

# USA DIVING SAFE SPORT COMMITTEE CHARTER

**Revision Date: 12.19.2021**

The USA Diving Safe Sport Committee (the “Committee”), a standing committee of the Board of Directors of USA Diving (the “Board” or “Board of Directors”), is established by USA Diving’s Bylaws. The Committee serves as a support resource for USA Diving and provides insights to the Board of Directors relating to safe sport matters and USA Diving. The Committee is consultative and does not take independent action by vote or otherwise, other than to elect its Chair (and Vice Chair, if desired) and approve its Charter.

**1.0 Composition.** The Committee consists of no less than five (5) members and no more than seven (7) members. At least two (2) members will be independent Directors currently serving on the Board of Directors. At least one third (1/3) of the members will be athlete representatives who meet the criteria of, and are selected in accordance with, Section 8.2 of the USA Diving Bylaws. One member will be an active coach who is a member in good standing with USA Diving and has no prior or current complaints filed against him or her with the U.S. Center for SafeSport or USA Diving. The Committee will elect, by majority vote, one of its members as Chair and may, if desired by the Committee, elect a Vice Chair. The Committee will also endeavor to have, at all times, at least one (1) member who is unaffiliated with USA Diving or the Board of Directors, who is a duly qualified expert in child welfare and safety, and who has experience working with athletes, coaches, parents and others on matters of preventing, detecting and addressing abuse and misconduct. The Committee may also obtain, on a pro-bono basis, such expertise as the Committee may require to provide insights on child safety and welfare matters. Any paid engagements of resources must be approved by the Board of Directors.

**2.0 Staggered Terms.** Committee members will have staggered terms. Committee members will serve four-year terms, unless the Board or the Committee determines in its reasonable discretion that a shorter term is necessary or desirable to achieve staggered terms. No Committee member shall serve more than two (2) consecutive terms. For purposes of this rule, service of two (2) years or more constitutes one (1) term.

**3.0 Appointment.** All members of the Committee will be appointed by the Board of Directors, except for the athlete representatives, who shall be appointed by the USA Diving Athlete Advisory Council.

## **4.0 Duties.**

**4.1 Committee Duties.** The Committee will:

**4.1.1** Hold at least one meeting per calendar quarter. Meetings will be by video conference unless otherwise held in conjunction with an in-person meeting of the Board of Directors. The Chair of the Committee may call more frequent

meetings, either in-person or telephonically/virtually, as necessary or desirable. The purpose of the meetings will be to receive an update from USA Diving on safe sport activities during the quarter, Center for Safe Sport activities (i.e. changes in policies and recommendations and related), and other matters relevant to the safety and health of participants in USA Diving. The Committee will provide inputs and insights as warranted on matters discussed.

**4.1.2** Report regularly to the Board on observations and recommendations resulting from safe sport briefings to the Committee from USA Diving.

**4.1.3** Serve as a resource for USA Diving on safe sport matters, including evaluation of safe budget needs as part of the larger USA Diving budget process.

**4.1.4** Serve as a resource for the Board on safe sport matters.

**4.2 Duties of the Chair.** The Chair will:

**4.2.1** Coordinate and preside over all meetings of the Committee.

**4.2.2** Communicate regularly with USA Diving personnel responsible for safe sport activities.

**4.2.3** Communicate regularly with the Chairman of USA Diving on safe sport matters.

**4.2.4** Lead safe sport briefings to the Board of Directors at the regularly scheduled board meetings.

**4.2.5** Perform such other functions as are necessary to ensure the Committee is effective at achieving its purpose.

**4.3 Limitation of Authority.** The Committee is consultative only and may not independently take action on safe sport matters. Any matters requiring approval outside of USA Diving management must be brought to the full Board of Directors for consideration and vote.

**5.0 Attendance at Meetings.** Committee members are expected to attend in person, or participate by telephone or videoconference in, all regularly scheduled Committee meetings. Committee members must attend in person, or participate by telephone or videoconference in, at least one half (1/2) of all regularly scheduled Committee meetings.

**6.0 Removal and Vacancies.** A member's position on the Committee becomes vacant upon the member's resignation, removal, incapacity, disability or death, or upon the expiration of the member's term. Any member may resign at any time by giving written notice to the Chair of the Committee, except the Chair's resignation shall be given to the Vice Chair of the Committee, or in the absence of a Vice Chair, all other members of the Committee. The resignation takes effect at the time specified in the written notice. The acceptance of the resignation by the Committee is not necessary to make it effective. Committee members will be removed by the Committee if they fail to attend in person, or participate by telephone or videoconference in, at least one half (1/2) of the regular meetings of the Committee during any twelve (12) month period, unless they are able to demonstrate to the other members of the Committee that the presence of exigent circumstances caused and excused the absences. In such circumstances, the absent member shall be removed by the affirmative vote of a majority of the voting power of the Committee (not including the voting power of the absent member). A member may also be removed for cause at any duly noticed meeting of the Committee, and after being provided an opportunity for the member to be heard by the Committee, upon the affirmative vote of at least two-thirds (2/3) of the total voting power of the Committee (excluding the voting power of the member in question). Any vacancy occurring in the Committee shall be filled in the manner specified in this charter or USA Diving's bylaws for filling the position. A Committee member elected to fill a vacancy shall be elected for the unexpired term of such member's predecessor in office.

**7.0 Compensation.** No salary or other compensation shall be paid to a Committee member for serving as a member of the Committee. However, a Committee member may receive a salary or other compensation for serving USA Diving in another role, such as a judge or coach. All Committee members must comply with USA Diving's conflict of interest policy. The Ethics Committee will decide whether a particular form of compensation complies with this policy, subject to oversight by the Board of Directors.

*End of Charter*