

## USA GOLF SAFESPORT POLICY

### **I. INTRODUCTION**

USA GOLF is committed to ensuring the safety of its athletes and other participants involved in the organization. Unfortunately, sport can be a high-risk environment for misconduct, including but not limited to, child physical and sexual abuse. Accordingly, USA GOLF hereby adopts this Safe Sport Policy to set forth the appropriate standards of conduct applicable to (1) USA GOLF employees, staff and board members; (2) athletes USA GOLF designates for the USADA required testing pools; (3) individuals USA GOLF formally authorizes, approves or appoints: (a) to a position of authority over athletes; or (b) to have frequent contact with athletes; and (4) any individual deemed applicable by the U.S. Center for SafeSport as set forth herein.

### **II. PROHIBITED MISCONDUCT**

#### **A. USA GOLF strictly forbids the following forms of misconduct:**

- (1) Bullying
- (2) Hazing
- (3) Harassment (including sexual harassment)
- (4) Emotional misconduct
- (5) Physical misconduct
- (6) Sexual misconduct
- (7) Any other misconduct identified by the Center and set forth in the Code (defined below)

#### **B. Prohibited misconduct shall also include, without limitation:**

- (1) Romantic or sexual relationships, which began during the sport relationship between athletes or other participants and those individuals that: (i) have 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 are deemed to have this direct supervisory or evaluative control and are in a position of power and trust over those athletes or participants they coach.
- (2) Violations of USA GOLF's Minor Athlete Abuse Prevention Policy ("MAAPP").

**III. DEFINITIONS.** To enhance safe sport practices and to investigate and resolve safe sport violations, USA GOLF has agreed to comply with the safe sport policies of the U.S. Center for SafeSport (the "**Center**") and has incorporated by reference the provisions of the SafeSport Code for the U.S. Olympic and Paralympic Movement (the "**Code**"), including its appendices and definitions, 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).

### **IV. CRIMINAL BACKGROUND CHECKS**

USA GOLF requires criminal background checks for any individual age 18 and older that: (a) currently is, or was at the time of a possible violation of the Code, within the governance or disciplinary jurisdiction of USA GOLF or who is seeking to be within the governance or disciplinary jurisdiction of USA GOLF; (b) is an athlete or non-athlete Participant (as defined in the Code) that USA GOLF or the USOPC formally authorizes, approves or appoints to a position of authority over athletes or to have

frequent contact with athletes, or (c) USA GOLF identifies as being within the Center’s jurisdiction, (collectively, “**Participant**”). USA GOLF is considered to formally authorize, approve, or appoint an individual in instances where USA GOLF has control over the appointment process. Background checks shall be conducted and considered prior to authorization, approval or appointment of a Participant and no less than once every two (2) years thereafter. The extent of the background checks conducted by USA GOLF shall be commiserate with the position being considered. USA GOLF shall regularly monitor and verify compliance of its background check program.

For the avoidance of doubt, USA GOLF considers the following individuals Participants: USA GOLF executive director and staff, USA GOLF Board of Directors, USA GOLF provided trainers, caddies, coaches, volunteers, competition officials, and team leaders.

## **V. EDUCATION AND TRAINING**

- A.** USA GOLF Participants will be provided training and materials that provide sufficient understanding of all misconduct set forth in Section II herein, including, without limitation, USA GOLF’s MAAPP and sexual abuse as well as “grooming” – the most common strategy used by offenders to seduce victims. Using a combination of attention, affection and gifts, offenders win the victim’s trust (and the trust of the victim’s parent or guardian where the victim is a minor), manipulate the victim into sexual activity, and keep the victim from disclosing abuse.
- B.** To educate relevant individuals on misconduct and the requirements of the Safe Sport Athlete Safety Standards and USA GOLF’s MAAPP, all Participants shall be provided access to USA GOLF’s MAAPP, must complete criminal background checks and participate in SafeSport’s Core Center for SafeSport Training prior to: (i) regular contact with an amateur athlete who is a minor begins; or (ii) within the first 45 days of initial membership, before they shall be permitted contact with athletes. Additionally, all Participants shall be retrained annually to ensure that safety remains a priority. USA GOLF shall regularly monitor and verify the successful completion of education and training programs of the relevant individuals. USA GOLF shall also offer training to minors (upon parental consent) and parents of minors, in the instances where minors participate in USA GOLF.

This training will focus on USA GOLF’s MAAPP and the seven categories of misconduct:

- (1) Sexual misconduct, including child sexual abuse
- (2) Emotional misconduct
- (3) Physical misconduct
- (4) Bullying
- (5) Harassment
- (6) Hazing
- (7) Any other misconduct identified by the Center and set forth in the Code

## **VI. REPORTING**

### **A. Reporting Generally**

Participants, employees, coaches, contracted staff, volunteers, board members, committee and task force members, must report:

- (1) Violations of USA GOLF’s Safe Sport Policy;
- (2) Violations of USA GOLF’s MAAPP;
- (2) Suspicions or allegations of child physical or sexual abuse.

### **B. Reporting Child Physical or Sexual Abuse**

Participants, employees, coaches, contracted staff, volunteers, board members, committee and task force members are required to report rumors, suspicions or allegations of child sexual abuse by a colleague or co-worker, to:

1. Directly to the Center;
2. The Executive Director of USA GOLF; and
3. Where applicable, appropriate law enforcement authorities.

Participants, employees, coaches, contracted staff, volunteers, board members, committee and task force members are required to report rumors, suspicions or allegations of non-sexual child abuse and/or violations of the USA GOLF MAAPP by a colleague or co-worker, to:

1. The Executive Director of USA GOLF; and
2. Where applicable, appropriate law enforcement authorities.

### **C. How to Report**

USA GOLF will receive a report in the way that is most comfortable for the person initiating a report, including anonymous, in-person, verbal or written reports. Regardless of how a claimant decides to report, it is helpful to USA GOLF for individuals to provide, at a minimum,

- (1) The name of the complainant(s);
- (2) The type of misconduct alleged;
- (3) The name(s) of the individual(s) alleged to have committed the misconduct.

### **D. Reporting Form**

Individuals reporting child physical or sexual abuse or other misconduct may complete an Incident Report Form (See Exhibit A). Information on this form includes:

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

### **E. Confidentiality**

To the extent permitted by law, and to the extent possible to appropriately investigate a complaint, USA GOLF will keep confidential the name(s) of:

- (1) The complainant(s);
- (2) The potential victim(s);
- (3) The accused perpetrator(s);
- (4) The individual(s) who made the report of abuse to the authorities.

All suspicions of child physical or sexual abuse will be reported to the appropriate law enforcement authorities. USA GOLF will withhold the complainant's name on request, to the extent permitted by law.

#### **(5) Anonymous Reporting**

USA GOLF recognizes individuals may be reluctant 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:**

- (1) By completing the Reporting Form without including the name of the person harmed;
- (2) By expressing concerns verbally;
- (3) By reporting directly to the Center; or

- (4) Through email.

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

## **VII. ENFORCEMENT**

- A.** The grievance process to address allegations of misconduct following a report or complaint of misconduct shall be consistent with those prescribed in the USA GOLF by-laws. Such proceedings shall be held in front an independent panel appointed by the Board of Directors. This panel shall be composed of disinterested members to ensure all reviews are materially free of bias and conflicts of interest. Notwithstanding anything to the contrary herein or in the USA GOLF By-laws, grievances filed under the USA GOLF SafeSport Policy shall not require a filing fee nor be subject to a statute of limitations. In addition, USA GOLF shall use commercially reasonable efforts to ensure all grievances are adjudicated in a timely and expedited manner.
- B.** In cases involving allegations pursuant to the Ted Stevens Act, USA GOLF shall comply with the Act's requirements. Complaints brought under this act must be made in accordance with the current Complaint Procedures outlined in Article 13 of USA GOLF's current Bylaws.
- C.** In cases involving: (i) sexual misconduct; or (ii) misconduct reasonably related to underlying allegations of sexual misconduct, the Center shall have exclusive authority to investigate and resolve, pursuant to the Code.

## **VIII. RETALIATION**

- A.** Retaliation against anyone for engaging in the Center or USA GOLF's processes is strictly prohibited.
- B.** A participant, someone acting on behalf of a participant, USA Golf, the USOPC, or any organization subject to the Code shall not take an adverse action against any person for making a good faith report of a possible Code of Conduct violation to the Center or other relevant organization as identified herein or for participating in any process under this Code.
- C.** Retaliation includes threatening, intimidating, harassing, coercing or any other conduct that would discourage a reasonable person from engaging or participating in the Center's processes when the action is reasonably related to the report or engagement with the Center. Retaliation may be present even where there is a finding that no violation occurred. Retaliation does not include good-faith actions lawfully pursued in response to a report of a Code violation

**EXHIBIT A**

**SAFESPORT INCIDENT REPORT FORM**

*(please submit report form to [SafeSport@USAGOLF.com](mailto:SafeSport@USAGOLF.com))*

**Name of Complainant:** \_\_\_\_\_

**Type of Misconduct Alleged:**

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

**Name(s) of the individual(s) alleged to have committed the misconduct:**

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**Approximate dates the misconduct was committed:**

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**Names of other individuals who might have information regarding the alleged misconduct:**

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