

Section VI – Reporting Misconduct and Policy Violations

The reporting policy clarifies to all participants, staff, volunteers, responsible parties and members of the public that the organization understands its duty and responsibility to create a safe and positive environment for athletes. This statement also further reinforces the organization’s commitment to athlete safety.

An effective reporting policy that results in reports of suspected abuse and misconduct, and does not in any way deter victims or witnesses from reporting abuse and misconduct, is a key element to preventing abuse and misconduct from occurring. Potential abusers will avoid involvement in a program where there is a likelihood that suspected abuse will be reported. When sport stakeholders are untrained about how and when to report suspected abuse, they may feel ill-prepared, powerless and lost when it comes to responding to and reporting misconduct. By providing this guidance on when and how to report suspected misconduct, U.S. Figure Skating seeks to remove barriers to disclosing misconduct, including child physical and sexual abuse.

It is also critical that all members understand that they should not attempt to evaluate the credibility or validity of child physical or sexual abuse allegations as a condition for reporting to U.S. Figure Skating or to appropriate law enforcement officials.

Reporting Abuse, Misconduct and Policy Violations is:

- The obligation of U.S. Figure Skating on members and member clubs to report suspicions or allegations of abuse or misconduct;
- The importance of maintaining confidentiality with respect to the complaint, complainant, victim, accused and other information related to the report and incident(s) until “notice” must be given about a suspension or the outcome of any proceedings;
- The circumstances in which an immediate or “summary” suspension is appropriate and the procedures following a summary suspension;
- A general summary of the procedures for a hearing under Grievance Procedures outlined in the U.S. Figure Skating rulebook.

Upon a report or other notice of credible information or allegations that a person who is subject to the jurisdiction of U.S. Figure Skating:

1. May have violated any of the provisions of the U.S. Figure Skating SafeSport Program Handbook
2. Violated any of the sexual misconduct, physical misconduct, emotional misconduct, bullying, threats and harassment, hazing policies or willful tolerance policies
3. Is subject to allegations of actual or suspected child physical or sexual abuse

U.S. Figure Skating will conduct an inquiry and/or initiate a disciplinary proceeding pursuant to Article XXV, section 3B, to determine the appropriate discipline that may be imposed.

To make a report:

Email safesport@usfigureskating.org or call 719-635-5200

To Report Sexual Misconduct Violations:

Individuals should report suspected sexual misconduct violations directly to the U.S. Center for SafeSport.

Online Reporting Form - <https://www.safesport.org/response-resolution/report>

Phone: 720-524-5640

Importance of Confidentially

Any investigation and/or disciplinary proceedings must be kept confidential. An investigator shall not discuss the investigation with anyone except for the purposes of conducting the investigation, except as requested by law enforcement or child protection authorities. Hearings should be closed and confidential, to the extent possible, other than for notification of the outcome. Participants in the hearing, including the hearing committee, complainant, victim, and witnesses (if any are permitted), should be requested and encouraged to keep the proceedings confidential, except as requested by law enforcement or child protection authorities.

The hearing panel shall not discuss the testimony with anyone and shall deliberate among themselves until final resolution of the complaint, except as requested by law enforcement or child protection authorities.