

# Response and Resolution Office

## *What You Need to Know*

In March 2017, the U.S. Center for SafeSport will begin investigating and resolving alleged policy violations of the SafeSport Code for the U.S. Olympic and Paralympic Movement's 47 member National Governing Bodies, including USA Diving. The Center will have jurisdiction over covered individuals, which are persons:

- Within the governance or disciplinary jurisdiction of USA Diving
- USA Diving or the USOC authorizes, approves or appoints to a position of authority over athletes or who will have frequent contact with athletes
- Identified by USA Diving as being within the Center's jurisdiction

### REPORTING SAFESPORT CODE VIOLATIONS

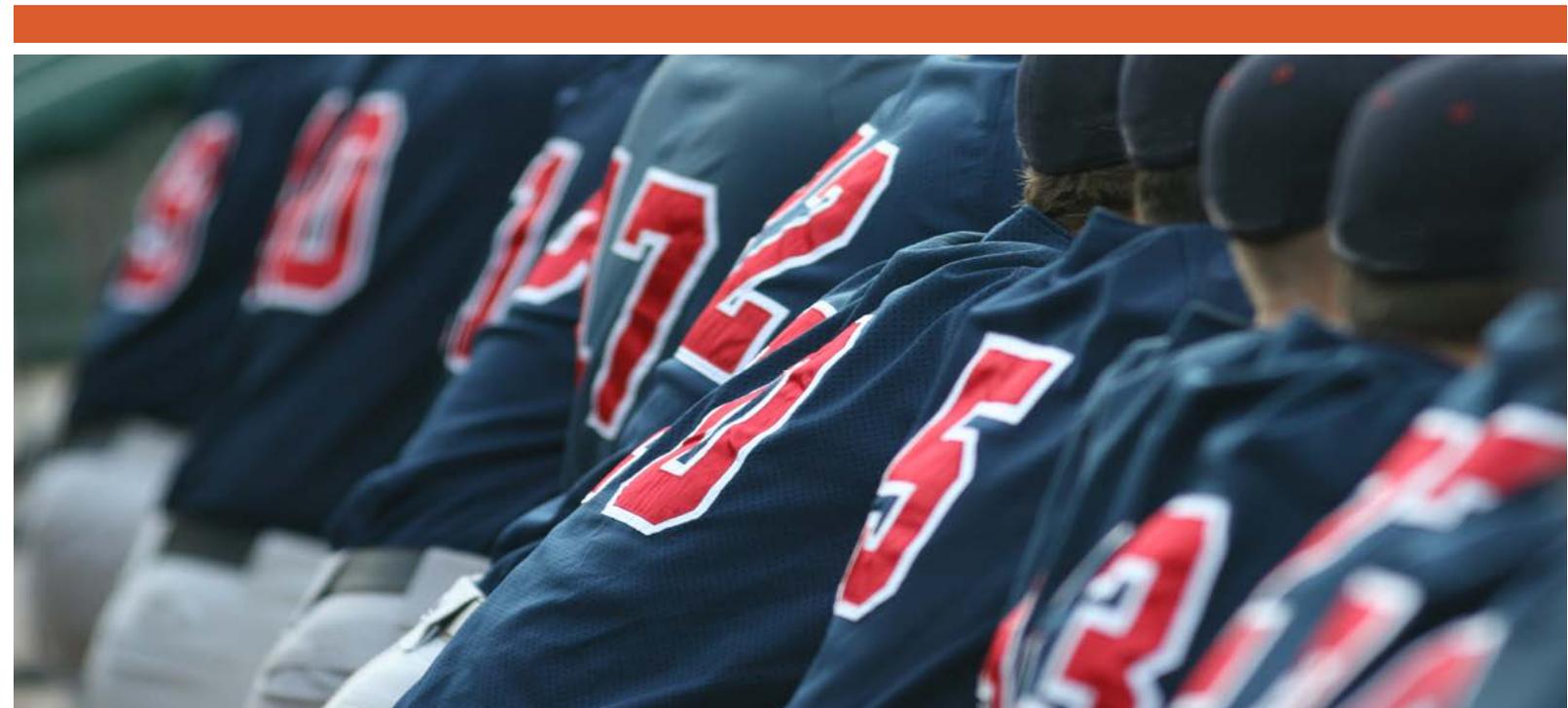
All individuals, regardless of membership with USA Diving, are encouraged to report suspected violations of the SafeSport Code.

Individuals should report directly to the Center. USA Diving will provide instructions for reporting at a later date.

#### Reporting Requirements for Covered Individuals

Covered Individuals who are over the age of 18 are required to report suspected SafeSport Code violations related to or accompanying sexual misconduct.

Covered Individuals who fail to report SafeSport Code violations may be subject to disciplinary action.





### Confidentiality

Although the Center cannot guarantee confidentiality, it will, to the greatest extent possible, maintain the privacy of all individuals involved in the investigation and resolution of alleged SafeSport Code violations.

### Anonymous Reporting

Anonymous reporting is permitted.

### Legally Mandated Reporting

Reporting alleged criminal conduct to USA Diving or the Center will not satisfy any individual mandatory reporting requirements under state or federal law. Visit <https://www.childwelfare.gov/topics/systemwide/laws-policies/state/> to view state-by-state mandatory reporting laws to determine your reporting obligations and options.

## THE INVESTIGATION & RESOLUTION PROCESS

In response to a report of an alleged SafeSport Code violation falling within the Center's jurisdiction, the Center may:

- Initiate an informal resolution
- Move directly to a full investigation
- Conclude the alleged violation is out of scope and refer the matter to USA Diving or the U.S. Olympic Committee to determine if a rules violation has occurred

### Informal Resolution

The Center may conduct an informal resolution to collect preliminary facts to determine if the matter should be resolved informally, investigated further or not investigated at this time.





### Full Investigation

Should the Center decide to pursue a full investigation, involved parties will have the opportunity to present supporting evidence and provide contact information for potential witnesses. After reviewing the evidence in the case and interviewing relevant witnesses, an investigator will prepare a written report detailing:

- The facts of the case based on the available evidence
- Whether or not, based on a preponderance of the evidence, the investigator believes a violation of the SafeSport Code has occurred
- Recommended sanctions, if any

The Center's director of investigations will issue a decision based on the available evidence. If the director determines the individual in question has violated the SafeSport Code, he or she may seek arbitration.

### The Disciplinary Process

The disciplinary process is designed to protect all USA Diving athletes, members and participants from future misconduct. With this in mind, all recommended sanctions will be reasonable and proportionate to the violation committed and will emphasize education to ensure that minor misconduct does not escalate into a major violation.

In response to the Center's determination that a SafeSport Code violation has occurred, USA Diving will impose any sanctions recommended by the Center, including eligibility or participation restrictions.

### Implementation Across the Olympic and Paralympic Movement

Participation restrictions imposed by USA Diving will be upheld across the U.S. Olympic and Paralympic Movement.