## Changes to USA Hockey SafeSport Program - 2019

Casey Jorgensen
USA Hockey General Counsel









## **Organization and Structure**

#### National Organization

- > 91 member Board of Directors
- ➤ Office in Colorado Springs, CO
- USA Hockey Arena in Plymouth, MI
- > ADM Regional Managers

#### 34 Regional Affiliates

- > The Affiliates oversee and govern the local programs
- Each Affiliate has a SafeSport Coordinator

#### 3,000 local hockey programs

- Govern their local program
- Most local programs have a SafeSport Coordinator







**Comprehensive Program** 

## **Current Amateur Sports Climate**

- ➤ Horrific sexual abuse by Larry Nassar as gymnastics doctor sexually abusing hundreds of athletes.
- ➤ NGBs have historical cases of sexual abuse that have received significant attention based on the handling of the reports by the NGBs.
- ➤ USOC has also come under criticism related to supervision of NGBs.
- Congressional inquiries expanded to all NGBs.
- Congressional hearings with USOC, Gymnastics, Swimming, Volleyball, TaeKwonDo and Center for SafeSport.
- As an NGB, USA Hockey has responded to inquiries from Congress about our athlete protection policies and our policies for and history of handling reports.
- ➤ USOC has commenced proceedings to revoke USA Gymnastics designation as a governing body, and has begun actions with other NGBs.

## **Critical Events Causing Change**

- SafeSport programs began to develop in 2010-2011.
- Sandusky occurred in November 2011.
- USA Hockey developed its SafeSport Program in 2012.
- Continued progression of our program for 6 years.
- Nassar Gymnastics Scandal begins in 2016.
- Center for SafeSport opens in March 2017.
- Congressional investigations and hearings.
- Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017.
- USOC reforms in oversight of NGBs.
- Ropes & Gray Report in December 2018.
- House Energy and Commerce Report in December 2018.



## **Demands and Requirements for NGBs**

- Federal law
- US Olympic Committee imposes additional requirements for oversight of NGBs.
- US Center for SafeSport authority expands, and imposes additional requirements on NGBs.
- To maintain our position within sports, and to properly oversee our programs for the safety of our members, USA Hockey must enhance our programs at the national level, and must oversee and enforce compliance throughout our Affiliates and local programs.

## **Federal Law Changes**

- Federal Legislation Protecting Young Victims from Sexual Abuse and SafeSport Authorization Act of 2017 – imposes new duties on NGBs, local organizations and individuals.
- Amends Victims of Child Abuse Act.
  - Makes any person authorized by an NGB to interact with children a *mandatory* reporter of any suspected child abuse.
  - Criminal penalties, civil remedies and statute of limitations.
- Amends Amateur Sports Act.
  - Designates the Center to exercise jurisdiction over USOC and NGBs.
  - Center shall maintain an education and outreach office to develop training, oversight practices and policies and procedures to prevent abuse.
  - ... and an office for response and resolution for reporting, investigation and resolution.
  - USOC oversight of NGBs will increase.

## **Changes That Will be Required**

- Minor Athlete Abuse Prevention Policies
- US Center for SafeSport Code requirements
- SafeSport Training
- Background Screening
- Banned Lists
- Reporting of Cases and Results of <u>ALL</u> SafeSport Reports
- Affiliate and Local Program Sanctioning Requirement/ Agreement
- Auditing of Compliance by Affiliates and Programs



#### **Minor Athlete Abuse Prevention Policies**

#### Updated Policies

- > Locker rooms
- > Electronic Communications
- > Local and Team Travel

#### New Policies

- ➤ One-on-One interactions -- The One-On-One Interactions Policy specifically prohibits one-on-one interactions between adult members of USA Hockey or those authorized by a USA Hockey program to have regular contact with or authority over minors, unless they occur at an observable and interruptible distance by another adult. There are exceptions for emergency circumstances.
- Athletic Training Modalities massages, taping, etc.



## **US Center for SafeSport Code Requirements**

- Jurisdiction over who?
  - Registered with USA Hockey
  - Authorized, elected or appointed by USA Hockey, a USA Hockey Affiliate or Member Program to a position of authority over Minor athletes or to have regular contact with Minor athletes (even if not registered with USA Hockey).
- **Mandatory Reporting** -- All Participants defined above **are required** by the SafeSport Code and **by law to report actual or suspected sexual misconduct or child abuse** to the Center for SafeSport and, when appropriate, to applicable law enforcement.
- Jurisdiction –Exclusive/Discretionary
  - Sexual Misconduct
  - Other SafeSport Policies
  - Summary Suspensions/Safety Measures
- Adoption of Code Definitions of Misconduct



## **SafeSport Training**

- There are several changes to the SafeSport Training requirements, as required by federal law and the Center for SafeSport:
  - SafeSport Training is required for all adults that have *regular contact with minors* which, as explained more fully below, includes adult-aged players on the same team with minor athletes.
  - ➤ Beginning this season, SafeSport Training is *required every year rather* than every other year (exception for last season).
  - ➤ A person must first take the course known as "Core Center for SafeSport Training," which is taken online and generally takes approximately 90 120 minutes to complete. After that a "Refresher Course" is available each subsequent year for a person that has completed the Core Center for SafeSport Training. The Refresher Course generally takes 30 minutes or less to complete. There is no cost to members of USA Hockey to complete either training course.
  - ➤ Training must be completed <u>before</u> a person begins having <u>regular contact</u> with minor athletes, but <u>no more than 45 days after beginning the role</u> that requires them to complete training.

## Training for Players Seventeen (17) and Over in Age Classifications that Allow Minor Age Players.

- To ensure that all adult-age players on the same team with minor athletes comply with the law,
  - (i) all players 17 years of age or older on or before December 31 of that playing season, and
  - (ii) who play on a team in a classification that allows minor age players, must complete SafeSport Training before being added to such team and prior to participation (on-ice or off-ice).
- This requirement applies to all teams in the age classifications Youth, Girls, High School, Junior Hockey, Flex Hockey and Disabled Hockey programs that allow both minor age and adult age players, and to officials who are turning 17 before December 31.
- Players and officials that complete the training prior to turning 18 will be required to provide parental consent.

## **Youth Athlete Training**

- USA Hockey will be offering age-specific SafeSport Training to youth athletes.
- USA Hockey will notify all parents of youth athletes of the availability of the training, and how to access and take the training.
- Accessing the youth athlete training will be subject to parental consent on the Center for SafeSport website.
- Youth athlete training will not be required for participation but is strongly recommended.



## **New USOC Background Screening**

- Single screening program/company for NGB
- Enhanced screens/additional databases
- Minimum screening criteria
- Approved provider(s)
- Screening costs (blended)
- 2020-21 season
- Built into USAH registration



## Background Screening cont.

- Unclaimed coaches and volunteers
- "Red Light" system
  - > Automatic DQ or reviewed first
  - ➤ How/Who addresses hearings/appeals
- Compliance by Affiliates and Programs
  - > Board members
  - > Volunteers
  - > Auditing
- Center for SafeSport to review Hits involving Sexual Misconduct



## **Other Required or Needed Changes**

- Banned lists (including revisions to USAH Bylaws)
- Reporting by USA Hockey to Center
- Required Reporting by Affiliates to USA Hockey
- Affiliate and Local Program Sanctioning Requirement/ Agreement
- Auditing of Compliance by Affiliates and Programs
- Training to Affiliates/Local Programs



### **Next Steps**

- New SafeSport Handbook revisions will be published next week.
- Communication to all affected groups begins immediately.
- SafeSport Training becomes annual this season.
- Reporting to USA Hockey needs to happen immediately.
- Affiliate and Local Program Agreements begins on 2019-20.
- 17+ player training begins this season players will not be allowed on a roster.
- Background screening will begin in 2020-21.



# Casey Jorgensen USA Hockey General Counsel 719-538-1143

cjorgensen@usahockey.org

