



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.

Any inquiries about the policies contained in this Safe Sport Policy Handbook should be directed to the USA Boxing membership email box at membership@usaboxing.org or via telephone 719-866-2323.

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.

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.

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.

POLICY 1: 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 US Center for SafeSport-approved awareness program every year.

POLICY 2:

CRIMINAL BACKGROUND CHECK

PURPOSE

The U.S. Olympic & Paralympic Movement is committed to the safety of athletes and participants involved in sport. The USOPC requires NGBs, PSOs, and HPMOs (hereinafter “Responsible Sport Organizations”) to conduct background checks in order to (a) foster a safe environment at the Olympic, Paralympic, Pan American, Parapan American, Youth Olympic Games, and other international sporting events as designated by the USOPC (collectively the “Delegation Events”), as well as Olympic & Paralympic Training Centers and Training Sites; (b) create a safe living, training, and competition environment for athletes and other individuals associated with Responsible Sport Organizations; and (c) protect persons at risk, including, but not limited to, minors and vulnerable adults.

All provisions of this policy are mandatory in substance and must be followed as applicable by USA Boxing Designees. This policy sets forth the minimum standards and outlines basic requirements for USA Boxing’s background check policies. The USA Boxing Criminal Background Check policy assists USA Boxing in promoting the safety and welfare of athletes.

NOTE: Due to reporting and other limitations, information from a background check should not be relied upon as the sole basis for selection, but rather, as an important indicator in the overall selection process.

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.

POLICY STATEMENT

I. Application

This policy applies to USA Boxing Designees 18 years of age or older:

A. USA Boxing employees and individuals that it formally authorizes, approves or appoints to (a) serve in a position of authority over or (b) have regular contact with athletes.¹

¹ Non-U.S. Citizen athletes, coaches, and personnel staying less than 14 days will be exempt from process if other safeguards to minimize risk can be put in place.

This shall include, but is not limited to, USA Boxing officials, coaches, board members, local affiliated administrator/directors, independent contractors, volunteers,² medical personnel, and other individuals authorized or nominated by USA Boxing to work with athletes or other sport participants while at a USA Boxing Training Site³ or competition event to which USA Boxing sends athletes.

C. All athletes and alternates and training partners, 18 years of age or older who are selected by USA Boxing to participate in national or international team, or Delegation Events. Individuals referenced in this subsection shall have 45 days after reaching the age of majority (18 years of age), to come into compliance with this background check policy.

D. All athletes and alternates and training partners⁴, 18 years of age or older that are selected by USA Boxing to train at any Olympic & Paralympic Training Center, USOPC High Performance Training Center, or USA Boxing Training Site.

E. Other individuals who have regular contact with athletes as determined by USA Boxing, in its discretion.

II. Background Check Search Components

A. Full Background Checks. All full background check screens will include at least the following search components:

1. Social Security Number validation;⁵
2. Name and address history records;
3. Two independent Multi-Jurisdictional Criminal Database searches covering 50 states plus DC, Guam, and Puerto Rico;
4. Federal District Courts search for each name used and district where the individual currently lives or has lived during the past seven years, going back the length of time records are available and reportable;
5. County Criminal Records for each name used and county where the individual currently lives or has lived during the past seven years, going back the length of time records are available and reportable for each county searched;
6. National Sex Offender Registry database search of all available states, plus DC, Guam, and Puerto Rico;
7. Multiple National Watch Lists;

² This policy may not apply to volunteers and others who only have incidental and observable contact with athletes at events.

³ The term "USA Boxing Training Site" refers to any facility/location that is own, managed, or operated by the Responsible Sport Organization and used by the Responsible Sport Organization or its athletes for competitions and/or training, recovery or coaching purposes

⁴ Non-U.S. Citizen training partners staying less than 14 days will be are exempt from process.

⁵ Or suitable alternative identification verification process as determined by the background check vendor.

8. SafeSport Disciplinary Records;⁶

9. Comprehensive International Records search U.S. citizens who have lived outside of the United States for six consecutive months in any one country, during the past seven years;⁷

10. Motor Vehicle Records of at least a 3-year history in the state of licensure; (if driving is required for position);

B. Supplemental Background Checks. All supplemental off year background check screens will be conducted using at least the following search components:

1. Multi-Jurisdictional criminal database covering 50 states plus DC, Guam, and Puerto Rico
2. Sex Offender Registry database searches of all available states, plus DC, Guam, and Puerto Rico; and
3. SafeSport Disciplinary Records.

III. Timeframe

A. Full background checks will be completed prior to the commencement of a new role or competition for all applicable individuals.

B. At a minimum, full background checks will be conducted on all applicable individuals every two years using at least the background check search components referenced in Section II.A.

C. A supplemental, partial, background check will be conducted in the off years using at least the background check search components referenced in Section II.B of the Background Check Procedures

IV. USA Boxing Training Sites

Each USA Boxing Training Site shall require criminal background checks in compliance with the background search components in Section II.A, for those individuals it formally authorizes, approves or appoints (a) to serve in a position of authority over athletes, or (b) to have regular contact with athletes.

V. Media

Individuals affiliated with the media, who are authorized or credentialed by USA Boxing to access a Training Site or attend a competition run by USA Boxing are required to undergo a criminal background check if they have unsupervised one-on-one interactions with athletes.

⁶ Until the process is automated, this component will not be enforced.

⁷ International record checks vary from country to country. The background check vendor will provide comparable search components depending on the laws of that specific country.

VI. Third-Party Vendors/Contractors

Contracts with third-party vendors/contractors that are (a) in a position of authority over or (b) in regular contact with athletes must include the background check requirements set forth in this policy. The contracts shall also specify that certification must be provided by the vendor/contractor upon request by the USA Boxing, to establish that the mandated background checks were conducted.

VII. Partner Programs

When partnering with community organizations for events, USA Boxing shall ensure that the partnership agreement includes language regarding background check requirements. The agreements shall also specify that certification must be provided by the community organization upon request by USA Boxing, to establish that the mandated background checks were conducted.

VIII. Background Check Report Review

- A. **USA Boxing-Initiated Background Checks:** Any USA Boxing-initiated background check that results in a report of a disposition or resolution of a criminal proceeding, other than an adjudication of not guilty,⁸ for any of the below criminal offenses will be subject to USA Boxing's policies and procedures to determine the individual's level of access and involvement:
1. Any felony⁹.
 2. Any misdemeanor involving:
 - a. All sexual crimes, criminal offenses of a sexual nature to include but not limited to; rape, child molestation, sexual battery, lewd conduct, possession and distribution of child pornography, possession and distribution of obscene material, prostitution, indecent exposure, public indecency, and any sex offender registrant;¹⁰
 - b. Any drug related offenses;
 - c. Harm to a minor and vulnerable person, including, but not limited to, offenses such as child abandonment, child endangerment/neglect/abuse, contributing to the delinquency of a minor, and DUI with a minor;

⁸ A "disposition or resolution of a criminal proceeding, other than an adjudication of not guilty" shall include, but is not limited to: an adjudication of guilt or admission to a criminal violation, a plea to the charge or a lesser included offense, a plea of no contest, any plea analogous to an *Alford* or *Kennedy* plea, the disposition of the proceeding through a diversionary program, deferred adjudication, deferred prosecution, disposition of supervision, conditional dismissal, juvenile delinquency adjudication, or similar arrangement, or the existence of an ongoing criminal investigation, a warrant for arrest, or any pending charges.

⁹ For purposes of these procedures, the term "felony" shall refer to any criminal offense punishable by imprisonment for more than one year.

¹⁰ Any participant that has been convicted of, received an imposition of a deferred sentence for, or any plea of guilty or no contest for any sexual crime, criminal offense of a sexual nature, and/or is a sex offender registrant must be reported

- d. Violence against a person (including crimes involving firearms and domestic violence);
- e. Stalking, harassment, blackmail, violation of a protection order and/or threats;
- f. Destruction of property, including arson, vandalism, and criminal mischief; and
- g. Animal abuse or neglect.

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 USA Boxing via email to membership@usaboxing.org or telephone 719-866-2323.
- 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 "cleared or "flagged" finding.

A cleared finding means that the background check vendor located no records that would disqualify the individual. A cleared 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 flagged finding means that the individual may be subject to disqualification; however, an individual with a flagged finding may seek an exemption from the USA Boxing Executive Director/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 USA Boxing via email at membership@usaboxing.org or telephone 719-866-2323.

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. USA Boxing is required by this Criminal Background Check policy to accept the findings of the criminal background check vendor.

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 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:** <http://USCenterForSafeSport.org/report-a-concern> or via **Telephone:** (720)524-5640 or to the USA Boxing Safe Sport mailbox at SafeSport@usaboxing.org or via telephone 719-866-2323.

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 evaluative and supervisory control over athletes or other sport participants.

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, the USA Boxing Safe Sport mailbox at SafeSport@usaboxing.org or via telephone 719-866-2323.

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:

MINOR ATHLETE ABUSE PREVENTION

INTRODUCTION

USA Boxing is committed to building a sport community where participants can work and learn together in an atmosphere free of emotional, physical, and sexual misconduct.

Authority: prevention training and policies

Federal law authorizes the U.S. Center for SafeSport to address the risk of emotional, physical, and sexual abuse of amateur athletes in the U.S. Olympic and Paralympic Movements. See: [Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017](#).

Prevention Training

Federal law authorizes the Center to develop training to prevent abuse, including emotional, physical, and sexual abuse, of any amateur athlete. USA Boxing offers *Core Center for SafeSport Training* related to the prevention of child abuse to: (1) adult members who are in regular contact with amateur athletes who are minors and (2) subject to parental consent, to members who are minors.

Prevention Policies

Federal law also authorizes the Center to develop policies and procedures for implementation by national governing bodies to prevent abuse, including emotional, physical, and sexual abuse, of any amateur athlete.

Application and implementation

The U.S. Olympic Committee, USA Boxing, Affiliate Group Members, Local Boxing Committees and member Clubs are required to follow these Minor Athlete Abuse Prevention Policies.

TERMINOLOGY

Covered Organizations: The U.S. Olympic & Paralympic Committee and a national governing body.

Jurisdiction: Authority or control.

Local Affiliated Organization (LAO) – USA Boxing Member Clubs: A regional, state, or local club or organization that is directly affiliated with an NGB or that is affiliated with an NGB by its direct affiliation with a regional or state affiliate of an NGB. A LAO does not include a regional, state, or local club or organization that is only a member of a National Member Organization of an NGB

Minor, child or minor athlete: An amateur athlete under 18 years of age.

Adult Members: Non-Athlete members; coach, official, administrator, physician¹

National Governing Body (NGB) – USA Boxing, Inc.: An amateur sports organization affiliated with a sport included on the program of the Olympic, Paralympic, or Pan-American Games, which is also recognized by the United States Olympic & Paralympic Committee (USOPC) pursuant to the Ted Stevens Olympic and Amateur Sports Act, 36 U.S.C. §§ 220501-220529. This definition shall also apply to the USOPC, or other sports entity approved by the USOPC, when they have assumed responsibility for the management and/or governance of a sport included on the program of the Olympic, Paralympic, or Pan-American Games.

National Member Organization – Affiliated Group Members and Local Boxing Committees (LBCs): A national organization that is directly affiliated with an NGB, over which the NGB has jurisdiction (without respect to whether the NGB has disciplinary authority over individual members of that national organization), and is: (a) an Amateur Sports Organization requesting sanction from a NGB; or (b) an Applicable Amateur Sports Organization under the Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017.

¹ Adult athletes who have regular contact with minor athletes will need to apply as a coach or official member.

PART I EDUCATION & TRAINING POLICY

A. Adults Required to Complete Mandatory Training

The following adults in USA Boxing, Affiliated Group Members, Local Boxing Committees (LBC), and member Clubs shall complete training concerning child abuse prevention:

- Adult members in USA Boxing, Affiliated Group Members, LBCs and member Clubs who have regular contact with amateur athletes who are minors
- An adult authorized by a USA Boxing, Affiliated Group Members, LBCs and member Clubs to have regular contact with or authority over an amateur athlete who is a minor
- Adult staff and board members of USA Boxing, Affiliated Group Members, LBCs and member Clubs

To satisfy the training obligations USA Boxing, its Affiliated Member Organizations, Local Boxing Committees and member Clubs shall adhere to parts A.1, A.2, and B, below, of this Education & Training Policy.

The Center's "Core Center for SafeSport Training" provides the required child abuse prevention training mandated by federal law.

1. Core Center for SafeSport Training

The above listed adults are required to complete training concerning child abuse prevention.

Training other than the Core Center for SafeSport Training does not satisfy this policy.

2. Refresher Course(s)

A refresher course is required on an annual basis (membership year) effective the calendar year following the completion of the Core Center for SafeSport Training for each of the above listed adults at USA Boxing. Policies, procedures and/or communications to said adults concerning refresher course requirements must be updated by September 1, 2019.

B. Minor Athletes

USA Boxing shall, subject to parental consent, annually offer and give training to members who are minors regarding prevention and reporting of child abuse. USA Boxing shall track:

- A description of the training(s);
- The date the training(s) was offered and given; and
- A description of how the training(s) was offered and given.

C. Exemptions

Exemptions from this Education & Training Policy may be made on a case-by-case basis for victims/survivors. Requests may be made directly to the U.S. Center for SafeSport, ngbservices@safesport.org, or to USA Boxing.

The Center will work with Covered Organizations regarding appropriate accommodations for persons with disabilities to satisfy the training requirements herein.

PART II REQUIRED PREVENTION POLICIES

A. Required policies

1. One-on-One Interactions, including meetings and individual training sessions
2. Massages and rubdowns/athletic training modalities
3. Locker rooms and changing areas
4. Social media and electronic communications
5. Local travel
6. Team travel.

B. Minor athletes who become adult athletes

With the exception of athletes who are members of the same team, Minor Athletes who reach the age of majority (i.e. 18 years of age) must adhere to the provisions found in the Minor Athlete Abuse Prevention Policies when interacting with minor athletes who are 14 years of age or younger.

Minor Athletes who reach the age of majority and then obtain a position of authority that presents a power imbalance, such as becoming a coach or official, must also comply with these prevention policies regardless of the age of the minor athletes with whom they will interact.

PART III REQUIRED POLICIES FOR ONE-ON-ONE INTERACTIONS

The majority of child sexual abuse is perpetrated in isolated, one-on-one situations. By reducing such interactions between children and adults, programs reduce the risk of child sexual abuse. However, one-on-one time with trusted adults is also healthy and valuable for a child. Policies concerning one-on-one interactions protect children while allowing for these beneficial relationships.

A. Mandatory Components

1. USA Boxing policies must include components a. through e.

a. Application

This policy shall apply to:

- 1) Adult members at a facility that is either partially or fully under the jurisdiction of USA Boxing;
- 2) Adult members who have regular contact with amateur athletes who are minors;
- 3) Any adult authorized by USA Boxing to have regular contact with or authority over an amateur athlete who is a minor; and
- 4) Adult staff and board members of USA Boxing.

(Collectively "Applicable Adult" for the purposes of this policy.)

b. Observable and interruptible

- One-on-one interactions between a minor athlete and an Applicable Adult (who is not the minor's legal guardian) at a facility partially or fully under our jurisdiction are permitted if they occur at an observable and interruptible distance by another adult.
- One-on-one interactions between minor athletes and an Applicable Adult (who is not the minor's legal guardian) at a facility partially or fully under our jurisdiction are prohibited, except in the circumstances described in subpart d. of this section and under emergency circumstances.

c. Meetings

Meetings between Applicable Adults and minor athletes at a facility partially or fully under our jurisdiction may only occur if another adult is present, except under emergency circumstances. Such meetings must occur where interactions can be easily observed and at an interruptible distance from another adult.

- If a one-on-one meeting takes place in an office at a facility partially or fully under our jurisdiction, the door to the office must remain unlocked and open. If available, it will occur in an office that has windows, with the windows, blinds, and/or curtains remaining open during the meeting.

d. Meetings with mental health care professionals and health care providers

If a mental health care professional and/or health care provider meets with minor athletes at a facility partially or fully under our jurisdiction, a closed-door meeting may be permitted to protect patient privacy provided that: (1) the door remains unlocked; (2)

another adult is present at the facility; (3) the other adult is advised that a closed-door meeting is occurring; and (4) written legal guardian consent is obtained in advance by the mental health care professional and/or health care provider, with a copy provided to our organization.

e. Individual training sessions

Individual training sessions between Applicable Adults and minor athletes are permitted at a facility partially or fully under our jurisdiction if the training session is observable and interruptible by another adult. It is the responsibility of the Applicable Adult to obtain the written permission of the minor's legal guardian in advance of the individual training session if the individual training session is not observable and interruptible by another adult. Permission for individual training sessions must be obtained at least every six months. Parents, guardians, and other caretakers must be allowed to observe the training session.

REQUIRED POLICIES FOR MESSAGES AND RUBDOWNS/ATHLETIC TRAINING MODALITIES

A. Mandatory components

1. USA Boxing must include components a. and b.

a. Application

This policy shall apply to:

- 1) Adult members at a facility that is either partially or fully under the jurisdiction of USA Boxing;
- 2) Adult members who have regular contact with amateur athletes who are minors;
- 3) Any adult authorized by a USA Boxing to have regular contact with or authority over an amateur athlete who is a minor; and
- 4) Adult staff and board members of USA Boxing.

(Collectively "Applicable Adult" for the purposes of this policy.)

b. Massage or rubdown/athletic training modality

Any massage or rubdown/athletic training modality performed at a facility or a training or competition venue must be conducted in an open and interruptible location. Any massage of a minor athlete must be done with at least one other adult present and must never be done with only the minor athlete and the person performing the massage or rubdown/athletic training modality in the room.

REQUIRED POLICIES FOR LOCKER ROOMS AND CHANGING AREAS

A. Mandatory Components

1. USA Boxing must include components a. through f.

a. Application

This policy shall apply to:

- 1) Adult members at a facility that is either partially or fully under the jurisdiction of USA Boxing;
- 2) Adult members who have regular contact with amateur athletes who are minors;
- 3) Any adult authorized by USA Boxing to have regular contact with or authority over an amateur athlete who is a minor; and
- 4) Adult staff and board members of USA Boxing.

(Collectively “Applicable Adult” for purposes of this policy.)

b. Non-exclusive facility

If our organization uses a facility not fully under our jurisdiction (for, e.g., training or competition or similar events) and the facility is used by multiple constituents, Applicable Adults in categories 1 through 4 are nonetheless required to adhere to the rules set forth herein.

c. Use of recording devices

Use of any device’s (including a cell phone’s) recording capabilities, including voice recording, still cameras and video cameras in locker rooms, changing areas, or similar spaces at a facility under our organization’s jurisdiction is prohibited. Exceptions may be made for media and championship celebrations, provided that such exceptions are approved by USA Boxing, Affiliated Group Member, LBC or member Club and two or more Applicable Adults are present.

d. Undress

Under no circumstances shall an unrelated Applicable Adult at a facility under our organization’s jurisdiction intentionally expose his or her breasts, buttocks, groin, or genitals to a minor athlete.

e. One-on-one interactions

- Except for athletes on the same team/club, at no time are unrelated Applicable Adults permitted to be alone with a minor athlete in a locker room or changing area when at a facility under our partial or full jurisdiction, except under emergency circumstances.
- If our organization is using a facility that only has a single locker room or changing area, we will designate separate times for use by Applicable Adults, if any.

f. Monitoring

Our organization regularly and randomly monitors the use of locker rooms and changing areas at facilities under our jurisdiction to ensure compliance with these policies.

REQUIRED POLICIES FOR SOCIAL MEDIA & ELECTRONIC COMMUNICATIONS

A. Mandatory components

1. USA Boxing must include components a. through d.

a. Application

This policy shall apply to:

- 1) Adult members who have regular contact with amateur athletes who are minors;
- 2) Any adult authorized by USA Boxing to have regular contact with or authority over an amateur athlete who is a minor; and
- 3) Adult staff and board members at USA boxing.

(Collectively “Applicable Adult” for the purposes of this policy.)

b. Content

All electronic communication originating from Applicable Adults to minor athletes must be professional in nature.

c. Open and transparent

- Absent emergency circumstances, if an Applicable Adult with authority over minor athletes needs to communicate directly with a minor athlete via electronic communications (including social media), another Applicable Adult or the minor’s legal guardian will be copied.
- If a minor athlete communicates to the Applicable Adult (with authority over the minor athlete) privately first, said Applicable Adult should respond to the minor athlete with a copy to another Applicable Adult or the minor’s legal guardian.
- When an Applicable Adult with authority over minor athletes communicates electronically to the entire team, said Applicable Adult will copy another adult.
- Minor athletes may “friend” the organization’s official page.

d. Requests to discontinue

Legal guardians may request in writing that their minor athlete not be contacted through any form of electronic communication by the organization or by the Applicable Adults subject to this policy. The organization will abide by any such request that their minor athlete not be contacted via electronic communication, absent emergency circumstances.

REQUIRED POLICIES FOR LOCAL TRAVEL

A. Mandatory Components

1. USA Boxing must include components a. and b. Local travel consists of travel to training, practice, and competition that occurs locally and does not include coordinated overnight stay(s).

a. Application

This policy shall apply to:

- 1) Adult members who have regular contact with amateur athletes who are minors;
- 2) Any adult authorized by a USA Boxing to have regular contact with or authority over an amateur athlete who is a minor; and
- 3) Adult staff and board members at USA Boxing.

(Collectively “Applicable Adult” for the purposes of this policy.)

b. Transportation

Applicable Adults who are not also acting as a legal guardian, shall not ride in a vehicle alone with an unrelated minor athlete, absent emergency circumstances, and must have at least two minor athletes or another adult at all times, unless otherwise agreed to in writing by the minor athlete’s parent/legal guardian upon annual membership.

REQUIRED POLICIES FOR TEAM TRAVEL

A. Mandatory components

1. USA Boxing must include components a. through d. Team travel is travel to a competition or other team activity that the organization plans and supervises.

a. Application

This policy shall apply to:

- 1) Adult members who have regular contact with amateur athletes who are minors;
- 2) Any adult authorized by USA Boxing to have regular contact with or authority over an amateur athlete who is a minor; and
- 3) Adult staff and board members at USA Boxing.

(Collectively “Applicable Adult” for the purposes of this policy.)

b. Team/competition travel

When only one Applicable Adult and one minor athlete travel to a competition, the minor athlete must have his/her legal guardian’s written permission upon annual membership.

c. Hotel rooms

Applicable Adults shall not share a hotel room or other sleeping arrangement with a minor athlete (unless the Applicable Adult is the legal guardian, sibling, or is otherwise

related to the minor athlete). However, a parent/legal guardian may consent to such an arrangement in advance and in writing. Furthermore, a parent/legal guardian may consent in advance and in writing to the minor athlete sharing a hotel room or other sleeping arrangement with an adult athlete.

d. Meetings

Meetings shall be conducted consistent with the organization's policy for one-on-one interactions (i.e., any such meeting shall be observable and interruptible).

APPENDIX A TRAINING ACCESS REQUIREMENTS

ACCESS

The U.S. Center for SafeSport makes required prevention training free to those individuals to whom the Education & Training Policy applies. Free access for individuals with National Member Organizations should be submitted by the relevant NGB and approved in writing by the Center.

REQUIREMENTS

Free access is contingent on USA Boxing's complying with the following training access requirements. In delivering the training, Covered Organizations shall not:

- Post the access code, coupon, or other access information publicly;
- Post U.S. Center for SafeSport Core or Refresher online training content developed by the Center on a public site without the Center's prior written consent;
- Make such training available to organizations other than Covered Organizations, as submitted to and approved by the Center;
- Charge a separate fee for the Center's training;
- Advertise the Center's training as free to anyone other than those individuals to whom the policy applies; and
- Refer to the Center's training as a "certification," or to individuals who have completed the training as "certified" or "licensed." (Instead, it shall be referred to as a "completion".)

POLICY 5: 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 Membership mailbox at Membership@usaboxing.org or via telephone 719-866-2323, 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:** <http://USCenterForSafeSport.org/report-a-concern> 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 and Policy 4, Minor Athlete and Abuse Prevention Policies.

“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:** <http://USCenterForSafeSport.org/report-a-concern> or via **Telephone:**

(720) 524-5640 or the USA Boxing Membership mailbox at Membership@usaboxing.org or via telephone 719-866-2323.

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:** <http://USCenterForSafeSport.org/report-a-concern> or via **Telephone: (720) 524-5640** or the USA Boxing Membership mailbox at Membership@usaboxing.org or via telephone 719-866-2323.

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 (<http://USCenterForSafeSport.org/report-a-concern>) or via telephone, call (720) 524.5640. You may also contact the USA Boxing Safe Sport mailbox at SafeSport@usaboxing.org or via telephone 719-866-2323.

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:** <http://USCenterForSafeSport.org/report-a-concern> or via **Telephone: (720) 524-5640** or the **USA Boxing Safe Sport Representative** at (719) 866-2323.

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.

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 6

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.