By-Laws Appendix A

USA Diving, Inc.
Policy Regarding
Hazing, Harassment, Intimidation, Menacing, Bullying and Cyberbullying

The Board of Directors of USA Diving, Inc., in its commitment to providing a positive and productive Safe Sport environment has adopted this policy in the spirit of and concert with the USOC Safe Sport initiative. Hazing, harassment, intimidation, menacing or bullying and acts of cyber bullying by members, towards any member is strictly prohibited. Retaliation against any person, who reports, is thought to have reported, files a complaint or otherwise participates in an investigation or inquiry is also strictly prohibited. False charges shall also be regarded as a serious offense and will result in disciplinary action or other appropriate sanctions.

Persons whose behavior is found to be in violation of this policy will be subject to discipline, up to and including expulsion. USA Diving may also make referrals to law enforcement officials.

Definitions

“Third parties” include, but are not limited to, volunteers, parents, contractors or others engaged in USA Diving business and competitions.

“Hazing” includes, but is not limited to, any act that recklessly or intentionally endangers the mental health, physical health or safety of a person for the purpose of initiation or as a condition or precondition of membership in, or affiliation with, any club or team or activity, (i.e., personal servitude, sexual stimulation/sexual assault, forced consumption of any drink, alcoholic beverage, drug or controlled substance, forced exposure to the elements, forced prolonged exclusion from social contact, sleep deprivation or any other forced activity that could adversely affect the mental or physical health or safety of a person); requires, encourages, authorizes or permits another to be subject to wearing or carrying any obscene or physically burdensome article; assignment of pranks to be performed or other such activities intended to degrade or humiliate. It is not a defense against hazing that the person subjected to hazing consented to or appeared to consent to the hazing.

“Harassment, intimidation or bullying” means any act that substantially interferes with a person benefits, opportunities or performance in the sport of diving, having the effect of:

1. Physically or emotionally harming a person or physically damaging a person’s property;
2. Knowingly placing a person in reasonable fear of physical harm to the person or damage to the person’s property;

3. Creating a hostile environment including interfering with the psychological wellbeing of the person and may be based on, but not limited to, the protected class of the person.

“Protected class” means a group of persons distinguished, or perceived to be distinguished, by race, color, religion, sex, sexual orientation, national origin, marital status, familial status, source of income or disability.

“Cyber bullying” is the use of any electronic communication device to harass, intimidate or bully.

“Retaliation” means hazing, harassment, intimidation or bullying, menacing, and acts of cyberbullying toward a person in response to a person for actually or apparently reporting or participating in the investigation of hazing, harassment, intimidation or bullying, menacing, and acts of cyberbullying or retaliation.

“Menacing” includes, but is not limited to, any act intended to place a person in fear of imminent serious physical harm.

All questions regarding this policy or reporting acts in violation of the policy should be directed to the USA Diving Safe Sport Coordinator at 317-237-5252.