



# **Appeals / Background Checks / Safe Sport – 2023-24**

July 2023

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# 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)**

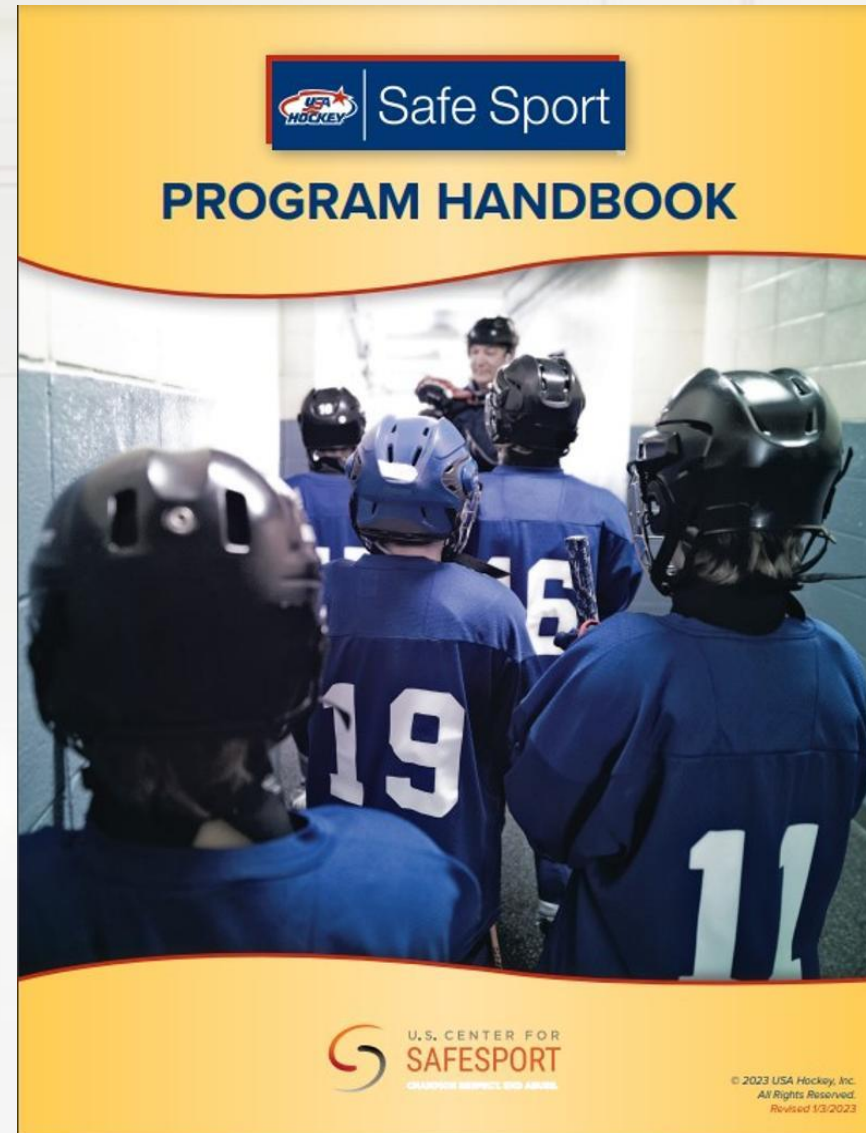
- **Training requirements and preventative policies for prohibited 1-on-1 interaction**
  - **Locker room**
  - **Team travel**
  - **Electronic communications**



# About Safe Sport

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

- Updated on January 3, 2023
- 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 Affiliate SafeSport Coordinator - 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**



# 2022-23 Review

## Michigan received 61 SafeSport reports during the 2022-23 season

- **Approximately 20% of cases will be handled under the Center for SafeSport's jurisdiction**
- **Does not include reports referred to associations**
  - **Code of Conduct violations (MAHA or USA Hockey)**
  - **Playing Rules violations**
- **Notable increase in cases involving locker room violations**
  - **USA Hockey is reviewing options for more stringent policies**
  - **USAH affiliates are allowed to institute more strict standards than USAH**
    - **Minnesota examples**





# Investigations

- **All Safe Sport cases should be filtered to Michigan Safe Sport Coordinator**
  - **Safe Sport investigations will no longer be conducted at association or district level**
- **Local Association Safe Sport contacts should proceed with:**
  - **Answer local participants with questions regarding the Safe Sport reporting process**
  - **Provide support to participants with reporting, or refer directly to Affiliate SafeSport Coordinator**
  - **Receive and log completed decisions on behalf of local associations**
  - **Report number of open and/or pending cases within local association to its Board of Directors**



# Investigation & Outcomes

- **Michigan Safe Sport Coordinator will serve as the primary point of contact for entire investigation**
  - **Manage expectations regarding timeline and potential outcomes**
  - **Conduct and document all fact-finding**
  - **Provide status update(s) to claimant, as necessary**
  - **Facilitate hearings, when applicable**
- **Notifications on investigations and final outcomes will be provided to:**
  - **District Chair**
  - **Respondent's Local Association (President, Safe Sport Liaison)**
  - **Reporting Party / Respondent**



# Investigative Timeline

## Safe Sport Case Completion (target 30-day completion)

- **WEEK 1: Establish contact with reporting party, review expectations for investigation**
- **WEEKS 2 & 3: Conduct investigation – interviews, documentation, video**
- **WEEK 4: Schedule and complete hearing (if applicable)**
  - Conclusion delivered to all parties within 48 hours
  - **NOTE: Hearing schedule may require exceeding 30 days, but should be no later than 45 days for completion**

## Key Considerations:

- Nature of Offense
- Parties / Witnesses
  - Availability
  - Willingness to Participate
  - Number of witnesses
- Time of Season



# 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





# New Initiatives

## Safe Sport Newsletter

- Providing regular updates, news, and critical dates pertaining to USA Hockey Safe Sport

## Parent Survey

- Gauge membership feedback on Safe Sport program in 2023-24

## Safe Sport Club Recognition Program

- Allows member associations to demonstrate its commitment to complying with Safe Sport best practices



# Background Screening

## USA Hockey National Screening Program

- Led by National Center for Safety Initiatives (NCSI)
- Requires that all USA Hockey coaches, officials and volunteers over the age of 18 must successfully complete criminal background screening
  - *Individuals who have not completed the criminal background screening do not meet the eligibility requirements to participate in USA Hockey*

## Michigan 'Clean Slate' Laws

- Automatic process for expunging eligible criminal convictions
- Has resulted in significant delays in background screen results

***IMPORTANT! Complete your background screen ASAP!***



**Questions?**

