

## Minimum Standards Policy for Athlete Safety Programs

It shall be the policy of the United States Olympic Committee that each National Governing Body adopt an athlete safety program by December 31, 2013. The athlete safety program shall include, at a minimum, the following components:

### 1. Prohibited Conduct

**A policy which prohibits and defines the following misconduct:**

- ✓ Bullying
- ✓ Hazing
- ✓ Harassment (including sexual harassment)
- ✓ Emotional Misconduct
- ✓ Physical Misconduct
- ✓ Sexual Misconduct (including child sexual abuse)

The policy shall apply to (1) NGB employees; (2) athletes the NGB designates for the USADA required testing pool (RTP); and (3) individuals the NGB formally authorizes, approves or appoints (a) to a position of authority over, or (b) to have frequent contact with athletes.

#### ***Comment(s):***

- (a) Prohibited misconduct shall include, without limitation:

Romantic or sexual relationships, which began during the sport relationship, between athletes or other participants and those individuals (i) with direct supervisory or evaluative control, or (ii) are in a position of power and trust over the athlete or other participant. Except in circumstances where no imbalance of power exists, coaches have this direct supervisory or evaluative control and are in a position of power and trust over those athletes or participants they coach.

The prohibition on romantic or sexual relationships does not include those relationships where it can be demonstrated that there is no imbalance of power. For example, this prohibition does not apply to a pre-existing relationship between two spouses or life partners. For factors that may be relevant to determining whether an imbalance of power exists, consult the USOC's Athlete Protection Policy.

- (b) NGBs are not required to prohibit misconduct as specifically categorized above. For example, a NGB may prohibit sexual harassment as "harassment," "sexual harassment," or under some other category or definition.

If a NGB's relevant athlete safety policies do not to define a particular type of misconduct, the definitions set forth in the USOC's Athlete Protection Policy, found in the USOC's SafeSport Policies at

<http://www.teamusa.org/About-the-USOC/Organization/Legal/Governance-Documents.aspx> shall apply.

## **2. Criminal Background Checks**

Each NGB shall require criminal background checks for those individuals it formally authorizes, approves or appoints (a) to a position of authority over, or (b) to have frequent contact with athletes. For purposes of clarification, a NGB is considered to formally authorize, approve or appoint an individual in instances where the NGB has control over the appointment process.

## **3. Education & Training**

Beginning January 1, 2014, each NGB shall require education and training concerning the key elements of their safety program for those individuals it formally authorizes, approves or appoints (a) to a position of authority over, or (b) to have frequent contact with athletes. Before January 1, 2014, each NGB shall offer and encourage the same.

## **4. Reporting**

Each NGB shall establish a procedure for reporting misconduct.

## **5. Enforcement**

- a. Each NGB shall have a grievance process, which is materially free of bias and conflicts of interest, to address allegations of misconduct following the report or complaint of misconduct which has not been adjudicated under a criminal background check.
- b. In cases where the Ted Stevens Act applies, each NGB shall comply with the Act's requirements.
- c. The grievance process, whether by policy or operation of law, shall include the opportunity for review by a disinterested individual or body.

## **6. Other**

- a. These minimum standards may be amended from time to time by vote of the USOC Board of Directors.
- b. In implementing an athlete safety program, NGBs shall be guided by the principle that supporting the health and safety of its athletes is a key element of its managerial capabilities.
- c. Failure to meet the minimum standards as set forth in this policy may result in disciplinary action by the USOC including, without limitation, the withdrawal of high performance funding.
- d. **Exceptions to these minimum standards based on the organizational structure of the NGB and/or sport may be granted by the USOC on a case-by-case basis where appropriate, provided that such exceptions do not materially endanger athletes.**