U.S. CENTER FOR SAFESPORT

GENERAL INFORMATION ABOUT THE U.S. CENTER FOR SAFESPORT

LAUNCH, LOCATION & GOVERNANCE

The U.S. Center for SafeSport is a national nonprofit organization providing education, resources and training to promote respect and prevent abuse in sport. The Center is located in Denver, Colorado, and will open in March 2017.

The Center is governed by a nine-member board of directors, which includes subject-matter experts in the areas of abuse prevention and investigation, ethics compliance and sport administration.

MISSION, PURPOSE & VISION

Mission

To cultivate and steward a culture of dignity and respect in sport.

Purpose

Enable every athlete to thrive by fostering a national sport culture of respect and safety, on and off the field of play.

Vision

Every athlete is safe, supported and strengthened through sport.

- **Safe.** Athletes are protected from emotional, physical and sexual abuse.
- **Supported.** Athletes enjoy welcome, respectful environments, and diversity is actively embraced.
- **Strengthened.** Athletes use the skills they've learned in sport to contribute to the well-being of their communities.

SERVICES

Education and Outreach Office

The Center's Education and Outreach Office will administer prevention programming, raise issue awareness, and provide resources and training to promote respect and prevent misconduct, such as bullying, hazing, harassment and abuse. The Center will:

- Provide education materials, including talking points, fact sheets, brochures and training materials
- Centralize best practices, provide self-evaluation tools and offer specialized resources
- Offer sport organizations easy access to educational opportunities for their coaches, staff, volunteers, parents and athletes

Response and Resolution Office

The Center's Response and Resolution Office will investigate and resolve alleged policy violations for the U.S. Olympic and Paralympic Movements' 47 member National Governing Bodies, including USA Hockey.

- As a member organization of the U.S. Olympic Committee, USA Hockey has agreed to adhere to the Center's policies and procedures, including the SafeSport Code, which identifies prohibited conduct and serves as the benchmark by which the Center determines whether or not a policy violation has occurred. These policies and procedures also outline:
  - Center jurisdiction and authority
  - Sanctioning guidelines
  - Reporting and confidentiality
  - Resolution procedures, including investigation and arbitration
- Aggregate data from Center investigations will be used to identify trends and patterns across sport, strengthening national prevention efforts.

JURISDICTION & AUTHORITY

The Center has jurisdiction over Covered Individuals. These are persons:

- Within the governance or disciplinary jurisdiction of USA Hockey
- USA Hockey or the USOC authorizes, approves or appoints to a position of authority over athletes or who will have frequent contact with athletes
- Identified by USA Hockey as being within the Center's jurisdiction

The Center will have the exclusive authority to investigate and resolve alleged SafeSport Code violations involving sexual misconduct. USA Hockey will retain the authority to investigate and resolve alleged SafeSport Code violations that are non-sexual in nature. Although, at USA Hockey's request, the Center may exercise the discretionary authority to take on cases of this nature.

Exclusive Authority	Discretionary Authority
All forms of sexual misconduct.	Other policy violations, including physical misconduct, emotional misconduct, bullying, hazing and harassment.

REPORTING REQUIREMENTS FOR SAFESPORT CODE VIOLATIONS

All individuals, regardless of membership with USA Hockey, are encouraged to report suspected violations of the SafeSport Code. Covered Individuals who are over the age of 18 are required to report suspected SafeSport Code violations related to or accompanying sexual misconduct. Covered Individuals who fail to report SafeSport Code violations may be subject to disciplinary action.

How to Report

Individuals should report suspected SafeSport Code violations directly to the Center.

Reporting to the Center:

- Online: https://safesport.org/response-resolution/report
- Phone: (720) 524-5640

Confidentiality

Although the Center cannot guarantee confidentiality, it will, to the greatest extent possible, maintain the privacy of all individuals involved in the investigation and resolution of alleged SafeSport Code violations.

Anonymous Reporting

Anonymous reporting is permitted.

Legally Mandated Reporting

Reporting alleged criminal conduct to USA Hockey or the Center will not satisfy any individual mandatory reporting requirements under state or federal law. Visit https://www.childwelfare.gov/topics/systemwide/laws-policies/state/ to view state-by-state mandatory reporting laws to determine your reporting obligations and options.

THE INVESTIGATION & RESOLUTION PROCESS

In response to an alleged SafeSport Code violation, the Center may:

- Initiate an informal resolution
- Conduct a full investigation
- Conclude the alleged violation is out of scope and refer the matter to USA Hockey or the U.S. Olympic Committee

Informal Resolution

The Center may conduct an informal inquiry to collect preliminary facts to determine if the matter should be resolved informally, investigated further or not investigated at this time.

Full Investigation

At the start of a full investigation, the Center will provide notice to both involved parties. Each will be given the opportunity to present supporting evidence and provide contact information for potential witnesses.

Investigator's Report

After reviewing the evidence in the case and interviewing relevant witnesses, an investigator will prepare a written report detailing:

- The facts of the case based on the available evidence
- Whether or not, based on a preponderance of the evidence, the investigator believes a violation of the SafeSport Code has occurred
- Recommended sanctions, if any

Director's Decision

The Center's director of investigations will issue a decision based on the available evidence. If the director determines the individual in question has violated the SafeSport Code, he or she may seek arbitration.

SANCTIONS

The disciplinary process is designed to protect all USA Hockey athletes, members and participants from future misconduct. With this in mind, all recommended sanctions will be reasonable and proportionate to the violation committed and will emphasize education to ensure that minor misconduct does not escalate into a major violation.

Imposing Sanctions

In response to the Center's determination that a SafeSport Code violation has occurred, USA Hockey will impose any sanctions recommended by the Center. Potential sanctions include, among others, any combination of the following:

- Warning
- Loss of privileges
- Education
- Probation
- Eligibility or participation restrictions

In determining appropriate sanctions, the Center will consider a range of factors, including but not limited to:

- The seriousness of the violation
- The ages of the individuals involved
- Whether or not the alleged policy violator poses an ongoing threat to the safety of others

Implementation Across the Olympic and Paralympic Movement

Participation restrictions imposed by a USOC-member NGB will be upheld across the U.S. Olympic and Paralympic Movement.

Visit www.safesport.org to learn more or to view the Center's policies and procedures to determine your responsibilities under the SafeSport Code. The Center's policies and procedures are subject to change. Should the policies and procedures vary from the information contained herein, the policies and procedures will govern.