

The USA Hockey reporting policy requires that every employee or volunteer of any USA Hockey member program must report (1) actual or perceived violations of the USA Hockey SafeSport Program Handbook, (2) any violations of the sexual abuse, physical abuse, emotional abuse, bullying, threats or harassment, or hazing policies, and (3) suspicions or allegations of child physical or sexual abuse to the appropriate USA Hockey representatives; additionally, **in all cases involving suspicions or allegations of child physical or sexual abuse, every employee or volunteer of USA Hockey member programs must also report to the appropriate law enforcement authorities.** With respect to child physical or sexual abuse, it is critical that employees and/or volunteers not attempt to evaluate the credibility or validity of the allegations as a condition for or prior to reporting their concerns.

Any report of misconduct or suspicions of child physical or sexual abuse 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.

USA Hockey's Reporting Policy provides for:

1. Confidentiality for the victim, complainant, and accused perpetrator (all to the extent permitted by law);
2. The ability to file reports anonymously;
3. "Whistleblower" protection for persons that make reports in good faith; and
4. Potential disciplinary action for making reports in bad faith.

USA Hockey members should also know that 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, visit childwelfare.gov.

3 Ways To Report Suspected Abuse

CALL: 800-888-4656

EMAIL: SafeSport@usahockey.org

CLICK: "Report to USA Hockey" at usahockey.com/safesport

Responding to Abuse & Other Misconduct

USA Hockey and its member programs respond to allegations of abuse or misconduct according to the provisions of USA Hockey Bylaw 10. Bylaw 10 provides for a disciplinary process that must be followed in connection with suspension or other discipline of an individual, team or organization or others within the jurisdiction of USA Hockey. By following the procedures of Bylaw 10, USA Hockey provides a fair and reasonable process for handling reports of abuse or misconduct by members.

Upon a report or other notice of credible information or allegations, USA Hockey, its affiliates or local programs will conduct an investigation and/or disciplinary proceedings to determine the appropriate discipline that may be imposed. However, USA Hockey shall not conduct any investigation of, or hearing procedure, in response to allegations of child physical or sexual abuse if it in any way interferes with a pending legal investigation or criminal prosecution.

In some cases, disciplinary action may include a "summary suspension" in which the accused person is suspended prior to and pending a hearing. Summary suspension is intended for those situations in which an individual's continued employment, membership or participation poses a risk of ongoing physical or emotional harm. In other cases, it is most appropriate for the USA Hockey program to provide notice to the accused followed by a hearing to assess whether discipline should be imposed. In all cases, disciplinary procedures and actions must be proportionate, reasonable and applied fairly and equally.

Monitoring and Supervision of the Program

USA Hockey's SafeSport Program Handbook contains guidelines and requirements for USA Hockey, its affiliates, local programs and team coaches to monitor, supervise and help ensure that the SafeSport Program is being followed.

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SafeSport



USA Hockey's SafeSport Program provides resources for the safety of all involved in the game both on and off the ice. USA Hockey has **ZERO TOLERANCE** for abuse and misconduct.

Details of the USA Hockey SafeSport Program are in the USA Hockey SafeSport Program Handbook, which can be found at usahockey.com/safesport.

SafeSport Program Overview

The SafeSport Program Handbook includes the various **policies** that apply to all USA Hockey member programs; the available 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 program**; 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 and its member programs should **respond** to allegations of abuse and misconduct; and how USA Hockey and its member programs will **monitor and supervise** this program to help ensure its effectiveness.



USA Hockey SafeSport Policies

USA Hockey's commitment to creating a safe and positive environment for its participants' physical, emotional, and social development includes policies addressing certain types of abuse and misconduct, and certain policies intended to reduce, monitor and govern the areas where potential abuse and misconduct might occur.

The policies address the primary types of abuse and misconduct:

- Sexual Abuse
- Physical Abuse
- Emotional Abuse
- Bullying, Threats and Harassment
- Hazing

Each of the policies contain specific definitions to inform participants, employees and volunteers of the boundaries of acceptable and unacceptable behavior.

Any USA Hockey member who engages in acts of abuse or violations of these policies is subject to appropriate disciplinary action and/or referral to law enforcement authorities.

Other policies reduce the risks of potential abuse:

- Locker Room Policy
- Travel Policy
- Billeting Policy
- Social Media, Mobile and Electronic Communications Policy

The policies above are more fully set forth in the SafeSport Program Handbook.

Education and Awareness Training

Education is a key component of USA Hockey's 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. USA Hockey's emphasis on awareness training demonstrates the priority it places on the safety of its participants.

USA Hockey requires employees and/or volunteers to report abuse, misconduct, and violations of its safety policies. To do so, employees and/or volunteers should have a basic understanding of sexual abusers and the strategies that offenders use to seduce their victims. Employees and volunteers should also have an understanding of the various other types of abuse (physical, emotional, bullying threats, harassment and hazing), the effect such abuse can have on its victims, how to spot such abuse, and how to prevent abuse from occurring in their program.

USA Hockey has adopted the United States Olympic Committee's SafeSport training materials, as customized specifically for USA Hockey, which include a series of online training videos aimed at educating its members and preventing abuse. The training is available to anyone, and is free of charge to any employee, coach, official or other volunteer in a USA Hockey program that is either already registered with USA Hockey or registers through USA Hockey's free manager/volunteer category.

Screening and Background Check Program

USA Hockey was one of the first national sports organizations to implement a screening policy, doing so in 1993. USA Hockey's policy includes set criteria by 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 routine access to children unless that person consents to be screened and passes a criminal background screen conducted by USA Hockey or one of its affiliates.

All volunteers and employees over the age of 18 are required to be screened **prior to** such volunteers or employees having access to youth participants. An approved screen is valid for two years.

The USA Hockey SafeSport Program Handbook contains the **minimum criteria** that must be searched for by a background screening provider. That criteria serves as a basis under which a person may be disqualified or prohibited from serving as an employee or volunteer. The SafeSport Program Handbook also contains additional criteria that may disqualify a person from serving as an employee or volunteer even though it is unlikely such information would be found in a criminal record search.

The USA Hockey SafeSport Program Handbook includes specific information and guidelines on who must be screened, screening criteria, and handling "hits" and appeals, including determinations as to eligibility of an applicant that has been screened but for whom a "hit" is shown on the screening report.

Reporting Concerns of Abuse

USA Hockey has structured its reporting policy to provide an avenue for victims and witnesses of potential abuse to safely report suspected abuse and misconduct to the proper authorities. By providing this guidance on when and how to report suspected misconduct, USA Hockey seeks to remove barriers to disclosing abuse and misconduct. Likewise, potential abusers will avoid involvement in a program where there is a likelihood that suspected abuse will be reported.

