



USA Skateboarding Athlete Safety Policy

USA Skateboarding is committed to maintaining cooperative work, training and sports environments in which there exists mutual respect for all athletes, filmers, team managers, managers, coaches, judges and other officials, and for all USAS directors, officers, employees and volunteers. USAS is committed to creating a safe and positive environment for its athletes and participants involved in sport, free of misconduct.

The USAS Athlete Safety Policy applies to covered individuals, employees, athletes in the USADA registered testing pool, and any other individuals, whether paid or volunteer, formally authorized, approved, or appointed to a position of authority over or to have frequent contact with athletes.

As a member organization of the U.S. Olympic Committee, USAS and its members are required to comply with the U.S. Center for SafeSport Code for the U.S. Olympic and Paralympic Movement, the appended Practices and Procedures (Appendix A to the Code), and the Supplemental Rules for SafeSport Arbitrations (Appendix B to the Code) (collectively, the "Code"), including reporting requirements. Except as specifically noted in the Code, the Code applies without respect to age or competitive level. The Code serves as the benchmark by which the U.S. Center for SafeSport or USAS determines whether a SafeSport Code Violation has occurred. For those violations that fall within the jurisdiction of the U.S. Center for SafeSport, the Center will determine resolutions and sanctioning for the violation. Any SafeSport Code Violation that occurs outside the jurisdiction of the U.S. Center for SafeSport will be processed through USAS's Internal Complaint procedures as outlined in the USAS bylaws (Section 13).

The Code outlines prohibited conduct related to:

- Bullying Behavior
- Emotional Misconduct
- Harassment
- Hazing
- Physical Misconduct
- Sexual Misconduct

The definitions of prohibited conduct and other defined terms contained in the Code, as amended from time-to-time, are incorporated herein by this reference. The Code in its full

form along with reporting guidelines can be found at the U.S. Center for SafeSport website at www.safesport.org.

In addition to engaging in prohibited conduct under the Code, engaging in misconduct which is contrary to USAS policy of equal employment and sports opportunity without regard to age, sex, sexual orientation, citizenship, religion, race, disability or national or ethnic origin, will not be tolerated within the USAS.

Other USAS policies, procedures and codes, including, but not limited to, the USAS Code of Conduct and Code of Ethics, may deal with other forms of conduct that are prohibited and that are subject to action by USAS for violation of such policies, procedures and codes.

SCREENING

Any employee, volunteer, individual member including: athlete / team managers, judges, and coaches, or organization members including: club, affiliated organization, or contributing organizations who have routine access to athletes within a USAS Event or club activity must clear a USAS approved background screening and successfully complete the U.S. Center for SafeSport's training at a minimum of every two years (beginning in 2018). This information must be verified by USAS within USAS's membership records.

Background screening and SafeSport training must be completed before having contact with athletes and in any event within 60 days of membership approval. Individuals under the age of 18 will not be background checked.

Any person serving in such capacity at a USAS Event or club activity who has, or is expected or planned to have, interactions with athletes in the course of their duties is considered to have routine access. USAS will not authorize or sanction in any USAS Event or program any person who has routine access to athletes who refuses to be screened by USAS or to take the U.S. Center for SafeSport's training before being allowed to have such routine access to athletes. The responsibility of monitoring the Code lies with the organizer, Club or State Association of the USAS sanctioned event or activity. A person may be disqualified and prohibited from serving as an employee, volunteer, athlete / team manager, judge, trainer, or coach of athletes if the person has:

- Been convicted (including crimes the record of which has been expunged and pleas of "no contest") of a crime of child abuse, sexual abuse of a minor or adult, physical abuse, causing a child's death, neglect of a child, murder, manslaughter, felony assault, any assault against a minor, kidnapping, arson, criminal sexual conduct, prostitution related crimes or controlled substance crimes.
- Being adjudged liable for civil penalties or damages involving sexual or physical abuse of minors or adults.
- Being subject to any court order involving any sexual abuse or physical abuse of a minor or adult, including but not limited to domestic order or protection.

- Had their parental rights terminated.
- A history with another organization (volunteer, employment, etc.) of complaints of child sexual abuse or other sexual misconduct, or physical abuse of minors or adults.
- Resigned, or been terminated or been asked to resign from a position, whether paid or unpaid, due to complaint(s) of sexual or physical abuse.
- Has a history of other behavior that indicates they may be a danger to children in USAS or participating in USAS Events or programs.
- Has been declared a sex offender in any applicable federal or state jurisdiction.
- Is listed on any federal or state sexual offender list or registry.

WILLFULLY TOLERATING MISCONDUCT

Willfully tolerating misconduct is unacceptable and a violation of the Code. It is a violation of the Code if a party knows of misconduct but takes no action to report it.

FALSE AND MALICIOUS ACCUSATIONS

Any person who makes a false, frivolous or malicious complaint of misconduct (as contrasted with complaints which, even if erroneous, are made in good faith) will be subject to disciplinary action. Depending on the nature of the allegation, a person making a false, frivolous or malicious report may also be subject to civil or criminal proceedings.

REPORTING, COMPLAINTS, INVESTIGATIONS, DISCIPLINE and FURTHER INFORMATION

Every person who is subject to the Code must report violations of the Code and suspicions or allegations of misconduct. Such reports may be made by contacting the U.S. Center for SafeSport (www.safesport.org), USAS (www.usaskateboarding.net/safesport), and, where applicable, appropriate law enforcement authorities.

USAS and the U.S. Center for SafeSport recognize that it can be difficult to report an allegation of misconduct and strives to remove as many barriers to reporting as possible. Anonymous reports may be made verbally or in writing.

In the event that any party is alleged to have violated the Code, or in the event that USAS receives a complaint or a report that is required to be referred to the U.S. Center for Safe Sport, USAS shall report and refer such matter to the U.S. Center for Safe Sport which shall have jurisdiction and authority over such matter; provided that such referral shall not supersede any local, state, or federal reporting requirements or jurisdiction.

All alleged violations of the Code over which the U.S. Center for SafeSport Response and Resolution Office does not exercise either exclusive or discretionary authority and falls within USAS's jurisdiction will be submitted to a hearing panel appointed by the USAS Judicial Committee for resolution pursuant to the complaint procedures set forth in Section 13 of the

USAS Bylaws (available on the USAS website). If an alleged violation occurs when a team sponsored by USAS or the USOC is traveling to or from, or participating at, a competition and it is necessary to expedite the proceeding in order to resolve a matter relating to the competition, such matter shall be resolved pursuant to the expedited procedures set forth in Section 13.12 of the USAS Bylaws which require that such complaint shall be heard and decided within forty-eight (48) hours of the filing.

The hearing panel will determine whether a violation of the Code has occurred and if so what discipline is warranted. Such discipline may include but is not limited to immediate termination of employment; immediate dismissal from a USAS training camp, event or program, or a USAS or USOC sponsored team; being precluded from participating at USAS or USOC sanctioned events or other competitions; and being sent home at such person's own expense.

"WHISTLEBLOWER" PROTECTION

Regardless of whether the allegation(s) is proven, USAS will support the complainant(s) and his or her right to express concerns in good faith. USAS will not encourage, allow or tolerate attempts from any individual to retaliate, punish or in any way harm any individual(s) who reports a concern in good faith. Such actions against a complainant may be grounds for disciplinary action.

FURTHER INFORMATION

The USA Skateboarding Athlete Safety Policy was developed based on resources and input from the United States Olympic Committee. Abuse prevention policies and procedures from USA Archery, USA Swimming, and USA Curling were also used as reference guides.

For guidance and questions regarding the Code please contact the U.S. Center for SafeSport (www.safesport.org)