



**Board of Directors Meeting Minutes
Via Teleconference**

Present, November 12, 2013

Mary Berdo
Anthony Gulotta
Shawn Hindy
Jim Johnson
Kate Kinnear
Carrie Lingo
Susan Nottingham
Rene Zelkin

Staff

Steve Locke, Executive Director
Janet Paden, CFO and Secretary to the Board
Joe Gote, Chair of Safe Sport Committee

Tuesday, November 12, 2013

9:00pm ó 9:50pm EST

1. Call to Order ó Rene Zelkin
2. Roll Call ó Janet Paden
3. Steve ó Safe Sport ó it is important to ratify policies developed between USFHA and USOC. Joe has spent a lot of time creating the document you have in front of you.
4. Joe: USOC mandating safe sport program be in place by the end of the year. Moving forward, first challenge was that the policies themselves are not in place within USFHA. Purpose of document was to put together policies that are contained herein, in place, because there isn't anything in the bylaws today giving the authority to act on things in these policies (hazing, sexual abuse, etc). In the document, there's adjudication of those claims, leading to temporary or permanent membership suspension, as a sanction.

Document is long and legalistic, but it contains due process requirements that are necessary in order to effectively implement and enforce a program like this. On committee, there's a military judge, one that's done quite a bit of investigative work, and a teacher. Joe's a lawyer of 25 years. Diverse group.

5. Anthony: is it the intent of the group that authored this, to stay together after the program is launched? Steve: intent is to keep committee together. Anthony questioned if background checks had been performed on the members of the group. Every member is either a coach or official so have been background checked. Have not signed an NDA. Joe: probably a good thing to do. Joe: committee will continue though this is a bigger challenge than what they expected. Lots of potential liabilities. Complicated investigative procedure for sexual abuse. There is some experience on the committee. It would be better to have USOC to have on staff people that are doing this all the time, across all sports. USOC gave quite a few guidelines for the NGBs to follow; little unclear as to what the USOC is looking for insofar as implementation, how to judge if the program is done correctly, etc.
6. Steve: NGB directors agree this provides for inconsistencies, interpretation, and loopholes.
7. Shawn joined at 7:22pm.
8. Anthony: is the adjudication is more to move somebody out of our organization, and that's it basically? We're not suing them? Joe: there are other sanctions we can impose. We can fine them or specifically says we can suspend in the way we feel just (from everything, from contact with players, from contact with youth players, etc). Anthony: what would our liability be? Joe: if we've done what we have as our policies, then we're not liable for anything. The biggest liability is not giving somebody due process or it all needs to be investigated. With Swimming, they had the program in place a while ago. It was very high profile or they have a 44 page handbook. Susan: worked with nominating committee, I warned them that this was as serious as it could be. Really needed people with judicial/legal experience, experience with investigations, feel very good about the group that worked on this. Rene: from the beginning of the program, how does it move? Joe: program would be approved and then effective on Dec 1st, as of that date it's open for complaints. Can submit complaints from the past. Have obligation to investigate; then submit recommendation and that individual can request a hearing of the committee based on their decision.

Motion made by Susan Nottingham and seconded by Anthony Gulotta to adopt the resolution in order to comply with USOC's mandated safe sport program as put forth.

All in favor: 8. None opposed, no abstentions.

Steve thanked Joe for all the hours he put into this project; Rene thanked Joe on behalf of the Board as well.

Motion made by Susan Nottingham and seconded by Shawn Hindy to adjourn the meeting at 9:50pm EST.

All in favor: 8. None opposed, no abstentions.