



USA Field Hockey Athlete Safety Policy



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Introduction

The safety of its participants is of utmost importance to USA Field Hockey. This includes both on-field and off-field safety.

This document is intended to protect USA Field Hockey participants from physical, sexual, mental and other forms of abuse and misconduct – more specifically discussed in the Prohibited Conduct Section – that are harmful to athletes of any age. This policy is applicable to athletes, coaches, USA Field Hockey staff, USA Field Hockey board members, administrators, volunteers, officials, and parents during all USA Field Hockey related activities, as more fully discussed in Application Section.

The Athlete Safety handbook includes the various policies that apply to all USA Field Hockey national, club and sanctioned programs. By combining these elements into a comprehensive Safe Sport program, USA Field Hockey intends to create the safest possible environment for participation in the sport of field hockey.

USA Field Hockey reserves the right to amend this Policy as necessary.

Nothing contained in this policy is intended to supersede, replace, or otherwise abrogate the USA Field Hockey Bylaws, the Ted Stevens Olympic and Amateur Sports Act, USOPC Bylaws or the U.S. Center for SafeSport Code for the U.S. Olympic and Paralympic Movements.

Application

This policy is applicable to the following individuals (collectively, “Participants”). These persons are:

- A member or license holder of USA Field Hockey;
- An employee or board member of USA Field Hockey;
- Within the governance or disciplinary jurisdiction of USA Field Hockey;
- Authorized, approved, or appointed by USA Field Hockey to have regular contact with or authority over Minor Athletes.

Prohibited Conduct

USA Field Hockey Participants shall refrain from misconduct, including the following most common types of misconduct:

- Sexual misconduct
- Emotional misconduct
- Physical misconduct
- Bullying
- Harassment (including sexual harassment)
- Hazing

Definitions of the foregoing, examples and exceptions may be found in the U.S. Center for SafeSport Code <https://safesport.org/files/index/tag/policies-procedures>.

All forms of prohibited conduct are intolerable and in direct conflict with the Olympic Ideals.

Education and Awareness Training

Education is a key component of any abuse and misconduct prevention strategy. Awareness training provides participants with relevant information necessary to more effectively monitor their organization, minimize the opportunities for physical and sexual abuse and other types of misconduct, and respond to concerns. It is also a strong statement that the organization places a priority on participant safety.

Beginning March 15, 2018, USA Field Hockey requires SafeSport education and training for (a) individuals in the SafeSport Background Screening Pool (outlined below), and (b)

all USA Field Hockey staff, Board of Directors and Committee Members (collectively, the “SafeSport Training Pool”). USA Field Hockey also encourages athletes in the US Anti-Doping (USADA) Registered Testing Pool (RTP) as well as all other athletes, parents and anyone else involved in this sport to take the USADA training.

The SafeSport Background Screening Pool includes the following:

- 1) Those with a position of authority over, or have frequent contact with athletes, including, but not limited to:
 - a) Staff,
 - b) Coaches,
 - c) Umpires and
 - d) Volunteers who have regular contact with/authority over minor athletes
- 2) Any non-athlete individual, or athlete, that USA Field Hockey authorizes to train, stay, or work at an Olympic Training Center

USA Field Hockey requires completion of the education and training prior to any Coach or Umpire membership becoming current. For all other individuals training must take place within 20 days of employment, accepting a board position or appointment to a USA Field Hockey Committee.

USA Field Hockey will track all SafeSport Training Pool education and training, all training will be tracked within USA Field Hockey’s CRM Software. For all coach and umpire members, SafeSport training must be completed before receiving a current membership.

SafeSport Training is available through the USA Field Hockey Membership system.

Screening & Background Checks

Purpose of a Screening Policy

- Protect our members from known offenders to ensure they do not have access to USA Field Hockey athletes.
- Help insulate USA Field Hockey, its staff, programs and volunteers from liability that could arise from allowing a previous offender to have access to children.

USA Field Hockey Screening

USA Field Hockey shall conduct a screening background check at least every two years for those individuals it formally authorizes, approves or appoints to the SafeSport Background Screening Pool. For purposes of clarification, USA Field Hockey is considered to formally authorize, approve or appoint an individual in instances where USA Field Hockey has control over the appointment process.

Beginning February 23, 2018, all USA Field Hockey Coaches and Umpires who are under 18 also fall under the background check requirement for those people in the SafeSport Background

Screening Pool. Coaches, Umpires and Athletes who are turning 18 during the season must complete SafeSport training and Background Screening prior to any contact with minors after their birthday.

As to members of the SafeSport Background Screening Pool newly taking a role, USA Field Hockey requires background screening prior to contact with athletes, and in any event within thirty (20) days of the commencement of the new role.

USA Field Hockey tracks all SafeSport Background Screening Pool background screening and performs periodic checks to ensure compliance with this policy.

Responding to Abuse and Other Misconduct

USA Field Hockey and its Participants are subject to the U.S. Center for SafeSport (the “Center”) Code ([Click Here](#)) for the investigation and resolution of SafeSport violations.

The Center has the exclusive jurisdiction to investigate and resolve Participant conduct involving (a) sexual misconduct; and (b) prohibited conduct under the Center’s Code that is reasonably related to the underlying allegation of sexual misconduct. The Center also has discretionary authority over other alleged violations of any prohibited conduct under the Code.

All issues falling within USA Field Hockey’s jurisdiction (i.e., outside of the Center’s authority) are addressed by USA Field Hockey – employee/volunteer matters will be handled pursuant to employee policies and procedures, and issues falling under the Ted Stevens Olympic and Amateur Sports Act (the “TSOASA”) will, after a preliminary determination (described below), be reviewed and investigated in accordance with the USA Field Hockey Response and Resolution Policy, [available here](#), and Sections 10.14 and 10.15 in the USA Field Hockey Bylaws.

Reporting

The Center accepts all reports of sexual abuse and child abuse within the U.S. Olympic and Paralympic Movement. [Report here](#) if you have reasonable suspicion of sexual misconduct or harassment, child abuse (including child sexual abuse), or intimate relationships involving an imbalance of power.

The Center also accepts reports of emotional and physical misconduct (including but not limited to bullying, hazing, stalking, and harassment) within the U.S. Olympic and Paralympic Movement. Reports of emotional and physical misconduct, and MAAPP violations, can also be reported directly to your sport's national governing body (NGB).

Reporting a Concern to the Center:

- Online: [Click Here](#)
- Phone: 833-5US-SAFE (833-587-7233)

Reporting to USA Field Hockey:

- Email: fieldhockeysafe@usafieldhockey.com
- Form: [Safe Sport Misconduct Reporting Form](#)

Reporting alleged criminal conduct to USA Field Hockey or the Center will not satisfy any individual mandatory reporting requirements under state or federal law. [Click here](#) to view state-by-state mandatory reporting laws to determine your reporting obligations and options.

[Minor Athlete Abuse Prevention Policies](#) apply to all Adult Participants (including adult athletes) defined as those who interact with and have direct and frequent contact with minor athletes. Please note non-compliance with [Minor Athlete Abuse Prevention Policies](#) is a violation of the U.S. Center for SafeSport Code. Please report all Minor Athlete Abuse Prevention Policy violations to FieldHockeySafe@usafieldhockey.com.

USA Field Hockey forwards any reports falling under the Center's jurisdiction to the Center and addresses all other matters, including MAAPP violations, and emotional and physical misconduct.

REPORTING TO EITHER THE CENTER OR USA FIELD HOCKEY MAY BE MADE ANONYMOUSLY.
THERE ARE NO FILING FEES ASSOCIATED WITH INITIATING A REPORT.

Regardless of whether the allegation(s) is proven, USA Field Hockey will support the complainant(s) and their right to express concerns in good faith. USA Field Hockey 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. For questions regarding retaliation, please review the USA Field Hockey Response and Resolution Policy.

All suspicions/allegations of child physical or sexual abuse are reported to the appropriate law enforcement authorities. USA Field Hockey does not investigate suspicions/allegations of child physical or sexual abuse or attempt to evaluate the credibility or validity of such allegations as a condition for reporting to the appropriate law enforcement authorities.

Monitoring and Supervision of the Program

The Monitoring and Supervision aspect of a SafeSport Program considers how the programs involved monitor, supervise, and ensure that the other aspects of the program (i.e. implementation and enforcement of MAAPP policies, training requirements, screening requirements, responding to adjudication procedures, etc.) are being followed, and how they may be improved, so that they result in a safe environment for the participants.

Monitoring and supervision must occur at different levels within USA Field Hockey:

National Level – USA Field Hockey

USA Field Hockey shall monitor compliance with the USA Field Hockey's SafeSport Programs and MAAPP (Minor Athlete Abuse Prevention Policies) Policies in all Clubs.

USA Field Hockey shall ensure that all required training and background screenings have occurred as set forth in this policy.

USA Field Hockey shall promptly address any reports of abuse and misconduct and make all such reports as are required under the USA Field Hockey SafeSport Program or applicable law, and shall monitor and supervise the Club Programs to ensure all such reports are made.

National Team Coaches

The head coach for each team shall be responsible for monitoring his or her team to ensure that all sport areas are being properly supervised in accordance with the SafeSport policies, MAAPP Policies and that the team's travel is conducted in accordance with the MAAPP Travel Policy.

It is recognized that the head coach may not be always personally responsible for direct supervision of each of these areas and may delegate responsibility to team personnel for certain activities as necessary, to ensure compliance.

Club Programs

USA Field Hockey Club Programs and their administrators shall ensure that the Program institutes and enforces compliance of its teams with all parts of this SafeSport policy and MAAPP Policies.

Club Programs shall monitor their personnel to ensure that the Program's coaches, participants, administrators, and other volunteers who will have routine access to youth participants have

completed the required training in accordance with the Education and Awareness Section of the Athlete Safety Policy.

Club Programs shall promptly address any reports of abuse and misconduct and make all such reports as are required under the USA Field Hockey SafeSport Program or applicable law. Club Programs shall not investigate reports of misconduct and must report any incidents to USA Field Hockey through the above reporting mechanisms.

Interim Measures

If the reported complaint indicates that a Participant's continued employment, membership or participation poses a risk of ongoing physical or emotional harm, USA Field Hockey may institute interim measures and/or suspend the accused individual after a hearing has occurred pending final resolution of the complaint to eliminate any potential for danger to an athlete, sport participant or other individual. Except for employee/volunteer issues (over which USA Field Hockey has exclusive jurisdiction), USA Field Hockey will provide the Participant with notice and offer them an opportunity to contest the suspension as further detailed in USA Field Hockey Bylaws, Article 4, as well as in the USA Field Hockey Response and Resolution Policy.

Appeal Rights

Any Ted Stevens Olympic and Amateur Sports Act suspension before final resolution may be appealed to the American Arbitration Association (AAA) at the written request of the accused individual within 30 days of the suspension as further detailed in USA Field Hockey Bylaws, Section 17.