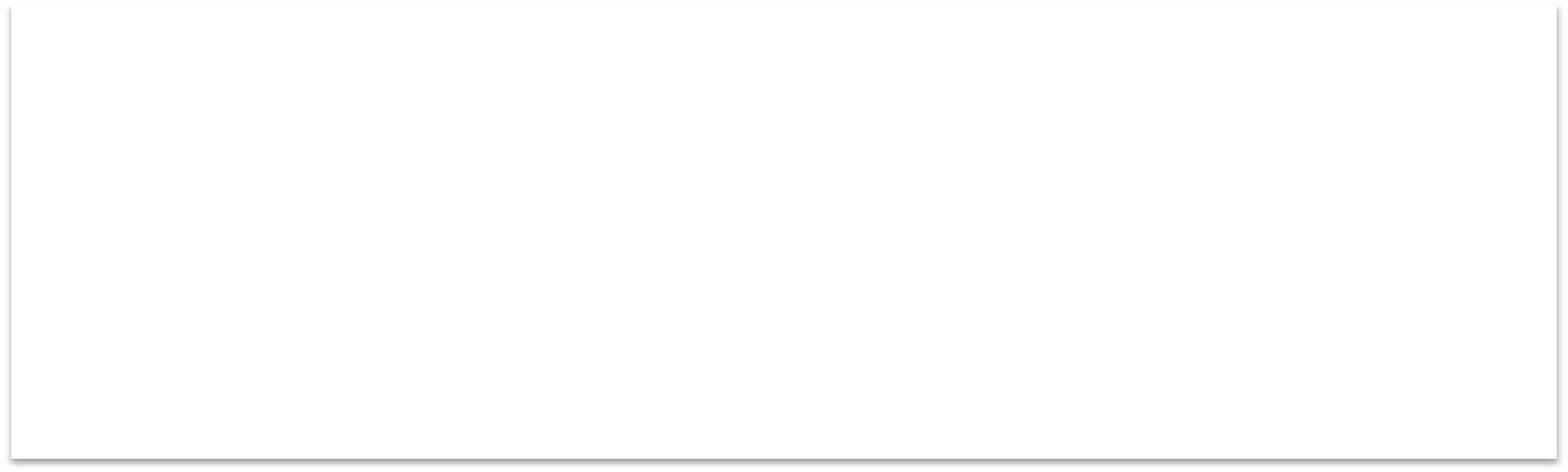
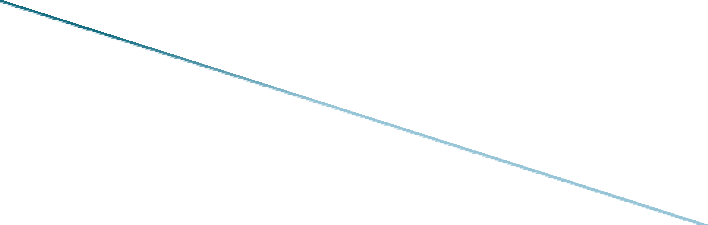
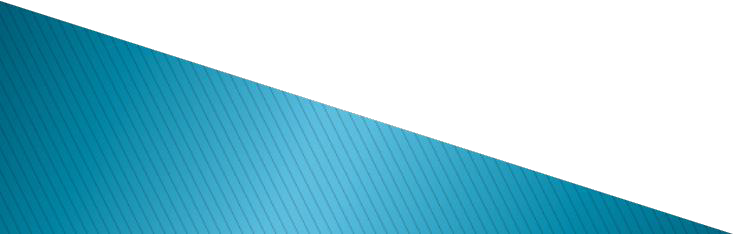


**Recognition /Investigation / Enforcement**











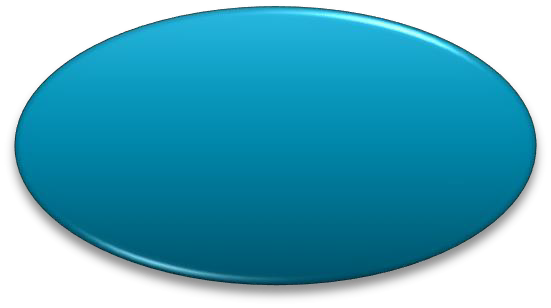
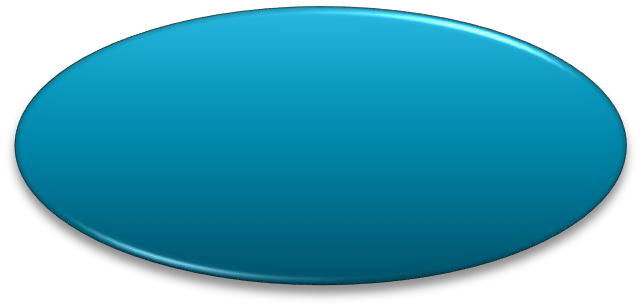
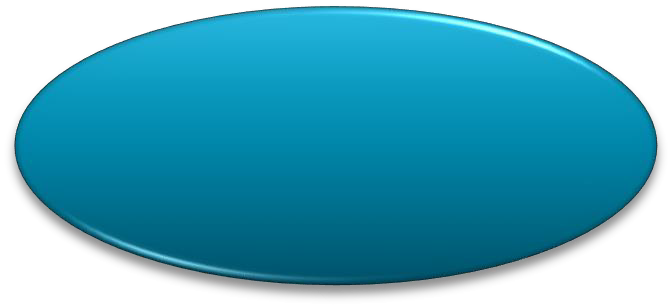
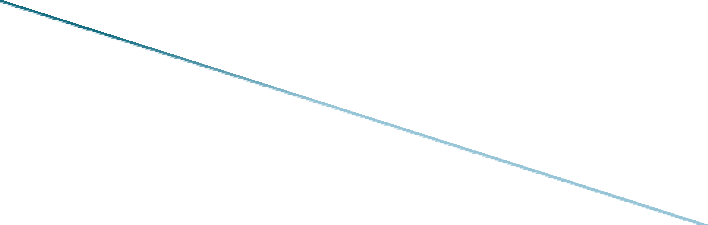
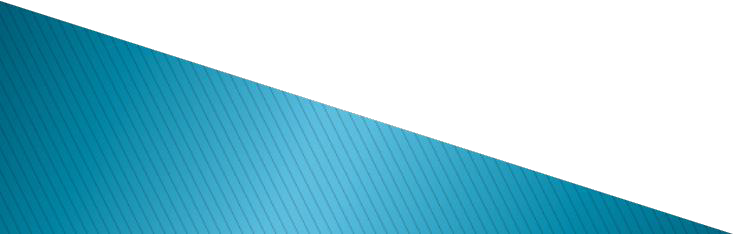
Thanks to Scott Gray from MN for content!



INVESTIGATE

REPORT

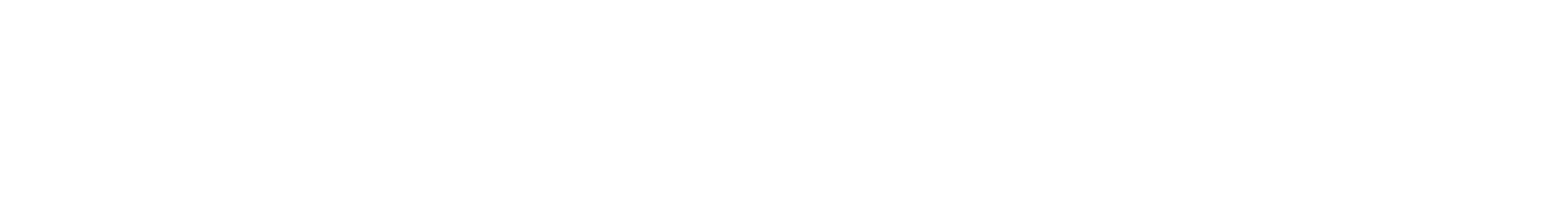
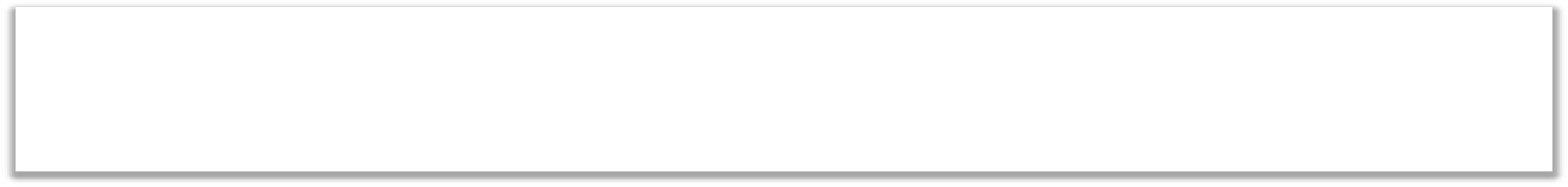
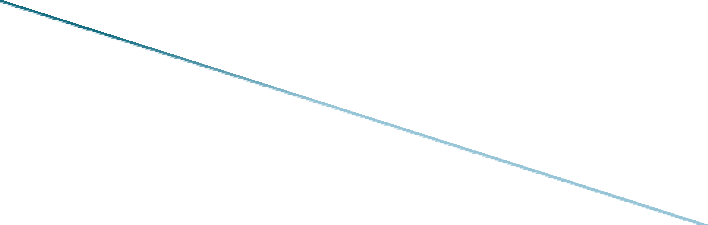
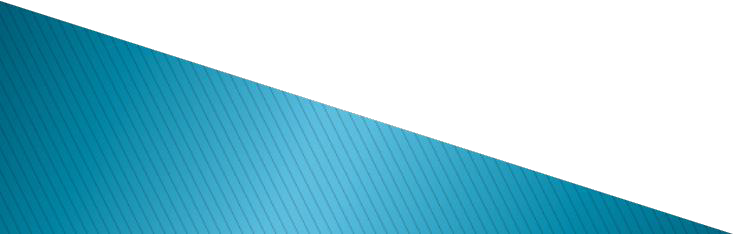




HEARING

**SAFETY OF MEMBERSHIP**





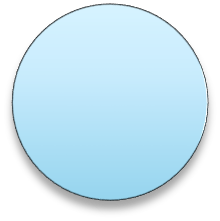
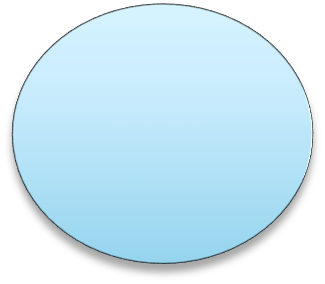
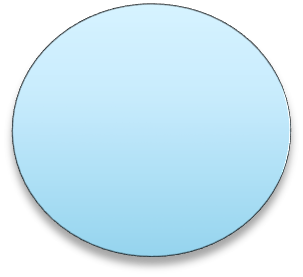
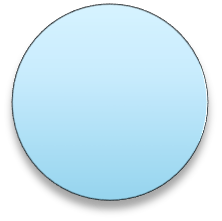
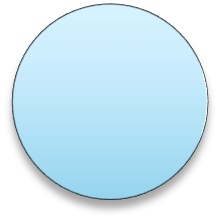
Regardless of the validity of the complaint, handle when possible as a means of accomplishing 10 goals by reasonably assisting complaint towards satisfactory conclusion. View as an opportunity not an annoyance.



GOALS CONTENT



|  |
| --- |
| **1. STOP THE ABUSE** |
| **2. STOP ABUSE FROM RECURRING** |
| **3. PROTECT THE VICTIM** |
| **4. SANCTION THE ABUSER** |
| **5. CREATE CUSTOMER SATISFACTION** |
| **6. LIMIT LIABILITY** |
| **7. LIMIT BAD PUBLICITY** |
| **8. PRESERVE INTEGRITY OF SAFE SPORT** |
| **9. PRESERVE INTEGRITY OF ORGANIZATION** |
| **10. USE AS A LEARNING TOOL** |



**Sexual**

**Abuse**

**Hazing**

**Physical Abuse**

**Bullying, Threats, and Harassment**

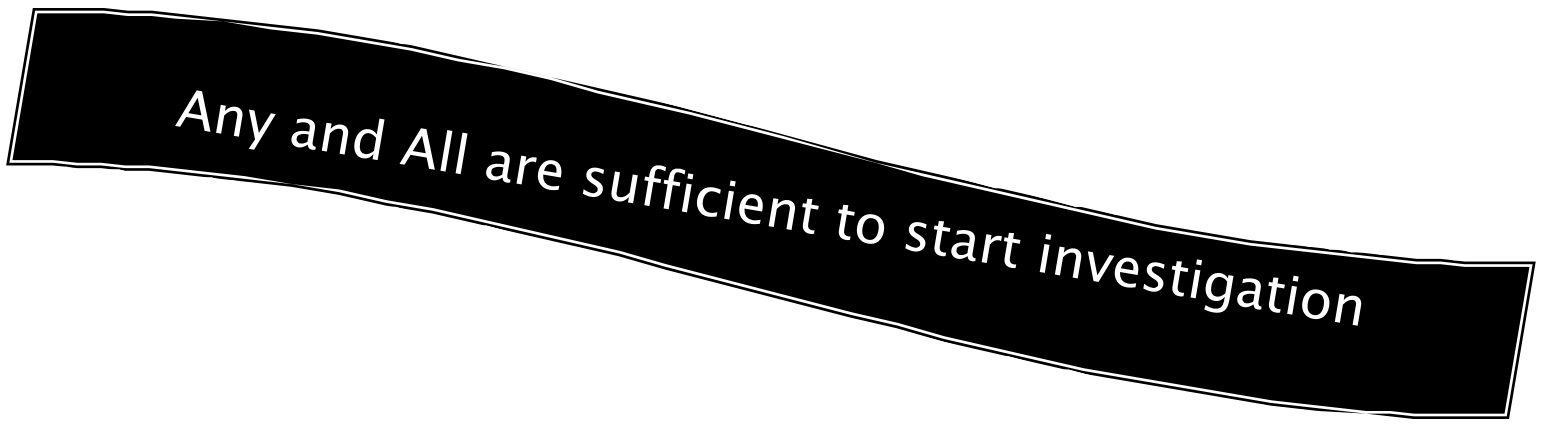
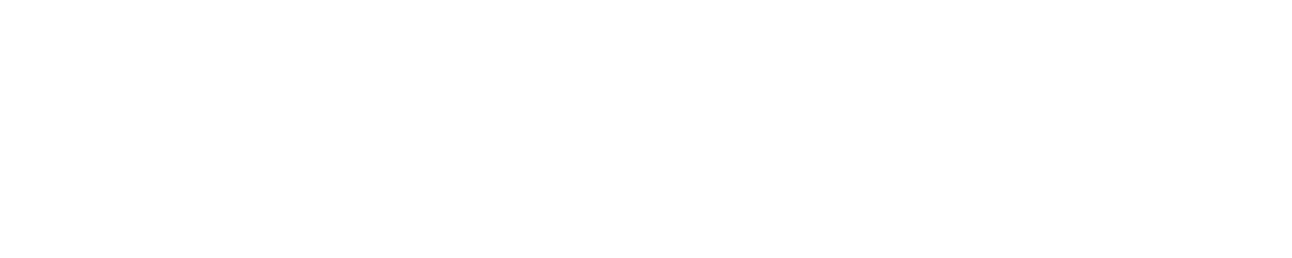
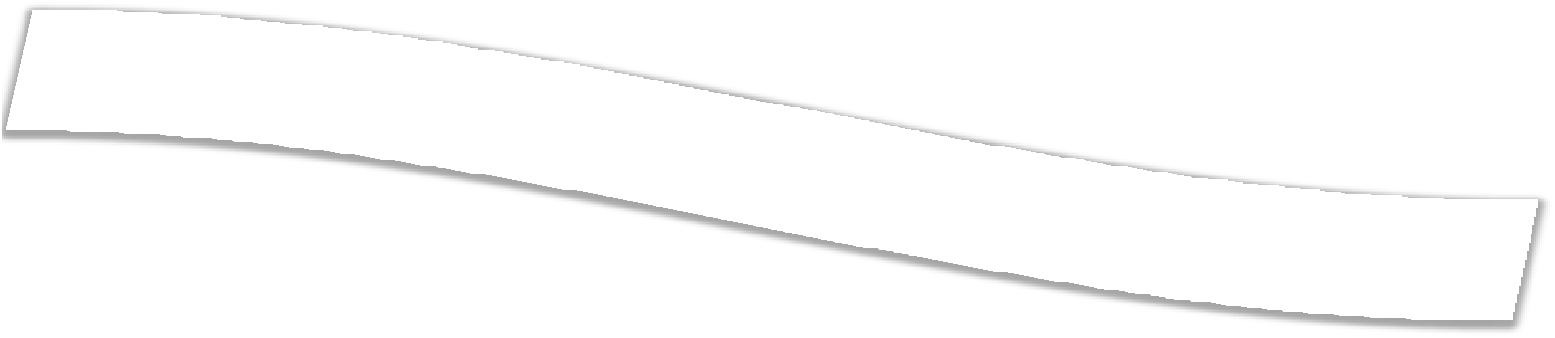
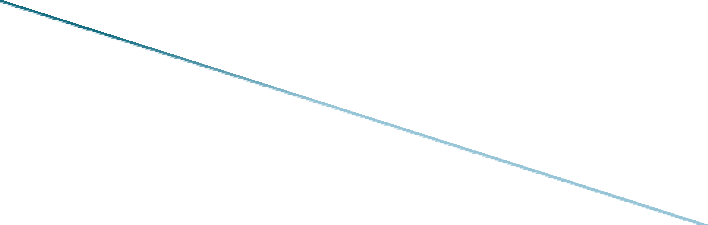
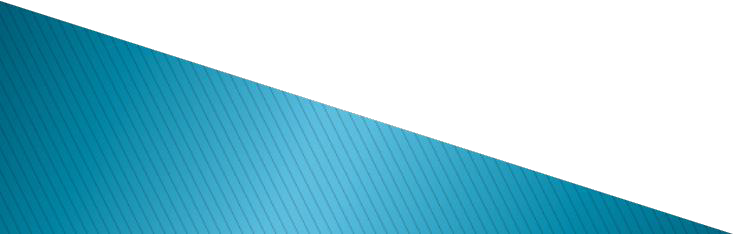
**Emotional Abuse**

Personal Complaint

Complaint on behalf of another

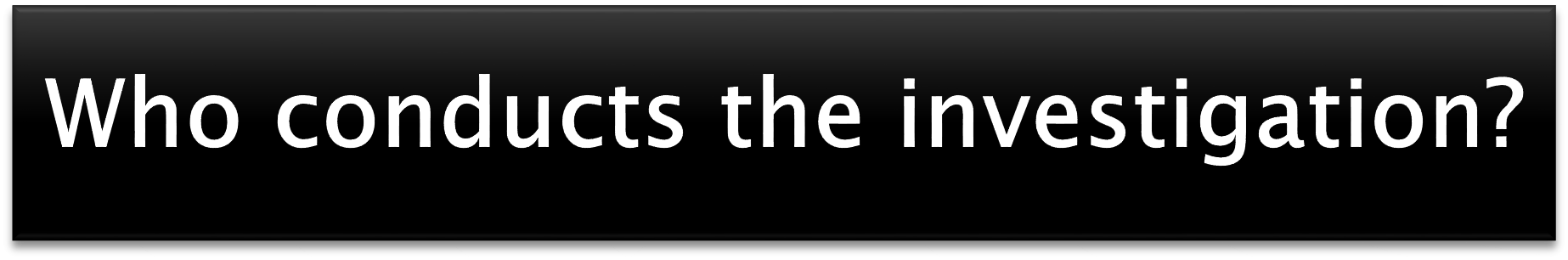
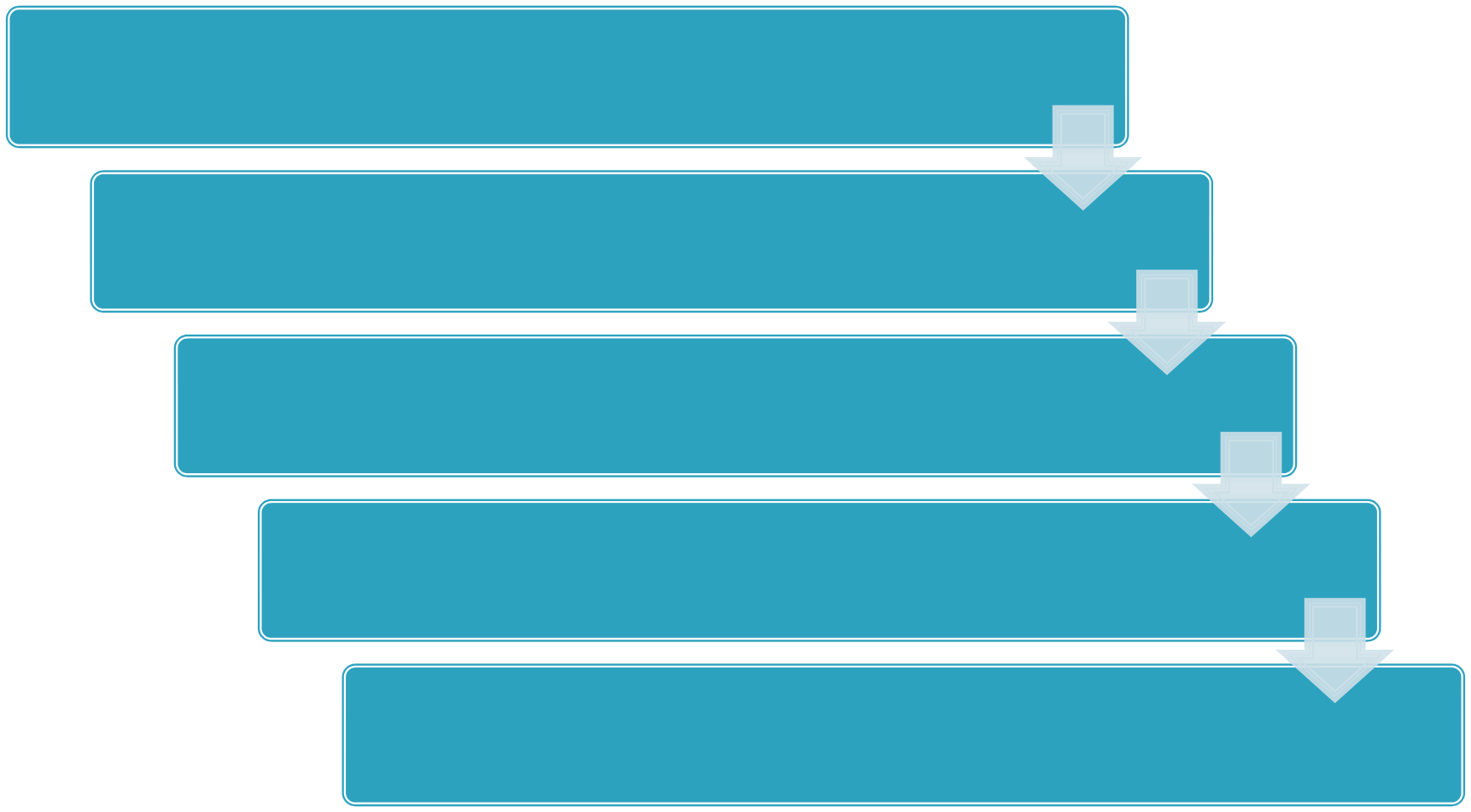
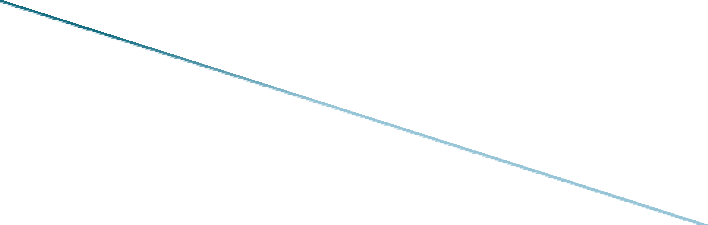
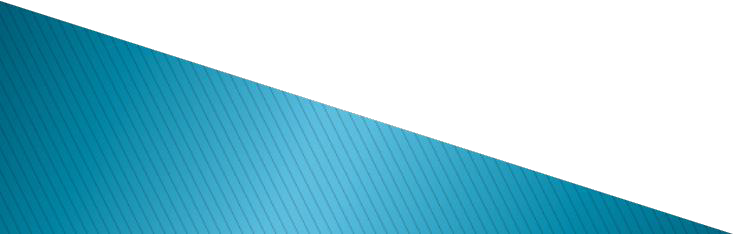




Personal Observation

Report of Observation





Is Association comfortable with investigation? ASSOCIATION INVESTIGATES

Does complaint include acts/omissions of someone in

the Association? LEAGUE INVESTIGATES

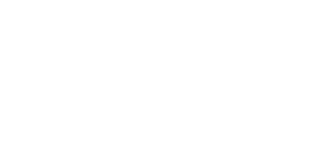
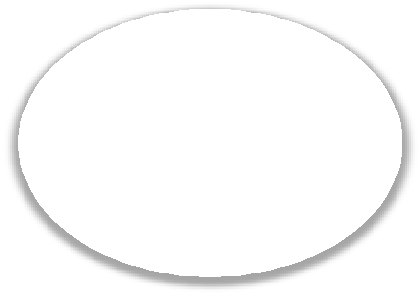
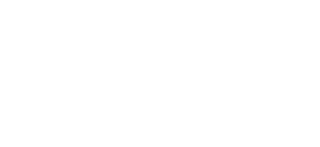
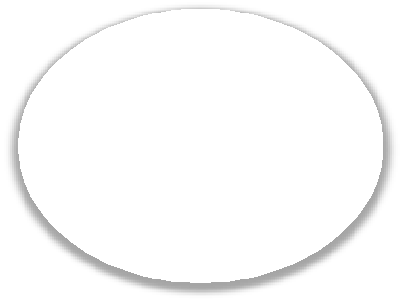
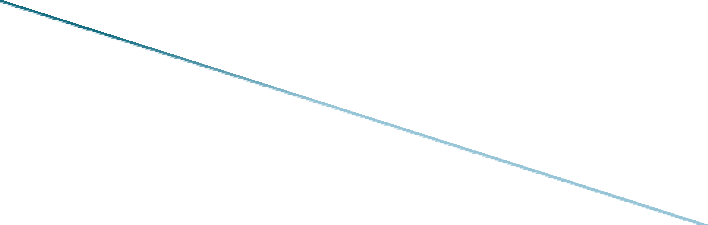
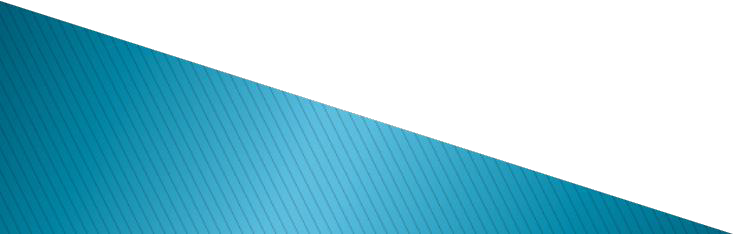
Are there concerns re: impartiality of association? LEAGUE OR AFFILIATE INVESTIGATES

Are accusations a crime?

LAW ENFORCEMENT INVESTIGATES

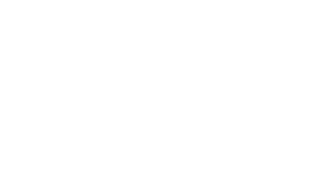
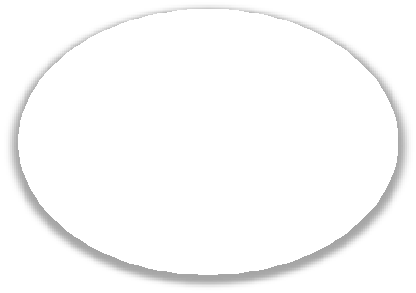
Does the issue require Affiliate involvement? AFFILIATE INVESTIGATES





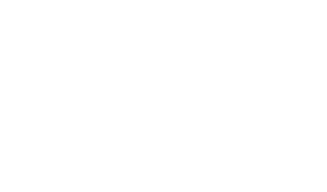
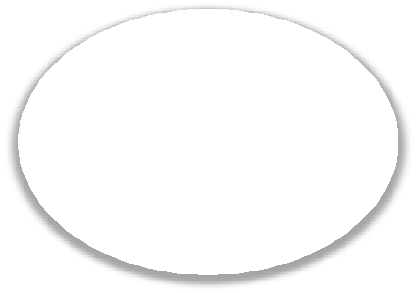
**2.Analyze Allegations**

**3. Contact Witnesses**

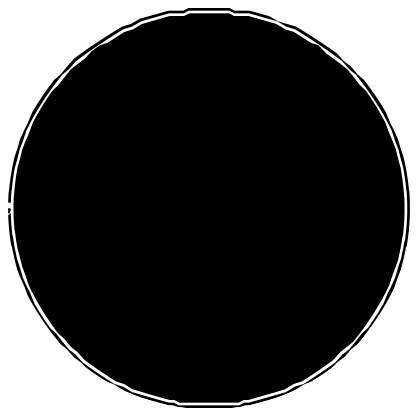
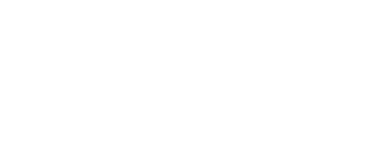
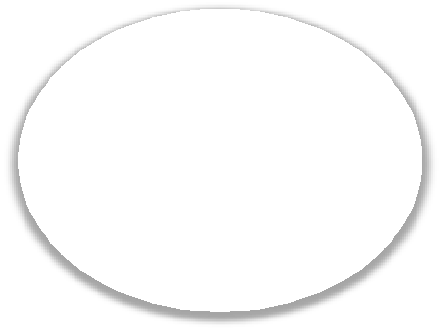


**4. Obtain written**

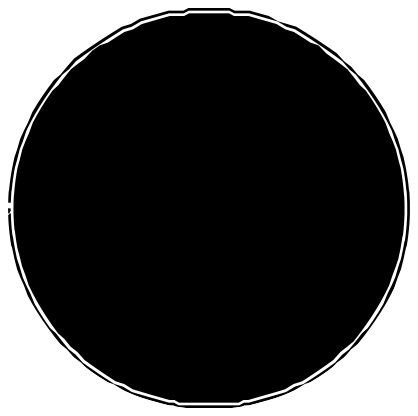
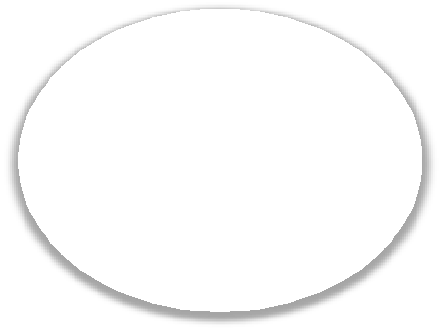
**statements**



**5. Evaluate the Work Product**

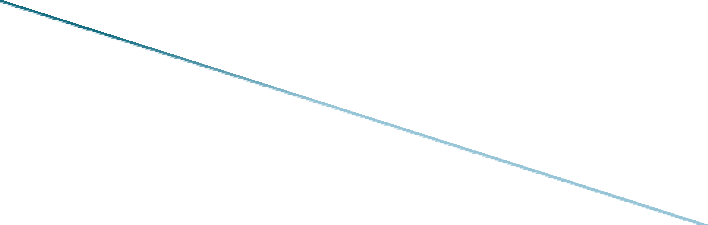
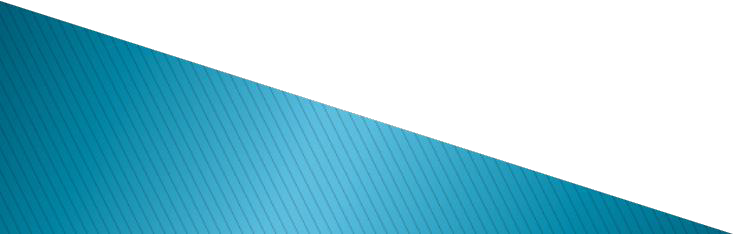


**1. Contact Complainant**



**6. Contact Accused**





* If kid, then coach
* If Coach, then Association
* If

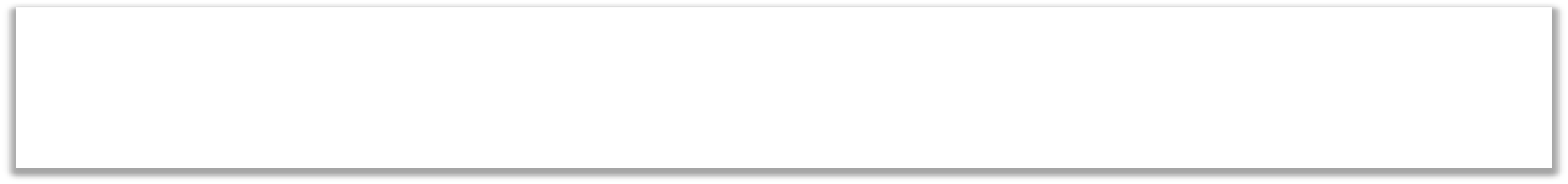
Association,

then District

* If District, then USA

Determine who will investigate

* Hospital / Immediate Danger  Summary Suspension
* Call Police
* Name
* Contact Info
* What can they offer
* Apology / Suspension / criminal charges



Learn Urgency / current status of victim

Is there a police issue?

Obtain Preliminary Witness List

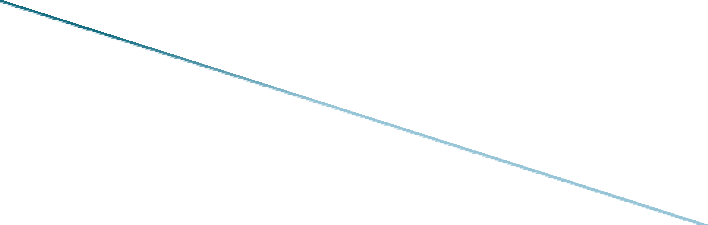
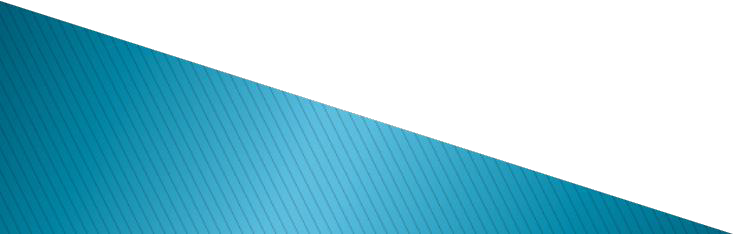
Assess complainant’s wishes



Perceived or Specific

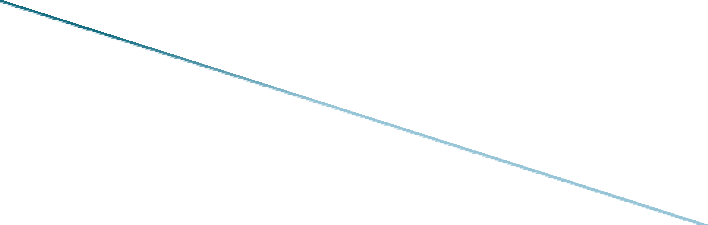
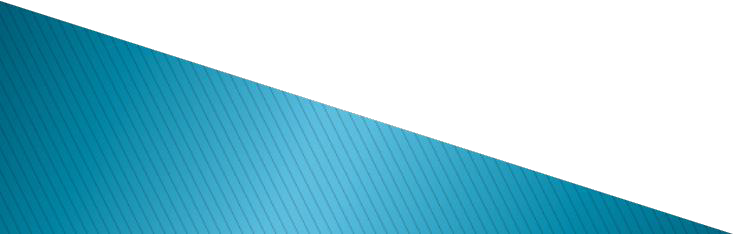
Isolated or Chronic

Can they be Verified



Additional SafeSport Violations





► Who are you, what is your position

► Inform of SafeSport

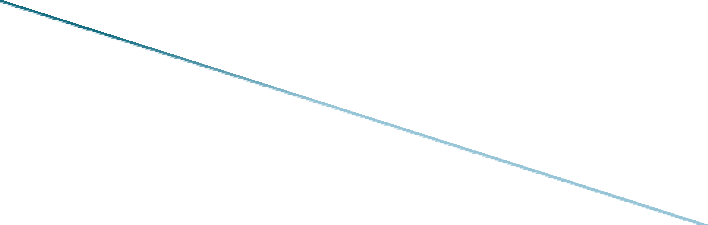
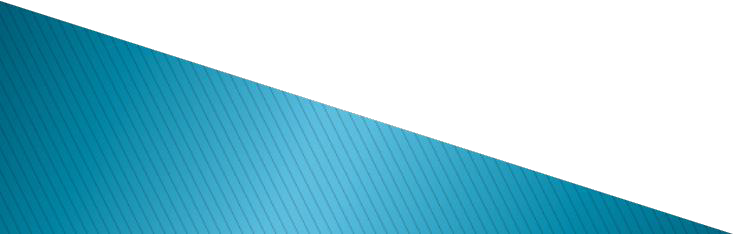
► Inform of Issue

► Stress Confidentiality

► Identify Goals (What will happen)

► Caution about Retaliation



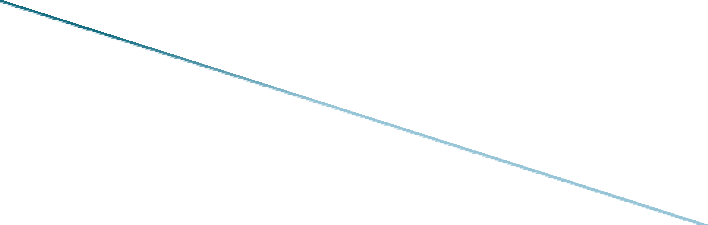
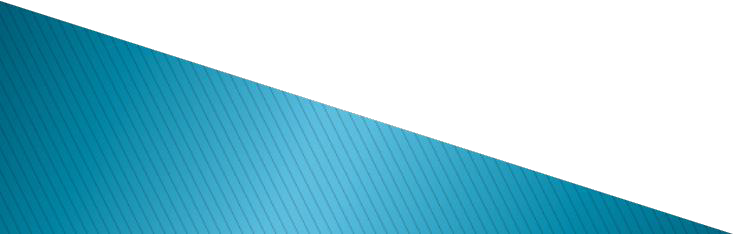


► What is the history behind the accusation?

► Use written statements:

* Eliminates denial
* Reduces Misunderstanding
* Can be compared to additional statements
* Can analyze for content
* Saves time





► Tell them who you are and why you are calling

► Explain accusation / Can be written

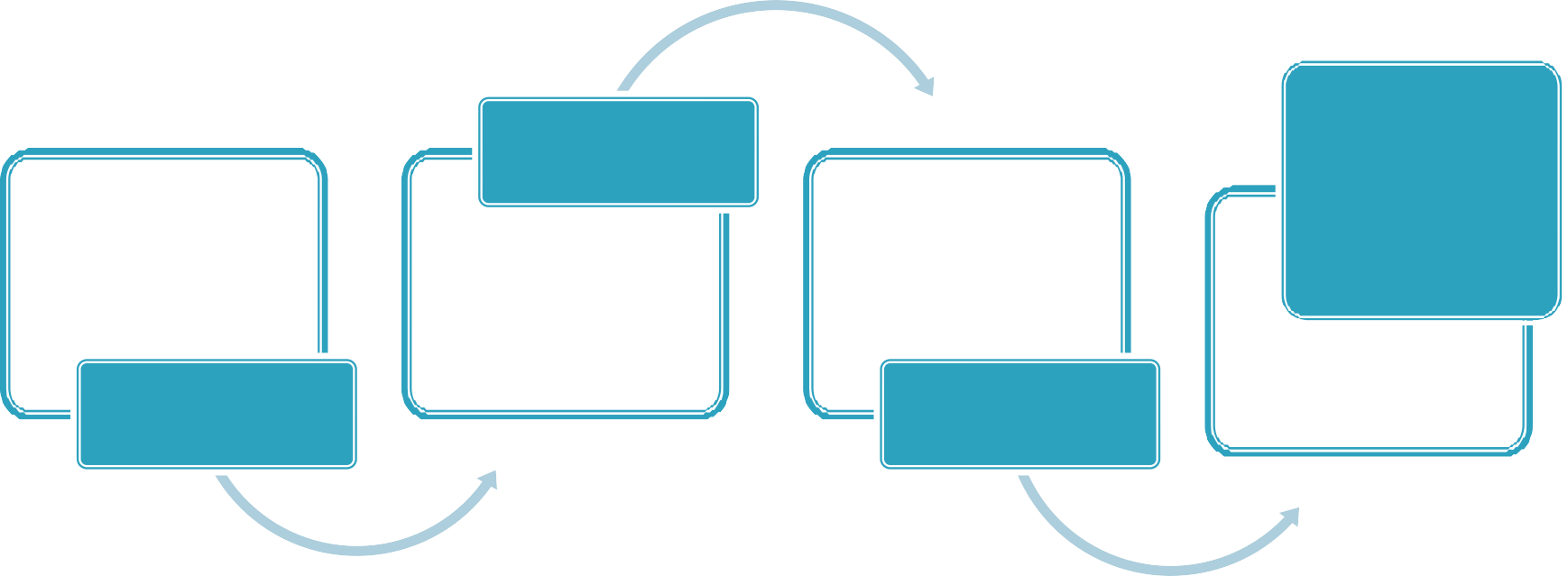
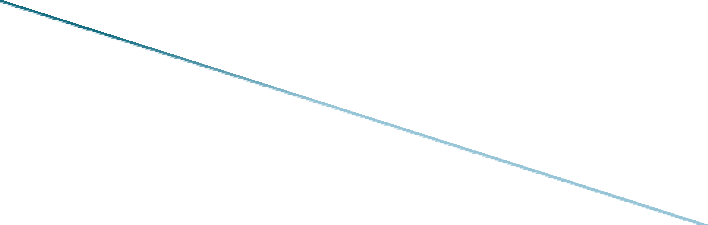
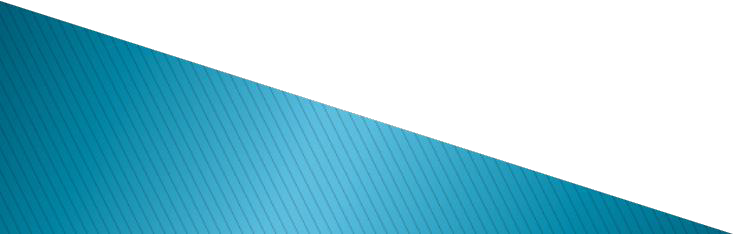
► Note an admission or counterclaim

► Note “complete confusion”

► Denial

► What are they willing to do





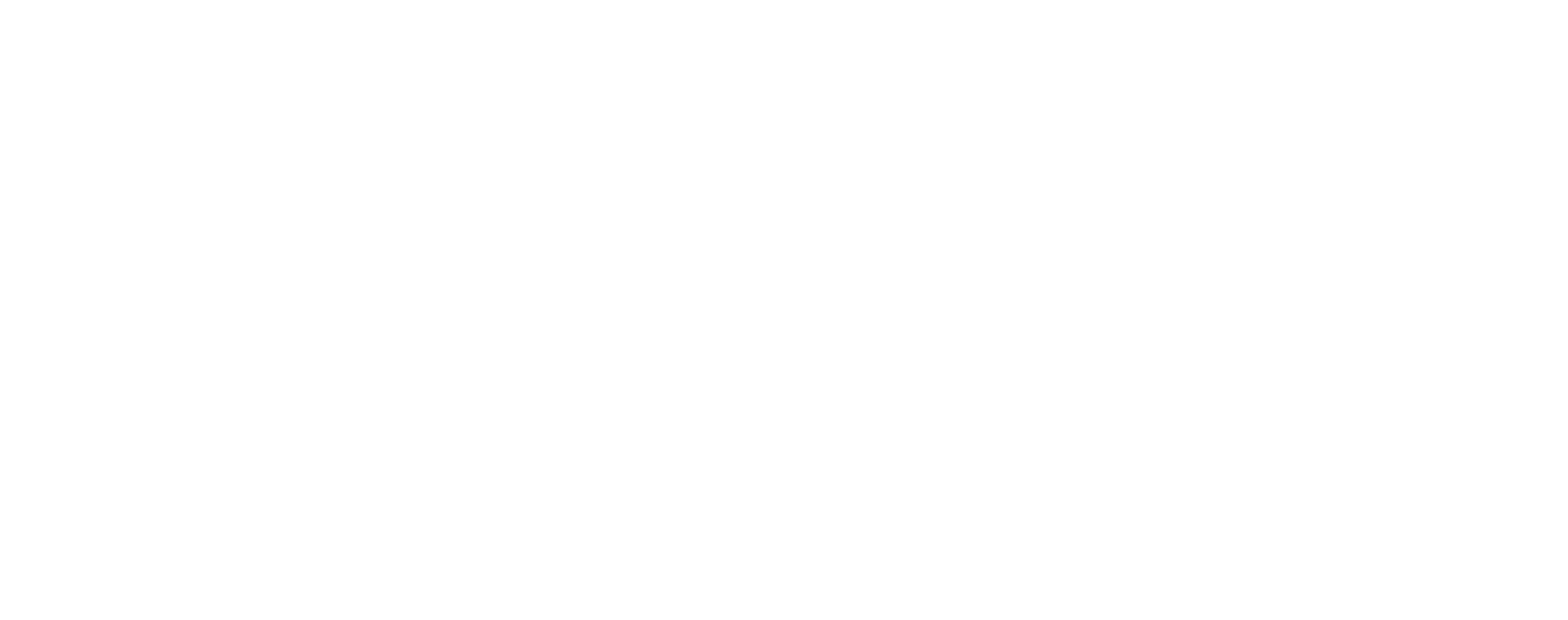
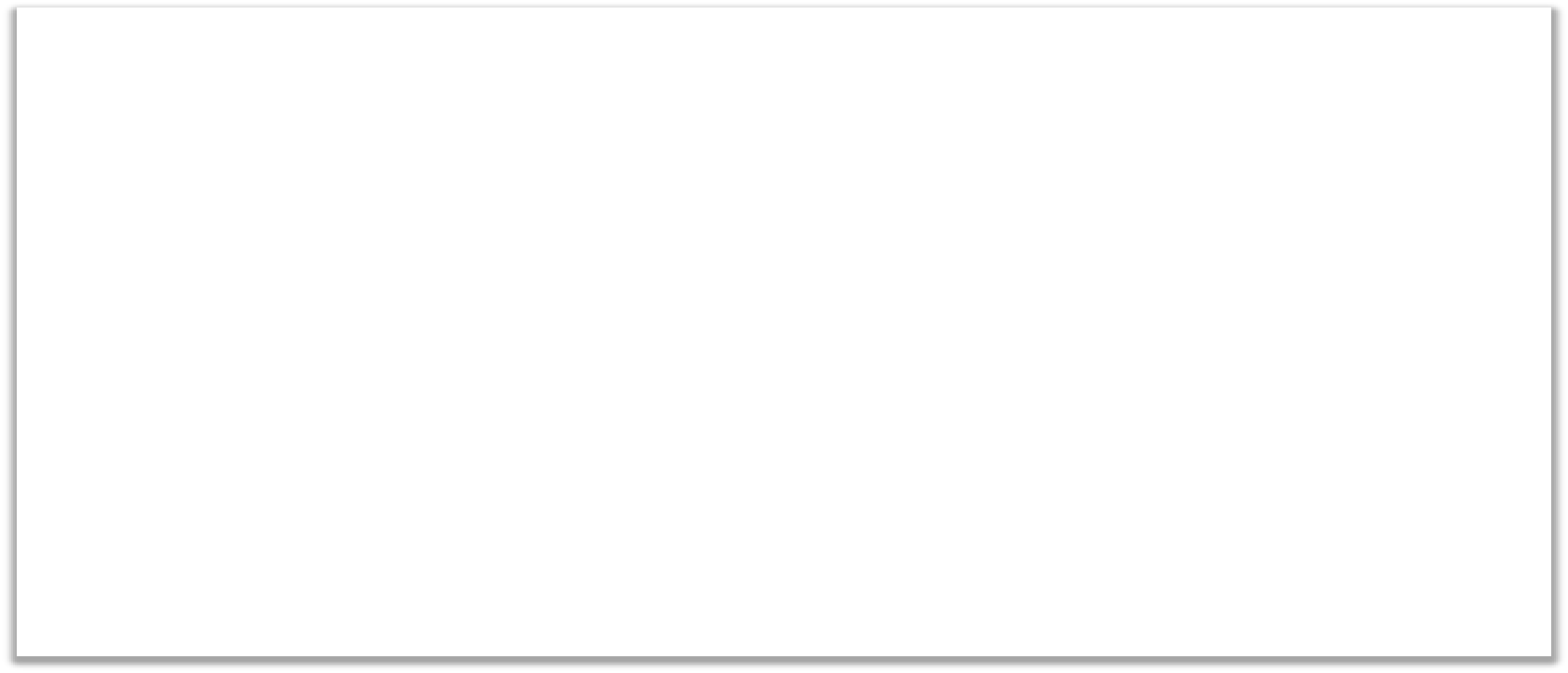
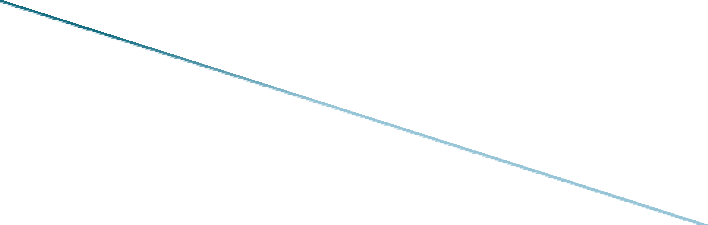
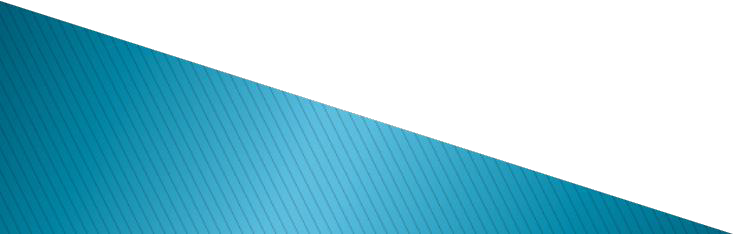
**League Hearing**

**BYLAW 10**

**Association Hearing**

**Affiliate Hearing**





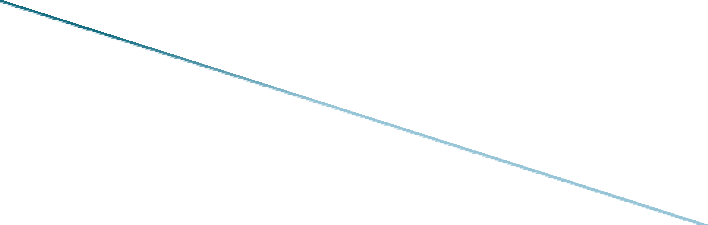
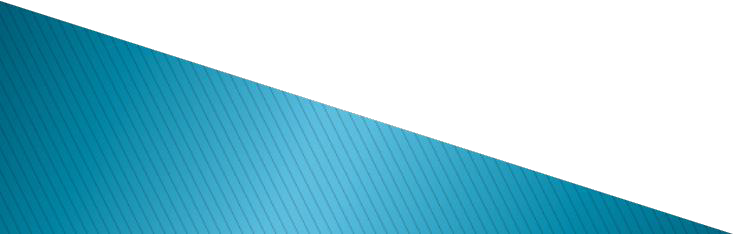
# Follow USA Hockey Bylaw 10

* Summary Suspensions
* Hearings
* Notifications

# When in doubt about the process, ask…

“*In all cases, the disciplinary procedures and actions of USA Hockey and its Affiliates and local programs shall be proportionate, reasonable and applied fairly and equally*.”





**Elgine McArdle**

2139 Market Street

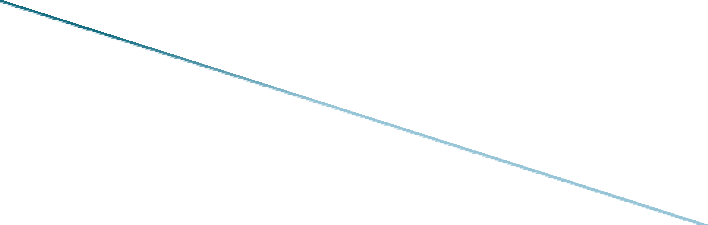
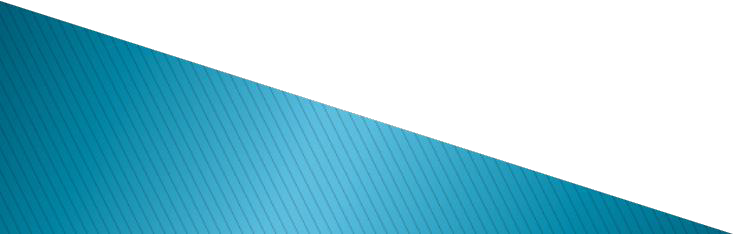
Wheeling, WV 26003

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**Casey Jorgensen**

**USA Hockey General Counsel**

**719-538-1143**

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**Joyce Kulpinski**

**USA Hockey SafeSport and Legal**

**Administrator**

**719-538-1145**

[***joycek@usahockey.org***](mailto:joycek@usahockey.org)