny a Participant’s opportunity to participate in a protected competition.

In issuing a summary suspension, the Respondent shall be offered a hearing under USA Hockey Bylaw 10, or under the Center’s procedures if the Center adopts the suspension as its own.

Any determination under USA Hockey Bylaw 10 or by the Center will not necessarily affect USA Hockey’s or the Member Program’s ability to immediately suspend or terminate the Respondent from employment or performing services for organization. Please refer to [Section V](#) of this Handbook on Responding to Abuse and Other Misconduct for more information on imposing discipline and hearing requirements.

A Participant’s failure to report in compliance with this policy is a violation of this policy and grounds for disciplinary action, including but not limited to termination of an employee and/or dismissal of a volunteer.

Other Misconduct and Policy Violations

When a bullying, threats, harassment, hazing, emotional, physical or other abuse allegation is not reportable under relevant state or federal law, the Member Program, applicable Affiliate or USA Hockey shall internally address and investigate those alleged policy violations and misconduct and impose discipline where appropriate. Generally, the investigation shall be conducted by USA Hockey only in cases involving national programs, teams or participants, or national level volunteers or USA Hockey staff. In all other cases, USA Hockey shall refer the matter to the applicable Affiliate or junior league for

investigation. If investigated by the Affiliate or a Member Program, the Affiliate Safe Sport Coordinator or designee shall conduct or oversee the investigation.

Likewise, violations of the prohibition on one-on-one interactions or of the Locker Room Policy, Athletic Training Modalities Policy, Electronic Communications Policy, Transportation/Lodging Policy or Billeting Policy shall be reported to the Member Program or applicable Affiliate to address, rectify and impose discipline where appropriate. USA Hockey shall address any such violations involving national programs, teams or participants, or national level volunteers or USA Hockey staff.

Reporting to the USOPC

USA Hockey will notify the USOPC's Security and Athlete Safety Office of any allegations of Prohibited Conduct, as defined in the SafeSport Code, that occurred at an Olympic & Paralympic Training Center ("OPTC") or a USOPC "Delegation Event" as well as the existence of any temporary measures imposed or removed affecting any USA Hockey Participant who might or will be attending a Delegation Event, has access to an OPTC, or receives a benefit and/or service from the USOPC.

FOLLOW-UP REPORTS TO THE AFFILIATE AND USA HOCKEY

Member Program Reporting to Affiliate

All Member Programs shall on a monthly basis provide the applicable Affiliate Safe Sport Coordinator with notice of any alleged violations of Safe Sport policies and shall promptly advise the Affiliate Safe Sport Coordinator of the results of any investigations, hearings or other proceedings within their program that involve allegations or violations of the USA Hockey Safe Sport Policies or this Safe Sport Handbook.

Affiliate Reporting to USA Hockey

Each Affiliate Safe Sport Coordinator shall on a monthly basis notify the USA Hockey Safe Sport Program Manager of any alleged violations of Safe Sport policies, including the results of any investigations, hearings or other proceedings within their Affiliate that involve allegations or violations of the USA Hockey Safe Sport Policies or this Safe Sport Handbook.

NOTIFICATION

Following notice of a credible allegation that results in the removal of an employee, volunteer, independent contractor and/or other participant, USA Hockey, the Affiliate or Member Program may consider the circumstances in which it will notify parents of other participants with whom the accused individual may have had contact. As appropriate, USA Hockey, its Affiliates and/or Member Programs may notify its staff members, volunteers, parents, and/or participants of any allegation of child physical or sexual abuse or other criminal behavior that (1) law enforcement authorities are actively investigating; or (2) is being investigated internally by USA Hockey, its Affiliates and/or Member Programs; or (3) has been referred to the Center. Advising others of an allegation may lead to additional reports of child physical or sexual abuse and other misconduct.



SECTION V

Responding to Abuse and Other Misconduct

In response to allegations of abuse or misconduct, USA Hockey will comply with the Response & Resolution Standards of the Center and provided in more detail throughout this Handbook. The USA Hockey Safe Sport Program Manager and the USA Hockey Safe Sport Program Staff will monitor compliance with the response and resolution of reported allegations of the Safe Sport policies. USA Hockey Bylaw 10 (found in the USA Hockey Annual Guide) provides for a disciplinary process that must be followed in connection with suspension or other discipline of an individual, team, organization or others within the jurisdiction of USA Hockey. By following the procedures of Bylaw 10, USA Hockey Affiliates and Member Programs can provide a fair and reasonable process for handling reports of abuse by members.

In this policy on Responding to Abuse and Other Misconduct is:

- The obligation of USA Hockey Affiliates and Member Programs to investigate and conduct appropriate disciplinary proceedings following reports of suspicions or allegations of abuse or misconduct;
- USA Hockey's delegation of the authority and jurisdiction to the Center to investigate and resolve allegations of violations by Participants of the Sexual Misconduct Policy;
- The importance of maintaining confidentiality with respect to the complaint, Claimant, Respondent and other information related to the report and incident(s) until "notice" must be given about a suspension or the outcome of any proceedings;
- The circumstances in which an immediate or "summary" suspension is appropriate and the procedures following a summary suspension;
- A general summary of the procedures for a hearing under Bylaw 10; and
- Factors and considerations that should be incorporated into findings and sanctions that are issued by a hearing panel.

REQUIREMENT FOR INVESTIGATION AND/OR DISCIPLINARY PROCEEDINGS

Upon a report or other notice of credible information or allegations that a person who is subject to the jurisdiction of USA Hockey or one of its Affiliates or Member Programs (1) may have violated any of the provisions of the USA Hockey Safe Sport Program Handbook, or (2) violated any of the Physical Misconduct, Emotional Misconduct, Bullying, Threats, Harassment, or Hazing Policies, USA Hockey's Affiliates or applicable Member Programs shall conduct an investigation and/or disciplinary proceedings to determine the appropriate discipline that may be imposed. USA Hockey shall conduct such investigation and/or disciplinary proceedings in matters involving national programs, teams or participants, or national level volunteers or USA Hockey staff.

Upon a report of an allegation of a violation by a Participant of the Sexual Misconduct and Child Abuse Policy, USA Hockey shall promptly report such information to the Center, and the Center shall have jurisdiction and authority to investigate such allegations or report, to issue any interim suspension or measures pending conclusion of the investigation, to make recommendations of sanctions or disciplinary action as a result of such investigation, and to adjudicate such matter according to the Safe Sport Code. Neither USA Hockey nor any USA Hockey Affiliate or program shall engage in its own investigation or disciplinary process related to any allegations or reports that are within the exclusive jurisdiction of the Center. However, USA Hockey and its Affiliates and Member Programs may issue a Summary Suspension under Bylaw 10.D.(3)(a) which shall be effective until such time as the Center has exercised jurisdiction over the matter and made a determination related to a person's eligibility pending the Center's investigation and adjudication process.

Notwithstanding the foregoing, if USA Hockey receives a report of Child Abuse or Sexual Misconduct involving a minor, USA Hockey will make a report to the proper law enforcement authorities. Further, USA Hockey and its Member Programs shall not conduct any investigation or hearing procedure in response to allegations of Child Abuse or Sexual Misconduct if it in any way interferes with a pending legal investigation or criminal prosecution. As described below, it is appropriate to issue a summary suspension of the Respondent during the pendency of a legal investigation or criminal prosecution.

USA Hockey recognizes that there are varying levels of misconduct. For example, physical and sexual misconduct are serious violations that may result in immediate suspension or dismissal. In contrast, a Minor Athlete who tells a single risqué joke constitutes less serious misconduct and depending on the circumstances, might be dealt with more appropriately through dialogue, education, and/or a verbal warning. Appropriate action should always consider the necessity of protecting Minor Athletes from further abuse. In all cases, USA Hockey's and its Member Programs' disciplinary procedures and actions shall be proportionate, reasonable and applied fairly and equally.

It is also recognized that with respect to disciplinary action involving an employee of an organization, the organization will address allegations against its employees under its employment policies and procedures and other documents governing the employment.

All Member Programs shall report to the applicable Affiliate Safe Sport Coordinator on a monthly basis any alleged violations of Safe Sport Policies and the results of any investigations, hearings or other proceedings within their program that involve violations of the USA Hockey Safe Sport Policies or this Safe Sport Handbook. In the Affiliate's discretion, the Affiliate Safe Sport Coordinator or designee shall conduct the investigation or shall oversee its investigation by the Member Program. All matters investigated by a Member Program, Affiliate, or USA Hockey will be logged and the status tracked within USA Hockey's case management system. In each instance where an Affiliate has referred a matter to a Member Program for investigation or disciplinary proceedings, the Affiliate Safe Sport Coordinator shall monitor the proceedings and provide appropriate guidance to help ensure the Member Program investigates and/or conducts disciplinary proceedings, as appropriate. It is important for the Member Program and Affiliate to ensure that those investigating a complaint or on a hearing panel shall be reasonably disinterested and impartial from the Claimant, Respondent, and the program involved.

In some instances, a Claimant or reporter may feel more comfortable reporting to their Member Program administrator. Any reports to a Member Program administrator shall be forwarded by that administrator to USA Hockey or the Affiliate Safe Sport Coordinator. Depending on the circumstances, USA Hockey or the Affiliate Safe Sport Coordinator may refer that report back to the Member Program administrator for initial action, investigation and/or discipline.

Each Affiliate Safe Sport Coordinator shall compile information on alleged violations of Safe Sport policies and results of disciplinary proceedings within their Affiliate and report such information to the USA Hockey Safe Sport Program Manager on a monthly basis.

INVESTIGATION AND RESOLUTION OF ALLEGATIONS BY THE CENTER

USA Hockey has delegated the authority and jurisdiction to the Center to investigate and resolve allegations of violations by Participants of the Sexual Misconduct Policy. Upon a report of an allegation of a violation by a Participant of Sexual Misconduct, Child Abuse, or other violations within the exclusive jurisdiction of the Center, USA Hockey report such information to the Center, and law enforcement if appropriate, within 24 hours of receipt, and the Center shall have jurisdiction and authority to investigate such allegations or report, to issue any interim suspension or measures pending conclusion of the investigation, to make recommendations of sanctions or disciplinary action as a result of such investigation, and to adjudicate such matter according to the Safe Sport Code. USA Hockey or an Affiliate may issue a summary suspension or other temporary measures prior to the Center exercising jurisdiction. After the Center has exercised jurisdiction, neither USA Hockey nor any USA Hockey Affiliate or program shall engage in its own investigation or disciplinary process related to any allegations or reports within the jurisdiction of the Center. The investigation and resolution of complaints by the Center shall be according to the SafeSport Code.

Upon the issuance by the Center of any interim suspension or other measures, or any other suspension or other sanction issued by the Center after conclusion of the adjudicative process or by agreement with the person subject to suspension or other sanction, USA Hockey and its Affiliates and programs shall enforce such suspension, measures or other sanction throughout USA Hockey programs. USA Hockey and its Affiliates and programs shall enforce any suspension or other sanction issued by the Center even if arising from allegations outside of USA Hockey programs.

There shall be no appeals of any decisions adjudicated by the Center except through arbitration with the applicable arbitration body in conformance with the SafeSport Code or other the Center or USOPC governing documents as apply and are in effect at such time.

The delegation of authority and jurisdiction to the Center as set forth above, and the restriction on USA Hockey, Affiliates and Member Programs, shall also include the investigation and issuance of sanctions related to allegations of other violations of USA Hockey Safe Sport Policies (e.g., physical misconduct, emotional misconduct, bullying, harassment and hazing) that are reasonably related to and accompany an allegation that involves sexual abuse or misconduct. Additionally, in USA Hockey's discretion, the USA Hockey national office may request that the Center accept jurisdiction of matters that do not involve Sexual Misconduct or Child Abuse but do involve allegations of other SafeSport policy violations by or against any Participant.

IMPORTANCE OF CONFIDENTIALITY

Any investigation and/or disciplinary proceedings must be kept confidential. An investigator shall not discuss the investigation with anyone except for the purposes of conducting the investigation, except as requested by law enforcement or child protection authorities. An investigator shall not be required to provide a copy of the investigator's report or notes to any party unless required by law.

Hearings should be closed and confidential, to the extent possible, other than for notification of the outcome. Participants in the hearing, including the hearing committee, Claimant, Respondent and witnesses (if any are permitted), should be requested and encouraged to keep the proceedings confidential, except as requested by law enforcement or child protection authorities. The hearing panel shall not discuss the testimony with anyone and shall deliberate among themselves until final resolution of the complaint, except as requested by law enforcement or child protection authorities.

IMMEDIATE OR “SUMMARY” SUSPENSION

The appropriate disciplinary response will depend on the nature and seriousness of the incident and in extreme cases, misconduct will result in immediate suspension and/or dismissal, provided that the Respondent shall be advised of his/her right to a hearing under Bylaw 10 (or if applicable through the SafeSport Code). If the Respondent is a minor, the Member Program or Affiliate will contact his or her parents.

Summary suspension is intended for those situations in which an individual’s continued employment, membership or participation poses a potential risk of ongoing physical or emotional harm. When such a risk exists, USA Hockey, the applicable Affiliate or Member Program should immediately suspend the Respondent pending final resolution of the complaint or any legal proceedings. In such instances, the USA Hockey program shall provide the individual with notice and offer her/him an opportunity to contest the suspension.

A summary suspension is thus appropriate when there is a reasonable belief that the individual has committed emotional, physical or sexual misconduct and there is a risk of future harm to the Claimant or another Participant. Evidence which may be found sufficient to support a reasonable belief includes, at a minimum:

- the suspension or termination of employment or membership by a Member Program;
- a Report Form has been filed with reasonably specific and credible information; and
- other legal documentation or report supporting a reasonable belief that the individual has committed emotional, physical or sexual misconduct, including abuse of a child (e.g., an arrest or a criminal indictment).

For the purposes of this Policy, a suspension from involvement in Member programs or USA Hockey activities shall mean that for the duration of the period of suspension, the Respondent may not participate in any capacity or in any role in the business, events, or activities of any Member Program.

Pursuant to Bylaw 10.D.(3)(a) (except when such matter is subject to jurisdiction and authority of the Center), the suspended individual, at the time of notice of the suspension, shall be provided with notice of the right to request a hearing under Bylaw 10.C. Ordinarily, Bylaw 10.D.(3)(a) requires that the suspended individual must request a hearing in writing within seven (7) days of being notified of the suspension. However, it is recognized that during the pendency of a criminal investigation or other legal proceeding the suspended individual may not want to or may be unable to appear at an administrative proceeding to contest a suspension, and so it is appropriate that when an active criminal investigation or legal proceeding is ongoing, the seven (7) day period to request a hearing should be stayed until seven (7) (or more) days following the conclusion of the criminal investigation, criminal proceeding or other legal proceeding.

Delaying any hearing of a person subject to a summary suspension until after the conclusion of a criminal or legal proceeding is also consistent with USA Hockey’s policy that it will not enter into an investigation that may interfere with a pending legal investigation or criminal prosecution.

HEARINGS

USA Hockey Bylaw 10.C. sets forth the hearing procedure applicable to disciplinary proceedings following complaints of abuse or misconduct or any violations of this Safe Sport Program Handbook (other than violations that are subject to the jurisdiction and authority of the Center).

It is recognized that not all disciplinary action requires a hearing. There may be discipline imposed for minor violations where a reprimand, training or other sanction may be imposed and where a hearing would not be necessary. However, in cases where USA Hockey, an Affiliate or a USA Hockey Member Program seeks to suspend or otherwise discipline a party, the governing body shall offer the party the

right to a hearing, and the hearing shall occur in accordance with Bylaw 10 and within the time periods required under Bylaw 10.

The Claimant and Respondent shall have the right to receive written notice of the report or complaint, including a statement of the allegations, to present relevant information to the hearing panel and any investigator, and to be represented by legal counsel (at the party's own expense). Counsel for any party to a hearing shall be allowed to advise his/her client in the hearing, but may be limited in other activities, as the panel in its reasonable assessment may determine.

In connection with any hearing, the Respondent must be given a reasonable opportunity to respond to the allegations brought forward. This may or may not include cross-examination of the Claimant. In circumstances where the Claimant is a minor, it may be appropriate for the person that conducted the investigation that led to the hearing to provide testimony on the Claimant's behalf, or that the investigator's or fact finder's report substitute for the minor's testimony.

The hearing panel may proceed in the Respondent's absence if it cannot locate the individual or if the individual declines to attend the hearing.

The conduct of the hearing should be closed and confidential, to the extent possible, other than for notification of the outcome. The hearing panel or governing organization that imposes any discipline should consult with legal counsel before making any hearing decision or other report public.

Pursuant to Bylaw 10.E., there is a right to appeal the panel's decision. A Statement of Appeal must be delivered to the appropriate appeal authority within fourteen (14) days of the disciplined party's receipt of the written decision from the hearing panel. While the Claimant has the right to participate in the hearing process and provide evidence and argument to the hearing panel, a claimant does not have the right to appeal a disciplinary decision.

FINDINGS AND SANCTIONS

The hearing panel has the discretion to impose sanctions on a Respondent if it finds based on a preponderance of the evidence that the Respondent has violated any of the policies or requirements of the USA Hockey Safe Sport Program Handbook.

The hearing panel will communicate its finding to the Respondent and the Claimant. Its findings shall describe the facts that support any sanctions it concludes are necessary along with a statement of the rule(s) and/or policy(ies) that were found to have been violated by the Respondent. The panel may impose sanctions on the Respondent in its findings. Any sanctions imposed by the panel must be proportionate and reasonable, relative to the findings and conclusions of the panel as to what has occurred. The decision regarding the appropriate disciplinary action shall be up to the panel deciding each complaint. In imposing discipline, the panel shall consider:

1. The legitimate interest of USA Hockey, the applicable Affiliate and the Member Program in providing a safe environment for its participants.
2. The seriousness of the offense or act and impact on the Claimant.
3. The age of the Respondent and alleged Claimant when the offense or act occurred.
4. Any information produced by the Respondent, or produced on behalf of the individual, regarding the individual's rehabilitation and good conduct.
5. The effect on the ongoing operation of USA Hockey, the applicable Affiliate and the Member Program.
6. Whether the individual poses an ongoing concern for the safety of participants in USA Hockey, the applicable Affiliate, and/or the Member Program.
7. Any other information, which in the determination of the panel, bears on the appropriate sanction. Appropriate disciplines may range from a warning and a reprimand to suspension from involvement in USA Hockey Member Programs for a period of time, or may in some cases be

permanent, and may involve a term of probationary conditions upon completion of an imposed suspension.

The Safe Sport Program is intended to address and respond to conduct, and any sanctions or discipline should be directed to that conduct. While participants and their families may have financial or contractual disputes with programs, a Safe Sport investigation or hearing regarding allegations of violations of Safe Sport policies shall not consider or address any liability or responsibility in a financial or contractual dispute.

Generally, a Member Program's suspension is only effective with respect to that Member Program, and an Affiliate's suspension is only effective with respect to that Affiliate. Bylaw 10 provides that a Member Program that desires that a suspension extend throughout the Affiliate may request that the Affiliate recognize and enforce the suspension throughout the Affiliate and its other Member Programs, and the Affiliate may request that USA Hockey recognize and enforce the suspension throughout USA Hockey and all other Affiliates. However, any suspension imposed by USA Hockey or a USA Hockey Affiliate (i) for violation of the sexual misconduct policies of the Center or USA Hockey, or (ii) that is one year or more in length, shall automatically be considered a national suspension and shall be in effect across all USA Hockey sanctioned programs.



SECTION VI

Monitoring and Supervision of the Program

The Monitoring and Supervision aspect of USA Hockey's Safe Sport Program describes how USA Hockey, its Affiliates and Member Programs monitor, supervise and ensure that the other aspects of the Safe Sport Program (i.e., implementation and enforcement of policies, training requirements, screening requirements, responding, reporting and adjudication procedures, etc.) are being followed, and how they may be improved, so that they result in a safe environment for the participants. It is critical that all Affiliates and Member Programs recognize the need to fully implement the Safe Sport Program policies, procedures and requirements in order to avoid misconduct from occurring within their programs. In general, the investigation, response and resolution of allegations of misconduct for which the Center has not exercised jurisdiction shall be referred by USA Hockey to the applicable Affiliate and shall be addressed by the applicable Affiliate or Member Program. USA Hockey shall conduct such investigation and/or disciplinary proceedings in matters involving national programs, team or participants, or national level volunteers or USA Hockey staff.

Monitoring and supervision must occur at different levels within USA Hockey:

- **Team Coaches**

- The head coach for each team shall be responsible for monitoring his or her team so that locker rooms are being properly supervised in accordance with the Locker Room Policy, that the team's travel and lodging is conducted in accordance with the Transportation/Lodging Policy, and that all team electronic communications are in accordance with the Social Media & Electronic Communications Policy, and that any billeting of players is in accordance with the Billeting Policy.
- It is recognized that the head coach may not be personally responsible for direct supervision of each of the above areas at all times and may delegate responsibility to team personnel for certain activities or to other properly trained and screened adults, but as the primary supervisor of the team, the head coach shall be responsible for delegating duties as necessary to result in compliance.

- **Member Programs**

- Member Programs and their administrators shall monitor their program and enforce compliance of its teams with the prohibition on one-on-one interactions, the Locker Room Policy, Transportation/Lodging Policy, Athletic Training Modalities Policy, Social Media & Electronic Communications Policy, and Billeting Policy.
- Member Programs shall monitor their personnel so that the program's coaches, officials, program administrators, and other Adult Participants that will have Regular Contact with or Authority over Minor Athletes, have completed the required training in accordance with the Education and Awareness Training Policy.

- Member Programs shall monitor their personnel so that all coaches, officials, program administrators, and other Adult Participants that will have Regular Contact with or Authority over Minor Athletes, have been properly screened in accordance with the Screening and Background Check Policy prior to such persons beginning in their position or otherwise having Regular Contact with, or Authority over, Minor Athletes. The USA Hockey Background Screening Procedure may be found at usahockey.com/backgroundscreen. Member Programs shall promptly address any reports of abuse and misconduct, and make all such reports as are required under the USA Hockey Safe Sport Program or applicable law.
- Unless the Affiliate has exercised jurisdiction over an allegation of a violation of Safe Sport policies within a Member Program, the Member Program shall conduct such investigation and resolution proceedings as are appropriate and in compliance with applicable USA Hockey Bylaws and Section V on Responding to Abuse and Other Misconduct.
- Member Programs shall on a monthly basis report to the applicable Affiliate Safe Sport Coordinator any alleged violations of Safe Sport Policies and the results of any investigations, hearings or other proceedings within their program.
- Member Programs shall conduct reviews and evaluation of their program, and program and team personnel, to monitor and promote compliance with the USA Hockey Safe Sport Program.
- Each Member Program must take steps to ensure the MAAPP requirements are implemented and followed at all USA Hockey sanctioned events. For In-Program Contact that occurs outside a USA Hockey sanctioned event, the Member Program must: (a) communicate the MAAPP requirements to individuals under its jurisdiction; (b) establish a reporting mechanism for violations of the MAAPP requirements; and (c) investigate and enforce violations of the MAAPP requirements.
- Member Programs shall at least annually report and provide information as required or requested to the applicable Affiliate and/or Affiliate Safe Sport Coordinator on the Member Program's compliance with the USA Hockey Safe Sport Program, including without limitation to confirm that all coaches, administrators and other Adult Participants that will have Regular Contact with or, Authority over, Minor Athletes have completed the required SafeSport Training and background screens as a condition of their participation.

- **Affiliates**

- Affiliates shall have an Affiliate Safe Sport Coordinator responsible for monitoring compliance with the USA Hockey Safe Sport Program in all programs of the Affiliate.
- Affiliates shall require that all Member Programs, as a condition of such program being a member of the Affiliate and being considered a sanctioned USA Hockey program, must execute and deliver an agreement (which may be included within the Affiliate's other agreements with such Member Programs), under which the Member Program agrees to comply with all Safe Sport Policies of the USOPC, the Center and USA Hockey.
- Affiliates shall monitor Member Programs so that all programs require their personnel who will have Regular Contact with or Authority over Minor Athletes have completed the required training in accordance with the Education and Awareness Training Policy.
- Affiliates shall monitor Member Programs so that all programs require their personnel who will have Regular Contact with or Authority over Minor Athletes are properly screened in accordance with the USA Hockey Screening and Background Check Policy prior to such persons beginning in their position or otherwise having Regular Contact with or Authority over Minor Athletes.
- Affiliates shall require that all Affiliate personnel have received all required training and have been screened as a condition of holding that position.
- Affiliates shall promptly address any reports of abuse and misconduct within their Affiliate, make all such reports as are required under the USA Hockey Safe Sport Program or

applicable law, and shall monitor and supervise the Member Programs to help ensure all such reports are made.

- The Affiliate may, in its discretion, exercise jurisdiction over any allegation of a violation of Safe Sport policies within the Affiliate (unless jurisdiction has been exercised by the Center over such allegations), in which case the Affiliate shall conduct such investigation and resolution proceedings as are appropriate and in compliance with USA Hockey Bylaws and Section V on Responding to Abuse and Other Misconduct. Unless required to be addressed at the Affiliate level, the Affiliate may delegate jurisdiction of certain matters to the applicable Member Program where there is no conflict of interest.
- Affiliates shall on a monthly basis notify USA Hockey of any alleged violations of Safe Sport policies, including the results of any investigations, hearings or other proceedings within their Affiliate.
- Affiliates shall conduct regular reviews of (a) all Affiliate officers, board members, staff and volunteers, and (b) all officers, board members, staff and volunteers of each Member Program within the Affiliate, to confirm that all persons in the Affiliate and Member Programs that are required to complete SafeSport Training or a background screen have done so prior to such persons having Regular Contact with or Authority over Minor Athletes.
- On or before September 30th of each season, Affiliates shall require and receive from each Member Program a certification of the program's compliance with the USA Hockey Safe Sport Program. USA Hockey shall provide the form of certificate by Member Programs.

- **National Level**

- USA Hockey through its Safe Sport staff shall monitor compliance with the USA Hockey Safe Sport Program in all Affiliates.
- USA Hockey shall monitor all Affiliates to determine whether they are properly supervising and monitoring their Member Programs' compliance with the Education and Awareness Training and Screening Policies, and requiring that all required training and screening is completed in accordance with such Policies.
- USA Hockey shall require that all national personnel, including members of the Board of Directors, Councils and Committees and national office staff have received all required training and have been screened as a condition of holding that position.
- USA Hockey shall promptly address any reports of abuse and misconduct involving national programs, teams or participants, or national level volunteers or USA Hockey staff, and make all such reports as are required under the USA Hockey Safe Sport Program or applicable law, and shall monitor and supervise the Affiliates to help ensure all such reports are made.
- On or before September 30th of each season, USA Hockey shall require and receive from each Affiliate a certification of the Affiliate's compliance with the USA Hockey Safe Sport Program. USA Hockey shall provide the form of certification to be used by Affiliates.
- USA Hockey shall conduct regular meetings with the Affiliate Safe Sport Coordinators to monitor USA Hockey's and Affiliates' compliance with the USA Hockey Safe Sport Program and shall consider modifications to the policies and other aspects of the USA Hockey Safe Sport Program on a yearly basis or more often as necessary.

- **Addressing Non-Compliance by a Program or Affiliate**

- In the event of material non-compliance by a Member Program of the Safe Sport Program policies or requirements, the applicable Affiliate shall be responsible for issuing appropriate sanctions against that Member Program or administrators or coaches responsible for the non-compliance. Initially, it is expected that a single incident of non-compliance would be addressed through a written warning to the Member Program, administrator or coach, and subsequent incidents would result in more significant sanctions, which may include fines to a program, and/ or temporary or permanent suspension of a Member Program, team, administrator or coach from USA Hockey activities. Notwithstanding the above, a single

egregious incident may result in the initial sanctions being more serious than might be imposed under other circumstances. Such sanctions shall be in the Affiliate's sole discretion, but shall be subject to the Member Program's or person's rights under USA Hockey Bylaw 10.

- In the event of material non-compliance by an Affiliate of the Safe Sport Program policies or requirements, USA Hockey shall be responsible for issuing appropriate sanctions against that Affiliate or those administrators responsible for the non-compliance. Such sanctions shall be in USA Hockey's sole discretion, but shall be subject to the Affiliate's or person's rights under USA Hockey Bylaw 10.

