



# **USA BOXING**

## **SAFESPORT POLICY HANDBOOK**

*Recognizing, Reducing and Responding to Misconduct in Sport*

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## INTRODUCTION

There are a lot of reasons to participate in boxing – at any level. Some of the most common reasons include to have fun and to spend time with friends. Boxing also encourages a healthy lifestyle and builds self-confidence.

Unfortunately, sport, including boxing, can also be a high-risk environment for misconduct. All forms of misconduct are intolerable and in direct conflict with USA Boxing ideals.

There are six primary types of misconduct covered in this Safe Sport Policy Handbook for the purpose of athlete safety:

- Sexual Misconduct
- Physical Misconduct
- Emotional Misconduct
- Bullying
- Harassment
- Hazing

Misconduct may damage an athlete's psychological well-being. Athletes who have been mistreated may experience social embarrassment, emotional turmoil, psychological scars, loss of self-esteem and their relationships with family and friends can be negatively affected. Misconduct often hurts an athlete's competitive performance and may cause him or her to drop out of sport entirely.

To enhance safe sport practices and to investigate and resolve safe sport violations, USA Boxing has agreed to comply with the safe sport policies of the U.S. Center for SafeSport (Center) and has incorporated by reference the provisions of the *SafeSport Code for the U.S. Olympic and Paralympic Movement (Code)*, including its appendices, into these policies. The Center may update its policies at any time and the changes are effective when published. For the most current safe sport rules, policies and procedures, go to [www.safesport.org](http://www.safesport.org).

Any inquiries about the policies contained in this Safe Sport Policy Handbook should be directed to The USA Boxing Safe Sport Representative, Lynette Smith at [lsmith@usaboxing.org](mailto:lsmith@usaboxing.org) or (719) 866-2311.

## **DEFINITIONS**

This section defines key words and concepts used throughout this Safe Sport Policy Handbook. The definitions set forth are intended to be universal in nature; however, some definitions vary by state. For example, the legal definition of “child abuse” is determined by each individual state. Guidelines concerning specific states may be found by visiting the Child Welfare Information Gateway [www.childwelfare.gov](http://www.childwelfare.gov).

### **Boxer:**

- Any competitor or participant that competes or participates in any USA Boxing licensed competition or USA Boxing sanctioned event.

### **Child, children, minor and youth:**

- Anyone under the age of 18. Here, “child,” “children,” “minor” and “youth” are used interchangeably.

### **Coach**

- Any adult that has or shares the responsibility for instructing, teaching, training, or advising an athlete in the context of boxing.

### **Misconduct:**

- Conduct which results in harm, the potential for harm or the imminent threat of harm. Age is irrelevant to misconduct. There are six primary types of misconduct in sport: sexual misconduct, physical misconduct, emotional misconduct, harassment, hazing, and bullying.

### **USA Boxing Designee:**

- USA Boxing staff, USA Boxing non-athlete members (officials, coaches, physicians, administrators, USA Boxing Board of Director Members, and any individual that USA Boxing formally authorizes, approves or appoints (a) to a position of authority over, or (b) to have frequent contact with any athlete, including coaches.

### **USA Boxing Covered Individual:**

- Categories of Individuals affiliated with USA Boxing that fall within the U.S. Center for SafeSport’s Disciplinary Jurisdiction. “Covered Individual” shall mean, for the purposes of this policy (1) those persons registered with USA Boxing as Coaches, Officials, Physicians, Athletes, (2) all persons serving as a member of USA Boxing’s Board of Directors, and (3) all staff.

# TRAINING AND EDUCATION

All USA Boxing Designees must successfully complete awareness training concerning misconduct in sport. Misconduct in sport includes:

- Sexual Misconduct
- Physical Misconduct
- Emotional Misconduct
- Bullying
- Harassment
- Hazing

The training provides a basic understanding of the six types of misconduct.

USA Boxing Designees are required to successfully complete a USA Boxing-approved awareness program every two years.

# **POLICY 2:**

## **CRIMINAL BACKGROUND CHECK**

All USA Boxing Designees shall undergo a criminal background check that complies with the Fair Credit Reporting Act. Through this criminal background check, USA Boxing will utilize reasonable efforts to ascertain past criminal history. The USA Boxing Criminal Background Check policy assists USA Boxing in promoting the safety and welfare of athletes.

### **PROCESS**

The Criminal Background Check Consent and Waiver Release form must be submitted to USA Boxing's criminal background check vendor and a USA Boxing Designee cleared before he or she may perform services for USA Boxing. Upon submission of the Criminal Background Check Consent and Waiver Release form, USA Boxing will request that its vendor perform the criminal background check. As part of its criminal background check, USA Boxing will:

- (1) verify a person's identification against his or her social security number or other personal identifier;
- (2) perform a national criminal record search; and
- (3) perform a national sexual offender registries search.

### **POTENTIALLY DISQUALIFYING INFORMATION**

#### **Criminal History**

USA Boxing will use a criminal background check agency to gather information about prior criminal history. The information revealed by the criminal background check may disqualify an individual from serving as a USA Boxing Designee. Any conviction, guilty plea, plea of no contest, deferred sentence, deferred adjudication or similar disposition of any of the following may result in disqualification:

#### Automatic Disqualifiers ("Red Lights")

- Any felony<sup>1</sup> crime involving violence against a person using a firearm or other weapon within the previous 10 years;
- Any felony crime of a sexual nature or classified as a sex offense regardless of the amount of time since the offense;
- Any felony crime involving child endangerment, neglect or abuse within the previous seven (7) years;

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<sup>1</sup> A felony crime is any crime punishable by greater than one year in jail or prison, regardless of how characterized by a jurisdiction. This includes crimes punished by a range, alternate sentencing, or indeterminate sentencing, where the outer range is greater than one year.

- Drug related crimes, including drug distribution, intent to distribute, manufacturing, trafficking, or sale, but excluding use or possession offenses, within the previous three (3) years.

#### Potential Disqualifiers (“Yellow Lights”)

- Any other felony crime of violence regardless of the amount of time since the offense;
- Any misdemeanor<sup>2</sup> crime of a sexual nature or classified as a sex offense, including, but not limited to, “victimless” crimes, such as prostitution, pornography, indecent exposure, regardless of the amount of time since the offense;
- Any misdemeanor crime involving harm to a minor within the previous seven (7) years;
- Any two or more drug related crimes involving use or possession within the previous seven (7) years.

#### **Pending Court Cases**

No decision will be made on a prospective USA Boxing Designee’s eligibility if he or she has a pending court case for any of the potentially disqualifying offenses until the pending case concludes. If, however, during the case’s pendency, USA Boxing undertakes an independent investigation and conducts a hearing, any determination may be used to disqualify the prospective USA Boxing Designee.

#### **Full Disclosure**

Each USA Boxing Designee and prospective USA Boxing Designee has the affirmative duty to disclose his or her criminal history. Failing to disclose or intentionally misrepresenting an arrest, plea or conviction history is grounds for USA Boxing Designee status revocation or restriction, regardless of when the offense is discovered. USA Boxing Designees need not disclose arrests in which charges were not filed, charges were dismissed or the USA Boxing Designee was acquitted; however, USA Boxing Designees are required to disclose “non-convictions” involving deferred sentences, deferred adjudications or other similar dispositions.

- If a prospective USA Boxing Designee (1) is arrested, (2) enters a guilty plea or (3) is convicted of a crime other than a traffic offense during the application process, he or she is required to disclose such information immediately.
- USA Boxing Designees have the ongoing duty to disclose criminal history. In the event a USA Boxing Designee (1) is arrested, (2) enters a guilty plea or (3) is convicted of a criminal offense other than a traffic offense, he or she has an affirmative duty to disclose such information immediately to The Office of the Executive Director, USA Boxing Executive Director, at Safesport@usaboxing.org or (719) 866-2301.
- Any USA Boxing Designee or prospective USA Boxing Designee who has been banned by another sport organization, as temporarily or permanently ineligible, must self-disclose this information. A failure to disclose is a basis for disqualification.

#### **FINDINGS**

USA Boxing’s criminal background check report will return a “green light,” “red light,” or “yellow light” finding.

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<sup>2</sup> Misdemeanor crimes exclude infractions, violations and the like.

A green light finding means that the background check vendor located no records that would disqualify the individual. A green light score, however, is not a certification of safety or permission to bypass/ignore other screening efforts. Other disqualifying factors may exist, and can be revealed through other means.

A red light finding means the criminal background check revealed criminal records which suggest the individual “does not meet the criteria” and is not suitable for USA Boxing Designee status. An individual subject to disqualification under a red light finding may challenge the accuracy of the reported information reported by the criminal background check vendor but not the consequence of disqualification.

A yellow light finding means that the individual may be subject to disqualification; however, an individual with a yellow light finding may seek an exemption from the USA Boxing Judicial Committee. In order to receive an exemption from disqualification, the individual must demonstrate that the conviction or charge does not violate the spirit of Safe Sport and that he or she poses no risk to the sport. In order to seek an exemption from disqualification, contact The USA Boxing Safe Sport Representative, Lynette Smith, at [lsmith@usaboxing.org](mailto:lsmith@usaboxing.org) or (719) 866-2311.

#### **APPEAL TO CRIMINAL BACKGROUND CHECK VENDOR**

Any disqualified individual has the right to dispute the findings of the criminal background check directly with USA Boxing’s approved criminal background check vendor. An individual may not appeal the findings of the criminal background check vendor or the automatic disqualification resulting from a red light finding to USA Boxing. USA Boxing is required by this Criminal Background Check policy to accept the findings of the criminal background check vendor.

Individuals automatically disqualified are excluded from participation in any USA Boxing licensed competition and USA Boxing sanctioned events and/or activities as a USA Boxing Designee. Such individuals shall not be granted membership in USA Boxing.

#### **FREQUENCY OF CRIMINAL BACKGROUND CHECKS**

Criminal background checks will be refreshed every year or as otherwise required by law.

#### **AFFIRMATIVE DUTY TO DISCLOSE**

If a USA Boxing Designee is accused, arrested, indicted or convicted of a criminal offense set out above or other criminal offense against a child, it is the duty and responsibility of the USA Boxing Designee to immediately disclose this information to The USA Boxing Safe Sport Representative, Lynette Smith at [lsmith@usaboxing.org](mailto:lsmith@usaboxing.org) or (719) 866-2311.

#### **OTHER POTENTIALLY DISQUALIFYING FACTORS**

Even if an individual passes a criminal background check, USA Boxing may determine that an individual may be disqualified and prohibited from USA Boxing Designee status if the individual has:

- Been held liable for civil penalties or damages involving sexual or physical abuse of a minor;

- Been subject to any court order involving any sexual or physical abuse of a minor, including but not limited to domestic order or protection;
- A history with another organization (employment, volunteer, etc.) of complaints of sexual or physical abuse of minors; or
- Resigned, been terminated or been asked to resign from a position - paid or unpaid - due to complaint(s) of sexual or physical abuse of minors.

### **REVIEW OF DISQUALIFIERS**

USA Boxing will review its disqualifiers from time to time or as otherwise required or modified by law.

# POLICY 3:

## ATHLETE SAFETY POLICY

### COMMITMENT TO SAFETY

#### Overview

USA Boxing recognizes that the process for training and motivating athletes will vary with each coach, trainer and athlete, but it is nevertheless important for everyone involved in sport to support the use of motivational and training methods that avoid misconduct. USA Boxing falls under and complies with the U.S. Center for SafeSport's SafeSport Code for the U.S. Olympic and Paralympic Movement.

In the event that any USA Boxing member, USA Boxing Board of Director member, or USA Boxing Staff member either (i) observes misconduct as defined in this SafeSport Policy Handbook or (ii) has reported to him or her allegations of misconduct as defined in this SafeSport Policy Handbook, it is the personal responsibility of the individual to immediately report this to the USA Boxing SafeSport Representative, Lynette Smith at [lsmith@usaboxing.org](mailto:lsmith@usaboxing.org) or (719) 866-2311. If the alleged misconduct involves sexual abuse or sexualized behavior, the individual may report directly to the U.S. Center for SafeSport **Online:** <https://safesport.org/response-resolution/report> or via **Telephone:** (720)524-5640 or to USA Boxing SafeSport Representative, Lynette Smith at [lsmith@usaboxing.org](mailto:lsmith@usaboxing.org) or (719) 866-2311.

The USA Boxing member, Board of Director member or Staff member should not attempt to evaluate the credibility or validity of the allegations as a condition for reporting to USA Boxing. When potential criminal behavior has been reported to USA Boxing, USA Boxing shall report such allegation(s) to law enforcement authorities. Complaints and allegations will be addressed under the USA Boxing Enforcement Policy set out below.

#### Application

This Athlete Safety Policy applies to all USA Boxing members, Board of Director members and Staff members.

USA Boxing members shall refrain from all forms of misconduct, which include:

- Sexual Misconduct
- Physical Misconduct
- Emotional Misconduct
- Bullying
- Harassment
- Hazing

## PROHIBITED CONDUCT

### Sexual Misconduct

- (1) Any touching or non-touching sexual interaction that is (a) nonconsensual or forced, (b) coerced or manipulated, or (c) perpetrated in an aggressive, harassing, exploitative or threatening manner;
- (2) Any sexual interaction between an athlete and an individual with evaluative, direct or indirect authority. Such relationships involve an imbalance of power and are likely to impair judgment or be exploitative; or
- (3) 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.
- (4) Any act or conduct described as sexual abuse or misconduct under federal or state law (e.g. sexual abuse, sexual exploitation, rape).

**Note: An imbalance of power is always assumed between a coach and an athlete.**

### *Types of Sexual Misconduct*

Types of sexual misconduct include:

- (1) sexual assault,
- (2) sexual harassment,
- (3) sexual abuse, or
- (4) any other sexual intimacies that exploit an athlete. Minors cannot consent to sexual activity with an adult, and all sexual interaction between an adult and a minor is strictly prohibited.

### *Exceptions*

None

### *Examples*

Examples of sexual misconduct prohibited under this Athlete Safety Policy include, without limitation:

- (1) **Touching offenses.** Behaviors that include:
  - (a) fondling an athlete's breasts or buttocks
  - (b) exchange of reward in sport (e.g., team placement, scores, feedback) for sexual favors
  - (c) genital contact intended to provide sexual gratification
  - (d) sexual relations or intimacies between persons in a position of trust, authority and/or

### **Comment**

**Authority and Trust.** Once the unique coach-athlete relationship is established, the authority and trust on the part of the coach over the athlete shall be assumed, regardless of age. Accordingly, sexual interaction or intimacies between a coach and an athlete or other participant are prohibited, regardless of age, both during coaching and during that period following coaching if an imbalance in power could jeopardize effective decision-making.

- (2) **Non-touching offenses.** Behaviors that include:
- (a) discussing one's sex life with an athlete;
  - (b) asking an athlete about his or her sex life;
  - (c) requesting or sending a nude or partial-dress photo to an athlete;
  - (d) exposing athletes to pornographic material;
  - (e) sending athletes sexually explicit or suggestive electronic or written messages or photos (e.g. "sexting");
  - (f) deliberately or recklessly exposing an athlete to sexual acts;
  - (g) deliberately or recklessly exposing an athlete to nudity (except in situations where locker rooms and changing areas are shared);
  - (h) sexual harassment; specifically, the sexual solicitation, physical advances, or verbal or nonverbal conduct that is sexual in nature, and
    - a. is unwelcome, offensive or creates a hostile environment, and the offending individual knows or is told this; or
    - b. is sufficiently severe or intense to be harassing to a reasonable person in the context.

## **Child Sexual Abuse**

- (1) Any sexual activity with a child. Minors cannot consent to sexual activity with an adult, and any sexual interaction between an adult and a minor is strictly prohibited. This includes sexual contact with a child that is accomplished by deception, manipulation, force or threat of force, regardless of the age of the participants, and all sexual interactions between an adult and a child, regardless of whether there is deception or the child understands the sexual nature of the activity.

**Note concerning peer-to-peer child sexual abuse:** Sexual contact between minors also can be abusive. Whether or not a sexual interaction between children constitutes child sexual abuse turns on the existence of an aggressor, the age difference between the children, and/or whether there is an imbalance of power and/or intellectual capabilities.

- (2) Any act or conduct described as child sexual abuse under federal or state law.

### ***Exception***

None

### ***Examples***

Sexually abusive acts may include sexual penetration, sexual touching or non-contact sexual acts such as verbal acts, sexually suggestive electronic or written communications, exposure or voyeurism.

## **Physical Misconduct**

- (1) Contact or non-contact conduct that results in, or reasonably threatens to, cause physical harm to an athlete or other sport participants
- (2) Any act or conduct described as physical abuse or misconduct under federal or state law (e.g. child abuse, child neglect, assault).

### ***Exceptions***

Physical misconduct does not include generally-accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline or improving athlete performance.

### ***Examples***

Examples of physical misconduct prohibited by this Athlete Safety Policy include, without limitation:

- (1) **Contact offenses.** Behaviors that include:
  - (a) punching, beating, biting, striking, choking or slapping an athlete;
  - (b) intentionally hitting an athlete with objects or sporting equipment;
  - (c) providing alcohol to an athlete under the legal drinking age (under U.S. law);
  - (d) providing illegal drugs or non-prescribed medications to any athlete;
  - (e) encouraging or permitting an athlete to return to play pre-maturely following a serious injury (e.g., a concussion) and without the clearance of a medical professional;
  - (f) prescribing dieting or other weight-control methods without regard for the nutritional well-being and health of athlete.
- (2) **Non-contact offenses.** Behaviors that include:
  - (a) isolating an athlete in a confined space (e.g., locking an athlete in a small space);
  - (b) forcing an athlete to assume a painful stance or position for no athletic purpose (e.g. requiring an athlete to kneel on a harmful surface);
  - (c) withholding, recommending against or denying adequate hydration, nutrition, medical attention or sleep.

***Note: Bullying, harassment and hazing, addressed below, often involve some form of physical misconduct.***

## **Emotional Misconduct**

- (1) A pattern of deliberate, non-contact behavior that has the potential to cause emotional or psychological harm to an athlete. Non-contact behaviors include:
  - a. verbal acts
  - b. physical acts
  - c. acts that deny attention or support
- (2) Any act or conduct described as emotional abuse or misconduct under federal or state law (e.g. threats, intimidation, stalking).

### ***Exception***

Emotional misconduct does not include generally-accepted coaching methods of skill enhancement, physical conditioning, team building, discipline or improving athletic performance.

### ***Examples***

Examples of emotional misconduct prohibited by this Athlete Safety Policy include, without limitation:

- (1) **Verbal Acts.** (a) A pattern of verbal behaviors that attack an athlete personally in a degrading or belittling manner or (b) repeatedly and excessively yelling at a particular athlete or athletes in a manner that serves no productive training or motivational purpose.
- (2) **Physical Acts.** A pattern of physically aggressive behaviors, such as (a) throwing sport equipment, water bottles or chairs at, or in the presence of, participants; or (b) punching walls, windows or other objects.
- (3) **Acts that Deny Attention and Support.** (a) A pattern of ignoring an athlete for extended periods of time or (b) routinely or arbitrarily excluding participants from practice.

***Note: Bullying, harassment, and hazing, addressed below, often involve some form of emotional misconduct.***

## **Bullying**

- (1) An intentional, persistent and repeated pattern of committing or willfully tolerating physical and non-physical behaviors that are intended, or have the reasonable potential, to cause fear, humiliation or physical harm in an attempt to socially exclude, diminish or isolate the targeted athlete; or
- (2) Any act or conduct described as bullying under federal or state law.

### ***Exceptions***

Bullying does not include group or team behaviors that are reasonably designed to (a) establish normative team behaviors, or (b) promote team cohesion.

### ***Examples***

Examples of bullying prohibited by this Athlete Safety Policy include, without limitation:

- (1) **Physical behaviors.** Patterns of behavior that include (a) hitting, pushing, punching, beating, biting, striking, kicking, choking, or slapping an athlete; or (b) throwing at or hitting an athlete with objects such as sporting equipment.
- (2) **Verbal and emotional behaviors.** Patterns of behavior that include (a) teasing, ridiculing, intimidating; (b) spreading rumors or making false statements; or (c) using electronic communications, social media, or other technology to harass, frighten, intimidate or humiliate (i.e., cyber bullying).

### **Harassment**

- (1) A repeated pattern of physical and/or non-physical behaviors that (a) are intended to cause fear, humiliation or annoyance, (b) offend or degrade, (c) create a hostile environment or (d) reflect discriminatory bias in an attempt to establish dominance, superiority or power over an individual athlete or group based on gender, race, ethnicity, culture, religion, sexual orientation, gender expression or mental or physical disability; or
- (2) Any act or conduct described as harassment under federal or state law.

### ***Exceptions***

None

### ***Examples***

Examples of harassment prohibited by this Athlete Safety Policy include, without limitation:

- (1) **Physical offenses.** Patterns of behavior that include (a) hitting, pushing, punching, beating, biting, striking, kicking, choking or slapping an athlete or participant; or (b) throwing at or hitting an athlete with objects including sporting equipment.
- (2) **Non-physical offenses.** Patterns of behavior that include (a) making negative or disparaging comments about an athlete's sexual orientation, gender expression, disability, religion, skin color, or ethnic traits; (b) displaying offensive materials, gestures, or symbols; or (c) withholding or reducing playing time to an athlete based on his or her sexual orientation.

### **Hazing**

- (1) Coercing, requiring, forcing or willfully tolerating any humiliating, unwelcome or dangerous activity that serves as a condition for (a) joining a group or (b) being socially accepted by a group's members; or
- (2) Any act or conduct described as hazing under federal or state law

### ***Exception***

Hazing does not include group or team activities that are reasonably designed to (a) establish normative team behaviors or (b) promote team cohesion.

### ***Examples***

Examples of hazing prohibited by this Athlete Safety Policy include, without limitation:

- (1) requiring, forcing or otherwise requiring the consumption of alcohol or illegal drugs
- (2) tying, taping or otherwise physically restraining an athlete
- (3) sexual simulations or sexual acts of any nature
- (4) sleep deprivation, otherwise unnecessary schedule disruption or the withholding of water and/or food
- (5) social actions (e.g. grossly inappropriate or provocative clothing) or public displays (e.g. public nudity) that are illegal or meant to draw ridicule
- (6) beating, paddling or other forms of physical assault
- (7) excessive training requirements focused on individuals on a team

**Comment:** Activities that fit the definition of hazing are considered to be hazing regardless of an athlete's willingness to cooperate or participate.

### **WILLFULLY TOLERATING MISCONDUCT**

It is a violation of this Athlete Safety Policy if a USA Boxing member knows of misconduct in violation of this Policy, but fails to report such misconduct to the U.S. Center for SafeSport or the USA Boxing Safe Sport Representative, Lynette Smith at [lsmith@usaboxing.org](mailto:lsmith@usaboxing.org) or (719) 866-2311.

### **VIOLATIONS**

Violations of the Athlete Safety Policy shall be reported pursuant to the Reporting Policy and will be subject to penalties by the U.S. Center for SafeSport and USA Boxing Judicial Committee.

# POLICY 4: REPORTING

## REPORTING POLICY

**USA Boxing members shall report any misconduct as defined in USA Boxing Athlete Safety Policy or this Safe Sport Policy Handbook that he or she observes or that has been reported to him or her to The USA Boxing Safe Sport Representative, Lynette Smith at [lsmith@usaboxing.org](mailto:lsmith@usaboxing.org) or (719) 866-2311, in addition to law enforcement as required by any state or federal reporting requirements.** Reports of misconduct involving sexualized behaviors including boundary violations, grooming behaviors, child sexual abuse, sexual misconduct (romantic relationship with imbalance of power, sexual exploitations, sexual harassment, sexual assault and violence), sexualized bullying and sexualized hazing will be sent to the U.S. Center for SafeSport (**Online:** <https://safesport.org/response-resolution/report> or via **Telephone:** (720) 524-5640), the entity with jurisdiction over misconduct as described above. The Center also has discretionary jurisdiction over all other misconduct stated in the Policy 3, Athlete Safety Policy.

### **“Whistleblower” Protection**

Regardless of whether the allegation(s) is proven, USA Boxing will support the complainant(s) and his or her right to express concerns in good faith. USA Boxing will not encourage, allow or tolerate attempts from any individual to retaliate, punish or in any way harm any individual(s) who reports a concern in good faith. Such actions against a complainant may be grounds for disciplinary action.

### **Bad-Faith Allegations**

Submitting a knowingly false allegation is prohibited and may violate state criminal law and civil defamation laws. Such reports will be considered a violation of USA Boxing Safe Sport Policy Handbook and may be subject to penalty in accordance with Article 17 of the USA Boxing Bylaws.

## **Additional Considerations Regarding Reporting Sexual Misconduct**

### ***Grooming***

Because sexual abusers often “groom” children for abuse – the process used by offenders to select a child, to win the child’s trust (and the trust of the child’s parent or guardian), to manipulate the child into sexual activity and to keep the child from disclosing abuse – it is possible that a USA Boxing member may witness behavior intended to groom a child for sexual abuse. All questions or concerns related to inappropriate, suspicious or suspected grooming behavior should be directed **The U.S. Center for SafeSport, Online:** <https://safesport.org/response-resolution/report> or via **Telephone:** (720) 524-5640 or the USA Boxing Safe Sport Representation, Lynette Smith at [lsmith@usaboxing.org](mailto:lsmith@usaboxing.org) or (719) 866-2311.

### ***Peer-to-Peer Sexual Abuse***

Approximately 1/3 of all child sexual abuse occurs at the hands of other children and the obligation to report extends to peer-to-peer child sexual abuse. Whether or not a sexual interaction between children constitutes child sexual abuse turns on the existence of an aggressor, the age difference between the children, and/or whether there is an imbalance of power or intellectual capabilities. If you have any concerns that an interaction between children may constitute sexual abuse, report it to **The U.S. Center for SafeSport, Online: <https://safesport.org/response-resolution/report> or via Telephone: (720) 524-5640 or the USA Boxing Safe Sport Representative, Lynette Smith at [lsmith@usaboxing.org](mailto:lsmith@usaboxing.org) or (719) 866-2311 immediately.**

## **REPORTING PROCEDURE**

### **To Whom to Report**

Any report of sexual misconduct (see full description above) may be made directly to the U.S. Center for SafeSport via online reporting at (<https://safesport.org/response-resolution/report>) or via telephone, call (720) 524.5640. You may also contact **The USA Boxing Safe Representative, Lynette Smith** at [lsmith@usaboxing.org](mailto:lsmith@usaboxing.org) or (719) 866-2311 to report sexual misconduct and to report all other types of misconduct. In some cases, state and federal law imposes a duty to report any allegation of child physical or sexual abuse to relevant law enforcement authorities.

### **How to Report**

The U.S. Center for SafeSport (The Center) or USA Boxing will take a report in the way that is most comfortable for the person initiating a report including an anonymous, in-person, verbal or written report. Regardless of the method of reporting, it is helpful to The Center and USA Boxing to get the following information: (1) the name of the complainant(s); (2) the type of misconduct alleged; (3) the name(s) of the alleged victim(s); and (4) the name(s) of the individual(s) alleged to have committed the misconduct.

Individuals may complete an Incident Report Form. Information on this form will include:

- 1) the name(s) of the complainant(s)
- 2) the type of misconduct alleged
- 3) the name(s) of the alleged victim(s)
- 4) the name(s) of the individual(s) alleged to have committed the misconduct
- 5) the approximate dates the misconduct was committed
- 6) the names of other individuals who might have information regarding the alleged misconduct
- 7) a summary statement of the reasons to believe that misconduct has occurred

## **CONFIDENTIALITY AND ANONYMOUS REPORTING**

### **Confidentiality**

To the extent permitted by law, and as appropriate, The Center and USA Boxing will handle any report

it receives confidentially and discretely and will not make public the names of the complaint(s), potential victim(s), or accused perpetrator(s); however, The Center and USA Boxing may disclose such names on a limited basis when conducting an investigation or reporting to law enforcement authorities.

### **Anonymous Reporting**

The Center and USA Boxing recognizes it can be difficult to report an allegation of misconduct and strives to remove as many barriers to reporting as possible. Anonymous reports may be made without the formality of completing an Incident Report Form:

- by completing the Reporting Form without including their name; or
- by expressing concerns verbally to **The U.S. Center for SafeSport, Online:** <https://safesport.org/response-resolution/report> or via **Telephone: (720) 524-5640** or **the USA Boxing Safe Sport Representative** at (719) 866-2311.

Anonymous reporting may make it difficult for USA Boxing to investigate or properly address allegations.

### **HOW REPORTS ARE HANDLED**

#### **Suspicious or Allegations of Child Physical or Sexual Abuse**

##### ***Reporting to Law Enforcement and/or Child Protective Services***

The Center and USA Boxing report all allegations of child physical or sexual abuse to law enforcement authorities. These entities do not attempt to evaluate the credibility or validity of child physical or sexual abuse as a condition for reporting to appropriate law enforcement authorities. As necessary, however, The Center or USA Boxing may ask a few clarifying questions of the person making the report to adequately report the suspicion or allegation to law enforcement authorities.

\* For mandatory reporting laws, visit [www.childwelfare.gov](http://www.childwelfare.gov).

#### **Misconduct and Policy Violations**

The U.S. Center for SafeSport and USA Boxing address internally alleged Safe Sport Policy Handbook violations and misconduct, including Athlete Safety Policy violations that are not reportable under relevant state or federal law.

The Center may also investigate allegations of child physical or sexual abuse that are reportable, if such investigation does not interfere with any ongoing criminal investigation or prosecution for abuse. Such allegations may include:

- Abuse reported outside the relevant statutes of limitation

- Allegations of abuse that were reported to authorities, but: (a) legal authorities did not press criminal charges; or (b) criminal charges were filed, but not pursued to trial.

### **NOTIFICATION**

Following The Center's or USA Boxing's receipt of a credible allegation involving Safe Sport-related misconduct, The Center may consider the circumstances in which it will notify other parents of athletes with whom the accused individual may have had contact. In The Center's discretion, and as appropriate, The Center may notify relevant staff members, contractors, volunteers, parents, and/or athletes of any such allegation that (1) law enforcement authorities are actively investigating; or (2) that The Center is investigating internally. Advising others of an allegation may lead to additional reports of child physical or sexual abuse and other misconduct.

# **POLICY 5**

## **ENFORCEMENT**

### **ENFORCEMENT**

The enforcement of the policies contained in this Safe Sport Policy Handbook fall under the jurisdiction of the U.S. Center for SafeSport or the USA Boxing Judicial Committee. As such, The Center and Article 17 of the USA Boxing Bylaws govern the enforcement phase and set forth the penalties that may be imposed for any violation of this Safe Sport Policy Handbook.

Neither civil nor criminal nor USA Boxing statutes of limitation apply to reports of cases of sexual abuse.

[Article 17 of the Bylaws contemplates the Procedures that shall govern complaints filed pursuant to Article 17, which Procedures shall be posted on the USA Boxing website.