



# Disciplinary Issues & Appeals

July 2025

# Overview

- **Safe Sport Program (Michigan)**

- Reporting Process
- Certification Requirements
- 2024-25 Review
  - **Key Trends**
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- **Match Penalties**

- **Appeals**

- Changes for 2025-26



# About Safe Sport

**USA Hockey is subject to the jurisdiction of the U.S. Center for SafeSport to help create a safer environment for athletes to thrive**

- **SafeSport Code**

- **Primarily covers prohibited conduct**
- **Center for SafeSport's response and resolution process**

- **Minor Athlete Abuse Prevention Policies (MAAPP)**

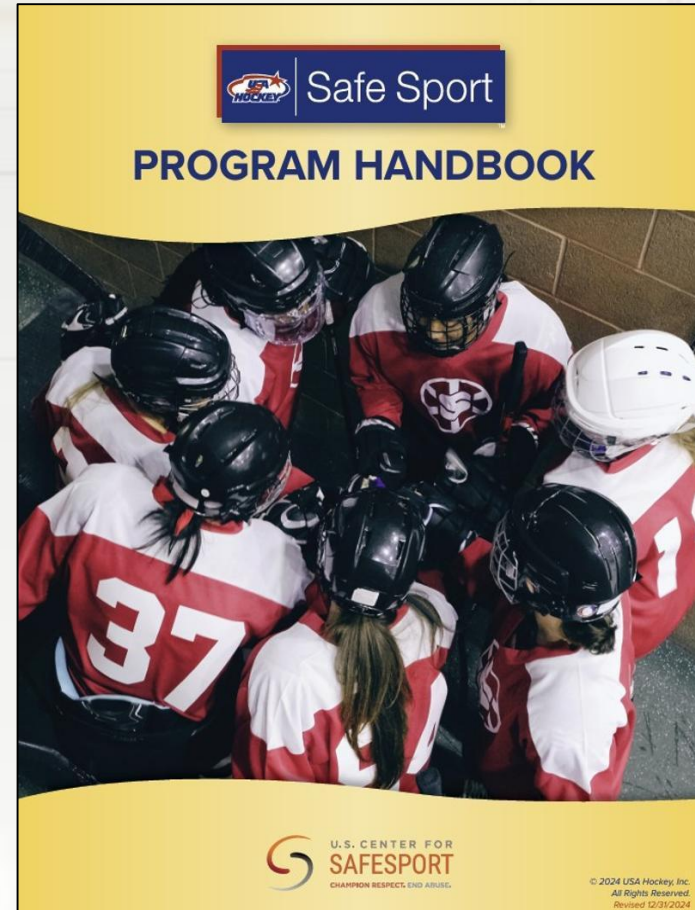
- **Training requirements and preventative policies for prohibited 1-on-1 interaction**
  - **Locker room**
  - **Team travel**
  - **Electronic communications**



# About Safe Sport

## The SafeSport Code and MAAPP requirements are set forth in USA Hockey's SafeSport Handbook

- Updated on December 31, 2024
- Available for download on USA Hockey and MAHA websites



# Reporting Requirements

## REPORTS TO U.S. CENTER FOR SAFE SPORT

The Center has exclusive jurisdiction to investigate and resolve allegations of **Child Abuse** or **Sexual Misconduct**

- *If an Adult Participant reasonably suspects that an incident(s) of Child Abuse or Sexual Misconduct has occurred, they must IMMEDIATELY report the incident(s) to the Center as well as applicable law enforcement authorities.*
  - ONLINE: [www.uscenterforsafesport.org/report-a-concern](http://www.uscenterforsafesport.org/report-a-concern)
  - PHONE: (833) 587-7233
- **Questions/Concerns? Contact Jason Reynolds**
  - EMAIL: [jreynolds@maha.org](mailto:jreynolds@maha.org)
  - CELL: (734) 748-3707



# Reporting Requirements

## REPORTS TO USA HOCKEY

**Reports of any allegation of misconduct or other inappropriate behavior that may violate Safe Sport Policies, other than Child Abuse or Sexual Misconduct, should be made immediately to USA Hockey or the Affiliate (Michigan) Safe Sport Coordinator (reports may also be made to the Center).**

- **Reports can be made by:**
  - **ONLINE: [www.usahockey.com/makingareport](http://www.usahockey.com/makingareport)**
  - **USAH E-MAIL: [usahockeysafesport@usahockey.org](mailto:usahockeysafesport@usahockey.org)**
  - **MAHA: Jason Reynolds – Affiliate SafeSport Coordinator**
    - **E-MAIL: [jreynolds@maha.org](mailto:jreynolds@maha.org)**
    - **PHONE: (734) 748-3707**



# Participant Training Requirements

**All coaches, officials, and adult volunteers are now required to renew SafeSport Training within 12 months of the prior training**

- **May require certification renewal during the season**
- **Participants may become ineligible during the season, unless new training is completed**
- **Participants should receive frequent e-mail alerts, notifying that training renewal is due**



# 2024-25 Review

**Michigan received 95 SafeSport reports during the 2024-25 season**

- **Michigan was ranked #1 among USA Hockey Affiliates for highest number of cases**
  
- **Notable Trends:**
  - **Allegations of a racial / discriminatory behavior continues to be prevalent**
  - **MAAPP violations (locker room monitoring) remain national problem**
    - **Local association policies / bylaws may be more strict than MAHA / USA Hockey policies**
  - **Substantial number of cases involving members with behavioral disabilities**
    - **MAHA and local associations have a duty to provide reasonable accommodations to individuals with disabilities, pursuant to the ADA and the PWDCRA**
    - **Reasonable modifications require an individualized assessment of the player, his or her needs, and aspects of the sport**
    - **Modifications are not reasonable if they cause a fundamental alteration to the nature of the program**

# Changes for 2025-26

- **Effective September 1, 2025 MAHA will begin outsourcing its SafeSport 'intake & investigation' process**
  - **Process will be managed by Metro Legal Services, Inc. (Minneapolis, MN)**
    - **Owner Scott Gray (USA Hockey Director) will serve as Affiliate SafeSport Coordinator**
    - **Currently work with several USA Hockey affiliates, including Arizona, California, Minnesota, Massachusetts, Mid-Am, Missouri, and New York**
  - **All SafeSport cases should still be filtered to the Affiliate SafeSport Coordinator\***
    - **\*Sexual Misconduct / Child Abuse should be immediately reported to the Center for SafeSport**
    - **SafeSport cases should not be resolved at local association or district level**



# Match Penalties



# Appeals Process

**Any person that has been suspended after a hearing may appeal the suspension by following the steps below:**

- **Statement of Appeal – Must be sent to VP Appeals**
  - Must be sent to VP of Appeals, as well as the District or Board Chair that issued the suspension
  - Statement must be received within 14 days of suspension
  - Statement must specifically address why the suspension should be overturned
- **Suspension Remains During Appeals Process**
- **Appeals Committee**
  - May hold a hearing, or consider the written statement of appeal
  - Must make every reasonable effort to render a decision within a 14-day period
  - Committee may affirm, reverse or modify (increase or decrease) any suspension as deemed proper
  - No further appeals, other than noted in USAH Bylaw 10E(1)a



# Important Notes For 2025-26...

- **Please reinforce locker room policies with your coaches / administrators at the start of the season**
- **Please encourage participants alleging potential SafeSport violations to file a report as soon as possible – in REAL TIME!**
- **Please reiterate the importance of confidentiality with those in receipt of allegations of potential violations – do not feed the ‘court of public opinion’**
- **Please encourage anyone with reservations about filing a SafeSport report to contact the Affiliate SafeSport Coordinator immediately for support**
- **Please promote a ‘report-friendly’ environment within your community**



# SAVE THE DATE!

- **Day-to-Day Application of USA Hockey Bylaw 10**

- Presented by Steve Stapleton, MAHA Legal Representative

- **Wednesday, July 23<sup>rd</sup>, 2025 – 7:30pm**

- **Via Zoom Webinar**

- **Open to all Association Presidents, Directors, & Local Board**

- **Zoom Information will be provided via email after the MAHA Summer Meetings**
- **Presentation will include Q&A opportunities**



**Questions?**

