**USABA RESPONSE AND RESOLUTION POLICY**

###  **Scope:** This Response and Resolution Policy governs the manner in which individuals can report all concerns governing alleged sexual misconduct, physical misconduct, emotional misconduct, or violations of the [USABA Minor Athlete Abuse Prevention Policy](https://www.usaba.org/wp-content/uploads/USABA-Minor-Athlete-Abuse-Prevention-Policies_12.28.21.docx).

 **USABA Athlete Safety Policies and the U.S. Center for Safe Sport.** USABA maintains its own policies concerning the conduct of individuals involved in USABA activities, and those individuals are also governed by the SafeSport Code for the U.S. Olympic and Paralympic Movement (“SafeSport Code”), which can be found [here](https://uscenterforsafesport.org/wp-content/uploads/2022/02/2022-SafeSport-Code.pdf).

The U.S. Center for SafeSport exercises *exclusive jurisdiction* over certain types of misconduct as described in the SafeSport Code, including: “Sexual Misconduct,” “Criminal Charges or Dispositions involving Child Abuse or Sexual Misconduct,” “Misconduct Related to Reporting” (related to Child Abuse or Sexual Misconduct), “Misconduct Related to Aiding and Abetting, Abuse of Process, or Retaliation” (related to the Center’s process,” and other “Inappropriate Conduct.” The Center’s exclusive jurisdiction means that USABA transmits any reports of concerns to the Center, and USABA will not investigate or resolve any claim over which the Center has *exclusive* jurisdiction.

The U.S. Center for SafeSport has *discretionary jurisdiction* over several other types of misconduct, including “Non-sexual Child Abuse,” “Emotional and physical misconduct, including stalking, bullying behaviors, hazing, and harassment;” “Minor Abuse Athlete Prevention Policy or similar Proactive Policy violations,” and “ Misconduct Related to Aiding and Abetting, Abuse of Process, or Retaliation, when it relates to the processes of the USOPC, an NGB, an LAO, or any other organization under the Center’s jurisdiction.” When the U.S. Center has *discretionary* jurisdiction, a report of concern that comes to USABA will be handled under this USABA Response and Resolution Policy unless the U.S. Center notifies USABA that the U.S. Center is exercising its discretion to manage the report of concern with the U.S. Center’s jurisdiction in accordance with the SafeSport Code.

### **Reporting:** An individual who wishes to report a concern about violations of USABA policies or the SafeSport Code, including all allegations of alleged sexual misconduct, physical misconduct, emotional misconduct, or violations of the [USABA Minor Athlete Abuse Prevention Policy](https://www.usaba.org/wp-content/uploads/USABA-Minor-Athlete-Abuse-Prevention-Policies_12.28.21.docx) should report the concern to (a) USABA’s Chief Executive Officer, (b) USABA’s Athlete Representative, (c) the USOPC Director of Athlete Safety, (d) the U.S. Center for SafeSport (with respect to misconduct within the Center’s exclusive or discretionary jurisdiction. There are no fees or costs to report a concern.In addition, all concerns about misconduct involving child abuse, sexual assault of a minor, or other crimes should also be reported to local law enforcement authorities.

(a) and (b): Report alleged violations of the USABA Minor Athlete Abuse Prevention Policy and any other misconduct regarding USABA Athlete Safety policies to the CEO of USABA and/or to the USABA Athlete Representative:

* Phone: (719) 866-3224 (calls directed to Chief Executive Officer or Athlete Representative)
* Email: Chief Executive Officer or Athlete Representative

(c): Report misconduct to USOPC Director of Athlete Safety involving USABA’s role as a USOPC Multi-Sport Organization or with USABA’s role as an NGB for goalball or soccer:

* Phone: (719) 866-3869
* Email: safesport@usoc.org
* Online: <https://www.teamusa.org/SafeSport-Reporting-Form>

(d): Report any misconduct within the U.S. Center’s exclusive or discretionary jurisdiction to the US Center for SafeSport:

* Phone: By Phone at 720-531-0340, during regular business hours (Monday-Friday, 9:00 AM MT –
5:00 PM MT.) or toll-free at 1-833- 5US-SAFE [1-833-587-7233] (24-hours per day, 7-days per week)
* Online: <https://uscenterforsafesport.org/report-a-concern/>

**Anonymity and confidentiality**: Reports to USABA or the U.S Center for SafeSport may be made anonymously. However, reporters are encouraged to identify themselves in order to facilitate investigation of the alleged misconduct. In addition, USABA will keep the identity of any reporter confidential to the extent permitted by law at the request of the reporter. If a report is associated with USABA’s role as a USOPC Multi-Sport Organization or with USABA’s role as a USOPC High-Performance Management Organization for goalball, reports shall be made to the USOPC and any applicable legal agencies as appropriate.

**Bad faith reporting**: Reports of abuse, misconduct or policy violations that are malicious, frivolous, or made in bad faith are prohibited. Depending on the nature of the allegation, a person making a malicious, frivolous, or bad-faith report may also be subject to civil or criminal proceedings.

A link to report complaints or accusations will be included on the USABA website on the Safety Initiatives page in a prominent place along with links for training materials. A list of Suspended Members based upon the confirmation of misconduct decided during an investigation by the USABA Judicial Board will be available on the USABA website on the Safety Initiatives page in a prominent place.

**Mandatory reporting:**

The [SafeSport Code](https://uscenterforsafesport.org/wp-content/uploads/2022/02/2022-SafeSport-Code.pdf) sets out a number of ***mandatory reporting requirements*** under which adult participants in USABA activities ***must report*** certain types of concerns to the U.S. Center for SafeSport. Specifically, an adult participant must make a report to the U.S. Center if the participant learns of information or reasonably suspects an incident of misconduct involving Child Abuse, including Child Sexual Abuse, Sexual Misconduct, Criminal Charges or Dispositions involving sexual misconduct or misconduct involving minors, and misconduct related to the U.S. Center’s process including Aiding and Abetting and Abuse of Process, and Retaliation.

With respect to incidents of Child Abuse and Child Sexual Abuse, the participant ***must also*** comply with any state reporting requirements [see <https://www.childwelfare.gov/topics/responding/reporting/> ***and*** report the information to the appropriate law enforcement authorities.

In addition, participants ***must report*** any incident of emotional or physical misconduct (including bullying, stalking, hazing and harassment) or any violation of [USABA Minor Athlete Abuse Prevention Policy](https://www.usaba.org/wp-content/uploads/USABA-Minor-Athlete-Abuse-Prevention-Policies_12.28.21.docx) either to USABA or to the U.S. Center.

**HOW TO REPORT**

USABA and USOPC will accept a report in whatever way is most comfortable for you including an anonymous, in-person, verbal, or written report. Regardless of how you choose to report, it is helpful if the report includes the following information:

* name(s) of the complainant(s);
* type of misconduct alleged;
* name(s) of the individual(s) alleged to have committed the misconduct;
* approximate dates the misconduct was committed;
* names of other individuals who might have information regarding the alleged misconduct; and
* a summary statement of the reasons to believe that misconduct has occurred.

**ANTI-RETALIATION**

No individual who in good faith reports a violation of the SafeSport Code or applicable USABA policies shall suffer harassment, retaliation or adverse membership consequences. “Retaliation” as used in this policy includes threatening, intimidating, harassing, coercing or any other conduct that would discourage a reasonable person from engaging or participating in USABA’s activities or processes when the action is reasonably related to the report or engagement with USABA. Retaliation may be present even where there is a finding that no violation occurred, but “retaliation” does not include good-faith actions lawfully pursued in response to a report of a violation. In addition, no individual covered by the SafeSport Code nor USABA itself shall take or threaten to take any action against an athlete as a reprisal for disclosing information to or seeking assistance from the Office of the Athlete Ombuds as outlined in the Ted Stevens Act, Section 220509(b)(5).

An individual who retaliates against someone who has reported a violation in good faith is subject to discipline up to and including termination of membership. Any alleged act of retaliation must be reported to USABA, which will handle the allegation of abuse in accordance with its internal procedures for the resolution of complaints unless the retaliation involves a matter within the jurisdiction of the U.S. Center, in which case the report will be filed with the U.S. Center for resolution under its authority.

**RESPONSE TO REPORTS AND TEMPORARY MEASURES**

When USABA receives a report that falls within the exclusive jurisdiction of the U.S. Center, USABA will refer the report to the U.S. Center immediately (and no later than 24 hours) after receipt of the report. In addition, USABA will immediately (and not later than 24 hours after receipt) refer any report involving alleged child abuse (including child sexual abuse) to the appropriate law enforcement authorities.

**General Process and Interim measures**: The process by which reports of concern are handled is set out in detail below. USABA may impose any interim measures that are necessary to protect USABA and its member during the pendency of any investigation or adjudication of a report. In general, the process that USABA employs consists of the following:

* Notify the alleged offender that their membership is temporarily suspended/terminated immediately, pending the outcome of an Ethics Committee investigation
* Inform the Ethics Committee Chair of the temporary membership suspension/termination and request that a Hearing Panel be set up to review the matter
* Conduct the Ethics Hearing on the matter and decide on the sanctions (including membership suspension/termination)
* Notify the alleged offender of the decision of the Ethics Committee Hearing Panel
* Implement the decision on membership suspension/termination
* Post to the USABA website

Reports are processed in accordance with the Grievance, Complaint, and Appeal Procedures set out below.

**Administration and Enforcement of this Policy:**

 The person responsible for the administration and enforcement of this policy (and ensures that the policy is being followed) is the Chief Executive Officer of USABA, who can be reached through the following:

* Phone: (719) 866-3224 (calls directed to Chief Executive Officer or Athlete Representative)
* Email: Chief Executive Officer

**Grievance, Complaint and Appeal Procedures** can be found under “Policies and Procedures” page on the USABA website (<https://www.usaba.org/membership/policies-and-procedures/>).