



December 2022 USA Judo Board of Directors Email Vote

The board of directors approved, via email vote beginning on December 22, 2022, to approve the 2023 budget (**Appendix A**), minutes from the October 18, October 21 and November 18 meetings, approve the updated Code of Conduct (**Appendix B**), Code of Ethics (**Appendix C**), Ethics & Grievance Committee Procedures and Policy (**Appendix D**) and the Response and Resolution Policy (**Appendix E**).

Appendix A



USA Judo 2023 Approved Budget	
Income Categories	
Dues & Membership	\$1,151,100
Certification & Promotions	\$64,500
USOPC Funds	\$714,400
Donations, Sponsorships, Grants	\$167,000
Event Income	391,000
Other Revenue	\$368,200
Total Income	\$2,856,200
Expense Categories	
Membership Expenses	\$134,000
Program Expenses	64,550
High Performance Expenses	1,058,500
Donations, Sponsorships, Grants	15,000
National Event Expense	292,800
General & Administrative Expenses	1,290,492
Total Expense	\$ 2,855,342
Net Income	\$ 858

Appendix B



USA Judo Code of Conduct Policy Date of Issuance: December 22, 2022

Purpose:

USA Judo has adopted this Code of Conduct to support its mission and core values with the expectation that the people who work for, with or on behalf of USA Judo shall conduct themselves consistent with the same.

I. Introduction

Mission: As the National Governing Body (NGB) and member of the US Olympic & Paralympic Committee, USA Judo enables all United States judo athletes to achieve sustained competitive excellence in domestic and international judo competition, and the promotion and growth of the sport of Judo in the United States.

II. Applicability

This code of conduct applies to all employees, contractors, volunteers, board members, officers, committee, advisory or task force members, hearing panel members, club members, affiliated organizations and individual members of USA Judo (collectively, “you”).

III. Reporting Obligations

No code of conduct can address every situation, nor can it take the place of good judgment and integrity. USA Judo maintains an “open door” for anyone who has questions or concerns. If you need advice or assistance concerning the application of any aspect of these standards, consult your supervisor or manager (if applicable), USA Judo’s Chief Executive Officer (“CEO”) or the Chair of the Ethics & Grievance Committee. You are expected to seek advice and clarification promptly when you are uncertain about proper actions or practices.

You have an obligation to report potential or actual violations of this code of conduct to your supervisor or manager (if applicable), the CEO or the Chair of the Ethics & Grievance Committee, or any other designated reporting authority identified by USA Judo from time to time.

USA Judo will:

- Notify the USOPC's Security & Athlete Safety Office of any allegation of prohibited conduct that occurred at an Olympic & Paralympic Training Center (OPTC) or USOPC Delegation Event and any temporary measure(s) imposed.
- Notify the USOPC's Security & Athlete Safety Office of any temporary measure(s) (imposed or removed) affecting Participants who might or will be attending a Delegation event, have access to an OPTC, or receive a benefit and/or service from the USOPC.

Under no circumstances will an individual be subject to any disciplinary or retaliatory action for filing, in good faith, a report of a violation or potential violation of the code of conduct. However, filing known false or malicious reports will not be tolerated, and anyone filing such reports will be subject to appropriate disciplinary action. For additional information on this topic, please consult USA Judo's Whistleblower Policy.

IV. Legal Compliance

USA Judo requires that you follow the code of conduct and abide by all applicable USA Judo and United States Olympic & Paralympic Committee rules, policies and procedures; United States federal, state and local laws as applicable, including the Ted Stevens Olympic and Amateur Sports Act, codified at 36 U.S.C. §§ 22501 – 22529; The U.S. Center for SafeSport Code, and foreign law as applicable. If you ever encounter a conflict of law, such as a conflict between United States and foreign law or have any questions about the legality of any action, contact the CEO of USA Judo for further information and guidance.

V. Code of Ethics

The promotion of an ethical workplace free from misconduct allows USA Judo to focus on its mission. To that end, the USA Judo Ethics & Grievance Committee and staff develop and implement policies and procedures to equip USA Judo members with guidance and resources to successfully navigate ethics and code of conduct related issues.

VI. Commitment to Integrity

USA Judo is committed to honesty, respect and integrity as the foundation of our activities. In turn, USA judo expects participants to conduct themselves in an ethical and legal manner as representatives of USA Judo. This requires that participants:

- *Respect the rights of all individuals to fair treatment and equal opportunity, free from discrimination or harassment of any type, including, without limitation discrimination on the basis of race, color, national origin, gender, age, religion, gender identity or expression, disability, or sexual orientation or any other characteristic protected under applicable federal, state or local law.*
- *Know, understand and comply with all applicable laws, regulations and codes of conduct.*
- *Ensure that all USA Judo work and transactions are handled with honesty, integrity and recorded accurately.*
- *Recognize that even the appearance of misconduct or impropriety can be very damaging to the reputation of USA Judo and act accordingly.*

USA Judo recognizes that wagering on the Olympic, Paralympic and other USA Judo sanctioned events and on athletes where they are participating in those events, for example sports book bets and fantasy sports programs that have the possibility of valuable winnings (“Olympic/Paralympic Wagering”), is legal and regulated in the State of Nevada and in a number of foreign jurisdictions. At the same time, it is critical to the avoidance of actual and/or apparent conflicts of interest and to the overall integrity of the Olympic and Paralympic Movement that no person involved in the Movement promote, support or otherwise engage in Olympic and Paralympic Wagering. Thus, you must at all times refrain from directly or indirectly:

- 1. Engaging in Olympic and/or Paralympic Wagering;*
- 2. Promoting Olympic and/or Paralympic Wagering;*
- 3. Facilitating or otherwise supporting Olympic and/or Paralympic Wagering;*
- 4. Knowingly sharing confidential athlete, team or competition information with a person or entity involved in Olympic and/or Paralympic Wagering; or*
- 5. Attempting to influence the course or result of any competition in connection with Olympic and/or Paralympic Wagering.*

If anyone approaches you about engaging in items 1-5 above, you have an obligation to disclose this, as set out in Section III above.

VII. No Abuse and SafeSport

USA Judo finds sexual, emotional and physical abuse intolerable and in direct conflict with Olympic and Paralympic Ideals. To that end, USA Judo has a USA Judo SafeSport Policy and adopted the U.S. Center for SafeSport Code which may be found on USA Judo’s website at <https://www.teamusa.org/USA-Judo>.

You have a duty to report any alleged sexual, emotional or physical abuse occurring in the workplace or at any USA Judo supported training facility or activity, club or sanctioned event as set forth in USA Judo’s SafeSport Policy (including, but not limited to, the Minor Athlete Abuse Prevention Policy) and U.S. Center for SafeSport Code to SafeSport@usajudo.us or to the U.S. Center for SafeSport at <https://uscenterforsafesport.org/report-a-concern/>.

VIII. Conflicts of Interest

USA Judo has instituted a conflict of interest policy that requires any conflicts of interest, whether actual or apparent, be reported promptly to the Ethics & Grievance Committee. A copy of the policy may be found on USA Judo’s website at <https://www.teamusa.org/USA-Judo>. In addition, all USA Judo board members, officers, committee members, task force members, hearing panel members, employees, and volunteers are required to complete an annual conflict of interest disclosure and certification.

IX. Complaints, Investigation and Disposition

By becoming a USA Judo member, you are subject to and may submit a complaint under USA Judo’s Ethics & Grievance Procedures and Policy, USA Judo’s SafeSport Policy and Background Screen Criteria and Review Policy and USA Judo’s Whistleblower Policy. A copy of these policies may be found on USA Judo’s website at <https://www.teamusa.org/USA->

Judo.

Individuals may submit complaints to the following:

- *Administrative and Right to Compete complaints may be sent to CEO@usajudo.us.*
- *Ethics complaints may be sent to the chair of the Ethics & Grievance Committee at Ethics@usajudo.us.*
- *SafeSport complaints may be sent to USA Judo at AthleteSafety@usajudo.us or to the U.S. Center for SafeSport at <https://uscenterforsafesport.org/report-a-concern/>.*

X. Personal Use of Organization Resources

It is the responsibility of employees, volunteer and independent contractors to protect and preserve USA Judo's resources, including USA Judo intellectual property. If you have a question about use of any USA Judo resources, you should consult the employee handbook and/or contact your supervisor (if you are a USA Judo employee) or the CEO at ceo@usajudo.us.

USA Judo business should not be discussed with unauthorized persons. You should be careful about discussing USA Judo information and activities in the presence of, or within hearing distance of, unauthorized personnel. You should also not seek or accept any information to which you and USA Judo are not legitimately entitled, regardless of the source.

Your obligation to maintain the confidentiality and protection of USA Judo information does not end even if your employment or other relationship with USA Judo ends.

XI. Political Activities and Contributions

USA Judo and its employees, volunteers and independent contractors must comply with all federal, state and local laws governing participation in government relations and political activities when acting in an official USA Judo capacity. Additionally, USA Judo funds or resources are not contributed to individual political campaigns, political parties or other organizations that intend to use the funds primarily for political purposes. USA Judo also does not permit any political literature, campaign materials or politically orientated information, materials, posters, signs or buttons to be displayed, circulated or otherwise present on USA Judo's property or while conducting work for USA Judo. There are some very limited exceptions to this policy. At times, USA Judo may ask individuals to make personal contact with government officials or to write letters to present USA Judo's position on specific issues. Before doing so you should confirm with the CEO that such contact is authorized and in compliance with this policy and that you are knowledgeable on the specific issues about which you have been asked to speak. You may, of course, participate in the political process on your own time and at your own expense, so long as you do not give the impression that you are speaking on behalf of or representing USA Judo in such activities. Nor can you be reimbursed by USA Judo for any personal contributions for such purposes. If you are seeing public office, you may use paid time off or request leaves of absence to campaign or hold office. USA Judo will not make contributions to any political candidate or party. This policy is required by the Ted Stevens Olympic and Amateur Sports Act, the Internal Revenue Code and other applicable law. You should contact the CEO at ceo@usajudo.us if you have any questions or concerns regarding these requirements.

XII. USA Judo Information

All USA Judo employees, volunteers and independent contractors are responsible for the integrity and accuracy of organization documents, communications and financial records. All financial information must reflect actual transactions and conform to generally accepted accounting principles. It is a violation of the code of conduct to alter or falsify information, including any record or document, to intentionally make a false or exaggerated statement or claim to anyone or to mislead anyone. Anyone having concerns regarding questionable accounting or auditing matters should report their concerns to the CEO or Chair of the Ethics & Grievance Committee.

XIII. Business Relationships

It is imperative that all USA Judo supplies, vendors and other business relationships are managed in a fair, equitable, ethical and legal manner consistent with the code of conduct, all applicable law and good business practices. Wherever practical, USA Judo provides a competitive opportunity for suppliers and vendors business, we enlist their active support in ensuring that we meet customer expectations regarding quality, cost and delivery. Decisions to hire or engage a vendor or supplier should be made on the basis of objective criteria, and not on the basis of personal relationships, friendships or the opportunity for personal gain, financial or otherwise. Prior to entering into a transaction or contract for a purchase or potential purchase that involves an actual or perceived conflict of interest, USA Judo employees, volunteers and contractors should consult with the CEO or the Chair of the Ethics & Grievance Committee.

Similarly, you should consult and adhere to the Gift & Entertainment Policy, and if necessary, obtain permission pursuant to the policy, before giving or receiving any entertainment of gifts. A copy of the Gifts & Entertainment Policy may be found on USA Judo's website at <https://www.teamusa.org/USA-Judo>.

XIV. Business Dealings with or in Foreign Countries

Gifts: The giving of gifts to, and receiving of gifts from, foreign nationals or representative of foreign governments is governed by a complex set of United States and foreign laws. Generally, the giving and receiving of such gifts is very limited or prohibited. When acting in an official USA Judo capacity and before offering a gift to a foreign national, you must receive the approval of the CEO. In addition, if an exchange of gifts is both legal and normal practice in your role with USA Judo, the giving and receiving of such gift(s) will be subject to USA Judo's Gift & Entertainment Policy. A copy of which may be found on USA Judo's website at <https://www.teamusa.org/USA-Judo>.

Payments: It is a felony under United States laws for USA Judo, any of its employees, or anyone acting on its behalf to give, offer, promise or authorize a payment to a foreign official, foreign political party or official thereof, or any candidate for foreign political office, for the purpose of corruptly obtaining or retaining business for USA Judo. United States law also makes it a felony to pay money or anything of value to a commission agent, sales representative or consultant when there is knowledge or firm belief that the payment will be used to corruptly influence a government official in connection with a business USA Judo is

attempting to obtain or retain. Political contributions will not be made by or on behalf of USA Judo in foreign countries. USA Judo will observe the laws of foreign countries in which it operates concerning payments of agents' fees and commissions, provided these laws are not in conflict with United States law. As a USA Judo representative, you are not to engage in activities designated to circumvent foreign laws concerning retaining or paying sales representatives and consultants.

Export Control Laws: It is USA Judo's policy to comply with the export and reexport control rules and regulations under the Export Administration Regulations (EAR) administered by the United States Department of Commerce and the International Trade in Arms Regulations (ITAR) administered by the United States Department of State. You are not to engage in any export-related transaction on behalf of USA Judo which would violate these regulations.

XV. **Contact Information**

USA Judo CEO: CEO@usajudo.us

Chair of the Ethics & Grievance Committee: Ethics@usajudo.us

Safe Sport Manager: AthleteSafety@usajudo.us

Elite athlete who needs confidential, independent advice or assistance in resolving a concern or dispute on any sport related matter may contact the Office of the Athlete Ombudsman at ombudsman@usathlete.org or 719-866-5000.

USA Judo Code of Conduct Agreement

In order to assist all members and to better serve the interests of those who participate in judo, USA Judo has adopted its Code of Conduct Policy. The code of conduct (the "Code") is intended to provide standards of ethical conduct that can be applied by United States Judo to its members, volunteers, and staff. The Code is intended to provide general principles to cover most situations encountered. The primary goal is the welfare and protection of the individuals and groups involved with USA Judo. The code provides a common set of values, but it is the individual's responsibility to aspire to the highest possible standards of conduct and performance.

USA Judo grants the privilege of membership; therefore, any member or prospective member of USA Judo may be denied membership, censured, placed on probation, suspended for a definite or indefinite period of time with or without terms of probation, fined or expelled from USA Judo if such manner violates the provisions of the USA Judo Code of Conduct, or through direct action or lack of action, aids, abets or encourages another person to violate any of the provisions of the USA Judo Code of Conduct.

I pledge to uphold the spirit of the USA Judo Code of Conduct (the "code"), which offers a general guide to my conduct as a member (athlete, coach, referee, etc.), volunteer, or staff of USA Judo. I recognize that this code does not establish a complete set of rules that prescribes every aspect of appropriate behavior.

Acceptance of Terms and Conditions of USA Judo Code of Conduct Agreement

I understand the Code of Conduct is administered under the authority of USA Judo and that a violation of the Code may subject me to. I certify that I have read, fully understand, accept, and agree to be bound by the USA Judo Code of Conduct.

SIGNATURE
DATE

PRINT NAME

Parent/Guardian Certification (For individuals under the age of 18 as of date of signature.)

SIGNATURE

DATE

RELATIONSHIP

On behalf of USA Judo this agreement has been accepted and approved by:

SIGNATURE

TITLE

DATE

Appendix C



USA Judo Code of Ethics

USA Judo's Bylaws (Article 17) provide that USA Judo will adopt and maintain a Code of Ethics for all members of USA Judo, directors and officers of USA Judo, members of USA Judo committees and task forces, USA Judo coaches and referees, USA Judo volunteers, and USA Judo employees. The Code of Ethics is approved by the Board of Directors and applies unless and until changed by the Board of Directors. The USA Judo Ethics and Grievance Committee will oversee implementation and compliance with the Code of Ethics.

I. Introduction

Ethics dynamically define our basic humanity and determine how well we live together as a community. USA Judo's Code of Ethics is the organization's public identification of values and behaviors that expresses its identity. USA Judo will only support behavior that serves the common good of USA Judo and its membership. Any behavior that does not do so will not be tolerated.

The Code of Ethics is not meant to preclude a person's personal belief of what is right or wrong. No code of ethics can address every situation, nor can it take the place of good judgment and integrity. The Code of Ethics is meant as a basic set of boundaries and principles which USA Judo presents as representative and definitive of the organization, its mission its core values, and its identity.

USA Judo accomplishes its mission through its commitment to:

- Honesty, integrity, and trustworthiness in all dealings.
- Respect for the rights, differences, and dignity of others.
- Accountability and transparency.
- Stewardship to the Olympic movement.

USA Judo had adopted this Code of Ethics to support these values and with the expectation that all persons who are USA Judo members, directors and officers, members of committees and task forces, coaches and referees, volunteers, and employees ("Participants") will conduct themselves consistent with USA Judo's mission and these core values.

Therefore, ethical behavior is required of all USA Judo Participants and ethical behavior is necessary for all such persons to maintain their relationship with USA Judo. Application and enforcement of this Code of Ethics, determination of what is ethical and unethical behavior, and the imposition of discipline for violation of the Code of Ethics is the responsibility of USA Judo's Ethics and Grievance Committee and, ultimately, the USA Judo Board of Directors, in accordance with the Ethics and Grievance Procedures and Policy.

Under no circumstances will a person be subject to any disciplinary or retaliatory action for filing, in good faith, a report of a violation of the Code of Ethics. However, filing known or false reports will not be tolerated, and anyone filing such reports will be subject to appropriate disciplinary action.

II. Ethical Standards

All USA Judo Participants are entrusted with the responsibility of creating an environment which allows every USA Judo member and athlete to have an opportunity for a rewarding and positive experience while participating in USA Judo related activities.

Each Participant will:

1. Foster and contribute to the safety of members.
2. Remain current on safety and health issues and participate in the implementation of these issues in practices, trainings, demonstrations, and all other USA Judo activities.
3. Always engage in behavior that is appropriate to each participant's safety and the general order of any USA Judo event.
4. Only provide training within their realm of recognized competency.
5. Never misrepresent themselves through information based on falsification regarding qualifications, experience, accreditation, or rank.
6. Approach all relationships with members in a respectful, mature and honest fashion.
7. Not engage in any behavior or form of conduct that adversely reflects on USA Judo and/or its participants.
8. Respect the rights of all individuals to fair treatment and equal opportunity free from discrimination on the basis of race, color, religion, sex, sexual orientation, national origin, or disability.
9. Conduct all business that is related in any way to USA Judo activities in an ethical, fair, and legal manner, ensuring that all USA Judo transactions are handled with honesty and recorded accurately.
10. Never use USA Judo's assets or information for personal gain.
11. Protect information that belongs to USA Judo from unauthorized disclosure, misuse, loss, or theft, and maintain the confidentiality of confidential USA Judo information.
12. Ensure that all USA Judo practices, training, instruction, demonstrations, and all public presentations of USA Judo be conducted in an alcohol and drug-free environment.
13. Be familiar with and abide by the principles contained in the USA Judo Safe Sport Handbook.

- a. Never engage in activities that are or could be interpreted as sexually harassing, intimidating, offensive sexually oriented behavior, or any other form of misconduct.
 - b. Never use rank, status, contingencies of favor, or any other superiority ploy to build an intimate relationship with another member. Such a relationship would be considered predatory in nature. Coaches and teachers will not encourage, develop, and/or participate in intimate, personal, special, and/or unprofessional relationships with students, athletes, and/or their families, Sexual relationships between consenting adult members is not USA Judo's concern. However, sexual relationships between coaches and/or teachers and their students or athletes are strictly forbidden, regardless if it is true or not that the student or athlete has reached the legal age of consent.
 - c. Never solicit or engage in any behavior that could be considered "grooming" or seen as potentially having sexual activity as an eventual outcome with any student or athlete, regardless if they are adults or children.
14. Comply with all applicable federal, state and local laws, and regulations, and USA Judo's Bylaws, policies, procedures, and codes.
 15. Be free from felony convictions resulting from a guilty plea, judge or jury conviction, or conviction resulting from a "no contest" plea.
 16. Comply with applicable requirements to secure a background screening investigation according to the directives of USA Judo at the prescribed time intervals.
 17. Recognize that even the appearance of misconduct or impropriety can be very damaging to the reputation of USA Judo and act accordingly.

III. Conflict of Interest

Participants are responsible for avoiding conflicts of interest, both actual and perceived, while acting in a business or official capacity for USA Judo.

It is unethical for any USA Judo member to:

1. Achieve personal gain by using USA Judo services, their position in office or authority (explicit, implicit or inherent), or association with their elected or appointed position in USA Judo.
2. Participate in decision making within USA Judo which could result in immediate or future personal gain.
3. Incur debt for or in the name of USA judo that is unsubstantiated, unnecessary, and/or unreasonable.

IV. Enforcement

Ethics and Grievance Committee Procedures have been adopted by USA Judo to deal with enforcement of the Code of Ethics. Participants should become familiar with the Ethics and Grievance Committee Procedures and the process stated therein for administration, implementation, compliance with, and enforcement of the Code of Ethics.

Enforcement of the Code of Ethics depends in great part on voluntary compliance, peer involvement, and the support and participation of all Participants. In all cases involving criminal behavior, local, state, or federal authorities must be contacted and available legal recourse for complainants is given priority. This is typically required before the Ethics and Grievance Committee's investigation, report, and recommendations can be concluded under the Ethics and Grievance Procedures and Policy.

Process for addressing ethical issues within USA Judo:

1. Any person with knowledge of a possible ethical violation is encouraged to address the concerns directly to the Participant who is believed to be in violation and to seek resolution of the situation. The Ethics & Grievance Committee is available to assist in this process and can assign a Committee member to act as a facilitator.
2. The Ethics and Grievance Committee is available to review and provide guidance to any Participant who has any ethical questions or a personal ethical conflict.
3. The Ethics and Grievance Procedures and Policy must be followed in order to report a complaint to the Ethics and Grievance Committee.
4. When a complaint is filed in accordance with the Ethics and Grievance Procedures and Policy, the Ethics and Grievance Committee will initiate the review, investigation, and adjudication processes contained in the Ethics and Grievance Procedures and Policy.
5. In addition to acting on a complaint filed with it, the Ethics and Grievance Committee may also initiate an investigation and pursue the adjudication processes contained in the Ethics and Grievance Procedures and Policy when information comes to the attention of the Ethics and Grievance Committee which the Ethics and Grievance Committee believes to involve conduct by a Participant that may constitute a violation of the Code of Ethics and grounds for discipline.

Appendix D



USA JUDO Ethics and Grievance Committee Procedures and Policies

The Ethics and Grievance Committee (“the Committee”) exists as a standing committee of USA Judo (Section 9.1(a)(2) of the Bylaws of USA Judo.) In furtherance of the responsibilities of the Committee and to provide guidance to the membership of USA Judo on matters related to ethical opinions and complaints and administrative grievances, the Board of Directors of USA Judo have approved the following procedures and policies (sometimes hereafter referred to as “Procedures”).

SECTION I GENERAL

A. Composition of the Committee:

1. Members and the Chair are appointed by the Board of Directors.
2. Members should to the extent possible satisfy the standards of independence for “independent directors” as set forth in the USA Judo Bylaws.
3. No director of the USA Judo Board shall be appointed to the Committee.
4. Members serve for a term of 2 years; however, a Committee member shall remain on the Committee until their successor is appointed, or until their earlier resignation, removal, incapacity, disability, or death.

B. Committee Responsibilities

1. Administer and oversee implementation of, and compliance with, the USA Judo Code of Conduct and Code of Ethics.
2. Render advisory opinions and provide guidance on questions related to the Code of Conduct and Code of Ethics upon the request of the Board of Directors, Officers, committee and task force members, volunteers, staff, and members of USA Judo.
3. Report and make recommendations to the Board of Directors on all ethical issues.
4. Review and investigate matters of ethical impropriety and administer and oversee all administrative grievances and right to compete matters filed with USA Judo and make recommendations on such matters to the Board of Directors.
5. Review and hear Appeals of decision from any other Standing Committee or the Background Screening Committee and make recommendations to the Board of Directors regarding those Appeals.
6. Appoint hearing panels comprised of three (3) fair and impartial individuals (hereafter “Hearing Panel”) free from any real or perceived conflicts of interest, to hear and render decisions on Complaints and Grievances.

C. Conflicts with Bylaws

1. To the extent any conflict exists or is asserted between the Procedures and the Bylaws, the Bylaws will prevail.
2. The Board of Directors will have the sole power, to be exercised in its discretion, to interpret the Procedures and the Bylaws for purposes of reconciling in any claimed or real conflict between the two.

SECTION II ENFORCEMENT POLICY:

USA Judo has the inherent power and duty to prescribe standards of conduct for its membership, Directors, Officers, committee and task force members, volunteers and staff (“Participants” as defined below); to determine what constitutes grounds for the discipline; and to impose discipline upon a person whose failure to comply with the Code of Conduct and Code of Ethics has been established.

The enforcement of the USA Judo Code of Conduct of Code of Ethics and imposition of discipline against Participants is for the protection of the members of USA Judo, the sport of judo, and the public.

Once submitted, all Complaints will be evaluated by the Committee and these procedures will be followed. However, this will not preclude any action under applicable Bylaws or policies of USA Judo or under the applicable law for (i) discipline or removal of a Director, Officer, or committee member of USA Judo or (ii) for discipline or termination of an employee of USA Judo.

SECTION III GRIEVANCE POLICY

USA Judo is committed to administering its activities in accordance with the policies and procedures it has established and to apply these policies and procedures on a fair and impartial basis. USA Judo believes it is important that these policies and procedures are fair, predictable and understandable for its membership and to provide athletes with fair guidelines related to any athlete’s right to compete.

The fair and quick resolution of any Grievance related to the application of these policies and procedures is consistent with the underlying principles of judo and fosters trust and goodwill among and between the membership and USA Judo.

Once submitted, all Grievances will be promptly resolved as more clearly set forth below in Section V, Rule 8.

SECTION IV DEFINITIONS:

The following definitions shall apply wherever used in these Procedures:

Appeal: Any appeal of determination by another Standing Committee or the Background Screening Committee.

Code of Conduct: The USA Judo Code of Conduct, together with such amendments thereto, as from time-to-time approved by the Board of Directors.

Code of Ethics: **The USA Judo Code of Ethics, together with such amendments thereto as from time-to time approved by the Board of Directors.**

Complainant: Any USA Judo member or other Participants, who was an active member or other Participants at the time of the alleged incident, who makes a Complaint, submits a Grievance, or files an Appeal.

Complaint: Any written, signed statement alleging conduct on the part of a Participants which, if true, would constitute a violation of the Code of Conduct or Code of Ethics.

Formal Charge: A written statement prepared by the Committee as a result of an investigation of a Complaint and submitted to the Board of Directors.

Grievance: Any dispute related to claimed administrative errors and any right to compete issues.

LAO: Local Affiliated Organizations of USA Judo, this includes all registered clubs that are current at any time.

MAAPP: The Minor Athlete Abuse Prevention Policies adopted by U.S. Center For SafeSport and USA Judo.

Misconduct: Determination that a Covered Person violated the Code of Conduct and/or the Code of Ethics.

Participants: Any individual who is seeking to be, currently is, or was at the time of an alleged incident (a) a member of USA Judo, (b) an employee or board member USA Judo, (c) a member of a USA Judo committee or task force, (d) a volunteer of USA Judo, or (e) within the governance or disciplinary jurisdiction of USA Judo.

The Center: U.S. Center for SafeSport

USA Judo: United States Judo, Inc.

SECTION V DESIGNATION OF COMPLAINTS

The following kinds of grievances may be filed by USA Judo or with USA Judo under Section 15 of the USA Judo Bylaws (a “Complaint”).

- A. Administrative: USA Judo or any member of USA Judo may file a complaint pertaining to any matter within the cognizance of USA Judo, including, but not limited to, any alleged violation of or grievance concerning:
 1. Any USA Judo rule or regulation;
 2. Any provision of USA Judo’s Bylaws; or
 3. Any provision of the USOPC Bylaws or the Sports Act relating to USA Judo’s recognition as a national governing body.
- B. Right to Compete: Any athlete, coach, trainer, manager, administrator or official may file a complaint pertaining to any alleged denial, or alleged threat to deny, of that individual’s opportunity to compete in a USA Judo sanctioned competition or in a protected competition as referred to in the Sports Act and the USOPC Bylaws.
- C. Ethical & Misconduct: Any member of USA Judo may file a complaint pertaining to any claimed breaches of USA Judo’s Code of Ethics and Code of Conduct.
- D. SafeSport Violations: In the event that any party is alleged to have violated USA Judo’s SafeSport Policy or in the event that USA Judo receives a complaint or a report that is required to be referred to the U.S. Center for SafeSport (Center), USA Judo shall report and refer such matter to the Center, and the Center shall have jurisdiction and authority over such matter; provided that such referral shall not supersede any local, state, or federal reporting requirements or jurisdiction. If the alleged violation involves child abuse, child neglect, or another instance that may break state or federal law the information must be reported to the local authorities as soon as possible.
 1. Exclusive Jurisdiction
The Center has the exclusive jurisdiction to investigate and resolve allegations that a Participant engaged in one or more of the following:
 - a. Sexual Misconduct, including without limitation child sexual abuse and any misconduct that is reasonably related to an underlying allegation of Sexual Misconduct;

- b. Criminal Charges or Dispositions involving Child Abuse or Sexual Misconduct;
- c. Misconduct Related to Reporting, where the underlying allegation involves Child Abuse or Sexual Misconduct;
- d. Misconduct Related to Aiding and Abetting, Abuse of Process, or Retaliation, when it relates to the Center's process;
- e. Other Inappropriate Conduct, as defined herein.

2. Discretionary Jurisdiction

The Center has discretionary jurisdiction to investigate and resolve allegations that a Participant engaged in one or more of the following:

- a. Non-sexual Child Abuse;
- b. Emotional and physical misconduct, including stalking, bullying behaviors, hazing, and harassment;
- c. Criminal Charges or Dispositions not involving Child Abuse or Sexual Misconduct;
- d. Minor Athlete Abuse Prevention Policy or other similar Proactive Policy violations;
- e. Misconduct Related to Aiding and Abetting, Abuse of Process, or Retaliation, when it relates to the processes of the USOPC, an NGB, an LAO, or any other organization under the Center's jurisdiction.

SECTION VI PROCEDURAL RULES:

Any alleged SafeSport or other policy violation that does not fall under the Center's exclusive jurisdiction or is referred back to USA Judo will be first reviewed by USA Judo's Manager of Safe Sport alongside the CEO to determine if the allegation should be reviewed by the USA Judo Ethics & Grievance Committee. If so, the allegation will be reviewed by the Committee while adhering to the guidelines set forth in this document. More information on this can also be found in USA Judo's Response & Resolution policy. If it is determined that the violation in question does not align with USA Judo's Policies & Procedures, the issue will not be forwarded to the Ethics & Grievance Committee and the LAO and Complainant(s) will be informed that the case will not be investigated further. LAO's will be asked not to take further action.

Rule 1. Jurisdiction of Complaints and Grievances

- A. Any member of USA Judo, by reason of membership, agrees to be subject to these complaint procedures and subject to any right to proceed with arbitration, agrees to be bound by any decision rendered pursuant to these complaint procedures.
- B. Once a Complaint is filed or a proceeding is initiated under the Code of Conduct or Code of Ethics and these Procedures, a Participant may not resign their position to avoid jurisdiction of the Committee under these Procedures.
- C. Once a Grievance is filed, the Committee will promptly, but in no event longer than the (10) business days from the date of filing, refer the matter raised in such Grievance to an assigned committee investigator(s), who will convene, investigate and receive such evidence to provide to the committee for recommendation to the board and, if necessary, a Hearing Panel.

- D. If after the board's review of the evidence provided by the ethics and grievance committee, it determines a hearing is necessary, they will instruct the ethics and grievance committee to proceed with finding an independent three-person panel to conduct a hearing.
- E. After the three-person independent panel conducts its hearing, it will render a decision to the complainant and identified Participant while also informing the ethics & grievance committee and USA Judo Board of Directors.

Rule 2. Ground for Discipline

- A. It is the duty of every Participant and who is subject to the Code of Conduct and Code of Ethics to conduct himself or herself at all times, both professionally and personally, in conformity with the standards imposed upon them for that privilege.
- B. Acts or omissions, individually or in concert with any other person or persons, which violate the Code of Conduct and Code of Ethics, shall be grounds for discipline, whether the act or omission occurred in the course of an activity associated with the affairs of USA Judo or otherwise.

Rule 3. Types of Discipline

Subject to compliance with applicable provisions of the Ted Stevens Olympic and Amateur Sports Act (the "Sports Act"), the Bylaws of the United States Olympic Committee (the "USOC Bylaws"), and the USA Judo Bylaws:

- A. Misconduct shall be grounds for:
 - (1) Termination of membership by USA Judo; or
 - (2) Suspension, which may include all membership rights and privileges, by USA Judo for a fixed period of time; or
 - (3) Probation by USA Judo in lieu of suspension, on such terms as USA Judo may designate; or
 - (4) Censure (*i.e.*, a formal written reprimand) by USA Judo; or
 - (5) A written warning or admonition by USA Judo.
 - (6) Removal from a position in which the person serves, subject to applicable provisions of USA Judo Bylaws, policies, and procedures.
 - (7) The Board of Directors may, in its sole discretion without regard to any recommendation received from the Committee, deviate from the above-designated types of discipline from time-to-time, as it determines that the circumstances warrant.

Rule 4. Filing a Complaint

1. Filing an Administrative Grievance and/or right to Compete Complaint

Any current or former member of USA Judo (a "Complainant" or "you") who believes themselves/itself to be aggrieved by any action of USA Judo or by one of its members, may file a Complaint with USA Judo. If the Complainant is a minor, the Complaint may be initiated by such minor's parent or legal guardian. To be considered for resolution through these procedures if you are the Complainant you must:

- A. Submit your Complaint in writing to the CEO at ceo@usajudo.us **and** the Chair of the Ethics and Grievance Committee at ethics@usajudo.us;
- B. The Complaint shall include the full name and identifying membership information of the individual; and
- C. The Complaint shall set forth in clear and concise language, preferably in numbered paragraphs: (i) the alleged violation, grievance, denial or threat to deny, (ii) attach supporting evidence and documentation to support the

allegation, if applicable, and (iii) the remedy requested; and

D. Sign the Complaint (or have a parent or legal guardian sign the Complaint if you are under eighteen (18) years of age).

A Complaint that is not filed in accordance with the Section shall render the filing void.

2. Filing a Safe Sport Violation

Safe Sport violations will be reported and filed pursuant to USA Judo's Response and Resolution Policy and Safe Sport Code. Violations can be reported formally or anonymously by following the steps below:

A. Report to USA Judo

1. You can report an alleged SafeSport, MAAPP, or similar violation to USA Judo's Safe Sport Manager by phone (719-866-3621), email (AthleteSafety@usajudo.us), or online submission (<https://www.teamusa.org/usa-judo/safe-sport-program>).

B. Report to the Center

1. If an alleged violation falls under the exclusive jurisdiction of the Center please report via phone (833-587-7233) or online submission (<https://safesport.i-sight.com/portal>).

Rule 5. Filing Fee

A Complaint filed by an individual shall be accompanied with a filing fee of \$250 (this excludes any athlete safety, i.e., SafeSport related, complaints which will NOT be charged a filing fee). A Complaint filed by an organization shall be accompanied with a filing fee in an amount to be established from time-to-time by the board of directors; provided however that USA Judo is not required to pay a filing fee.

The Complainant may request that the filing fee be reduced or waived for reasons of significant financial hardship. If such a request is made, the Ethics & Grievance Committee shall determine whether or not to reduce or waive the filing fee.

Rule 6. Expedited Procedure

With respect to a Right to Compete Complaint only, every effort will be made to expedite the proceedings, including, but not limited to, modifications made by the Chair of the Hearing Panel to the procedures set forth above in order to resolve the Complaint prior to the start of the event.

Rule 7. Statute of Limitations

A Complaint filed under these procedures shall be filed within one hundred and eighty (180) days of the occurrence of the alleged violation, grievance, denial or threat to deny.

Complaints alleging misconduct within USA Judo's SafeSport Policy (except those matters subject to the jurisdiction of the Center):

- (1) Must be filed within five (5) years of the occurrence of the alleged violation, incident or grievance. In the case of a person who was a minor at the time of the occurrence of the alleged violation, incident or grievance, the Complaint must be filed no later than five (5) years following the person's eighteenth (18th) birthday.
- (2) However, grievances alleging any misconduct as defined in SafeSport Code or USA Judo's SafeSport Policy are not subject to any statute of limitations.

Rule 8. Complaint Procedure

A. Upon receipt of a Complaint, and not more than seven (7) business days after receipt, the Committee will review the Complaint to determine if the allegations of misconduct in the Complaint describe conduct which, if true, would

constitute grounds for discipline. When it appears to the Committee that allegations of misconduct in the Complaint fail to describe conduct which, if true, would constitute grounds for discipline, the Committee may decline to investigate and shall so advise the Complainant in writing via e-mail. The Board of Directors will also receive a written copy of this report via e-mail.

- a. If the Complaint may involve an alleged violation of USA Judo's Safe Sport Code, MAAPP, or similar policies it is the responsibility of the recipient to determine potential jurisdiction and either submit the information to the Center or Committee. If the recipient is unsure, they are asked to submit the information to the Center and await notification. The Center's exclusive jurisdiction can be found on page 4 of this document.
- B. If it appears to the Committee that allegations of misconduct in the Complaint do describe conduct which, if true, would constitute grounds for discipline, the Committee shall notify the individual and organization against whom the allegations are directed, not more than fourteen (14) days after receipt of the Complaint, that they are the subject of a Complaint and furnish them with a copy via e-mail
- C. Upon receipt of notice of a Complaint from the Committee, the person against whom the Complaint is directed shall prepare and submit to the Committee, in writing, within thirty (30) days of receipt of such notice, a response to the Complaint or a response stating that they refuse to answer. For good cause, the Committee may in its discretion grant additional time for the filing of a response. The answer from the respondent will be reviewed by the Committee and provided to the Complainant.
- D. The Committee, or its designee, shall conduct an investigation with respect to the allegations of misconduct asserted in the Complaint and any response provided by the person against whom the Complaint is directed. The investigation will be conducted within such a period of time as the Committee determines to be necessary and reasonable under the circumstances but not to exceed thirty (30) days after the last filing.
- E. If, upon conclusion of an investigation, the Committee determines there are not reasonable grounds for discipline of a member against whom the Complaint is directed, the Committee shall dismiss the Complaint and shall so advise the Complainant, the persons against whom the Complaint is directed, and the Board of Directors in writing with proper explanation within ten (10) days of the conclusion of the investigation. The Committee shall further advise such Complainant that an appeal may be taken to the Board of Directors.
- F. If, upon conclusion of any investigation, the Committee determines that there are reasonable grounds for discipline of a person against whom a Complaint is made, the Committee shall reduce the Complaint to a Formal Charge specifying with particularity the allegations which constitute the basis thereof, the grounds for discipline, and provisions which appear to have been violated, and immediately forward said Formal Charge and either the Committee's investigation file, or a copy thereof, to the Board of Directors. At the same time that Formal Charges are provided to the Board of Directors, the Committee will furnish the member with a copy of the Formal Charges by e-mail, with an acknowledgement of receipt requested.
- G. In addition to acting on a Complaint filed with it pursuant to Rule 4, the Committee may also initiate an investigation when credible information comes to its attention which the Committee believes to involve conduct by a member (the "Subject Member") that may constitute a violation of the Code of Conduct and Code of Ethics and grounds for discipline. Upon receipt of such information, the Committee shall proceed as follows:
 - (1) The Committee or its designee, shall conduct an investigation with respect to the information it has received. As a part of the investigation, the Subject Matter will be informed of the information received by the Committee and shall be provided the opportunity to respond. The investigation will be conducted within such period of time as the Committee determines to be necessary and reasonable under the circumstances but not to exceed thirty (30) days.

(2) If, upon conclusion of an investigation, the Committee determines there are not reasonable grounds to conclude there is a violation of the Code of Conduct and/or the Code of Ethics and for discipline of the Subject Member, the Committee shall so advise the Subject Member within ten (10) days.

() If, upon conclusion of any investigation, the Committee determines that there are reasonable grounds to conclude there is a violation of the Code of Conduct and/or the Code of Ethics and for discipline of the Subject Member, the Committee shall prepare a Formal Charge specifying with particularity the allegations which constitute the basis thereof, the grounds for discipline, and provisions which appear to have been violated, and immediately forward said Formal Charges and either the Committee's investigation file, or a copy thereof, to the Board of Directors. At the same time that Formal Charges are provided to the Board of Directors, the Committee will furnish the Subject Member with a copy of the Formal Charges by e-mail, with confirmation of receipt requested.

H. Upon receipt of the Formal Charges and the file from the Committee, the Board of Directors shall, within thirty (30) days, review the same and consistent therewith either:

(1) Determine the Charges, if true, would not constitute grounds for a violation of the Code of Conduct and/or the Code of Ethics and dismiss the Charges.

(2) Determine the Charges, if true, would constitute grounds for discipline, but no public interest would be served by continuing to process the Formal Charges, and thereupon prepare and issue to the person against whom the Complaint is directed a reprimand which shall be made a permanent part of the file of the Committee.

(3) Determine that a hearing is necessary to ascertain if there are reasonable grounds for discipline of the person against whom the Complaint and Formal Charges are directed which may require a disciplinary action other than a reprimand. Upon making such determination, the Board of Directors will direct the Committee to appoint a Hearing Panel to process the Formal charges in accordance with Article 14 of the USA Judo Bylaws.

(4) The Board of Directors will promptly, and not more than seven (7) days, provide the person or persons whom such Complaint is directed with notice of such determination by email, with confirmation of receipt requested. If e-mail is returned for any reason, notice will be sent by certified mail, with return receipt requested, to the person's address registered with USA Judo or addressed to his or her last known residence or place of business.

(5) The Hearing Panel formed in accordance with the provisions of Article 14 of the USA Judo Bylaws will then administer the Formal Charges, conduct a hearing, and render a decision not more than ninety (90) days after the last filing.

(6) As soon as practicable, but no later than fourteen (14) days after the close of the Hearing, the panel shall prepare the Panel Report and submit it to the USA Judo CEO. The CEO or designee shall send a copy of the Panel Report to all parties and each member of the Board of Directors or its designee within seven (7) days of receiving it.

I. Any matter dealt with under the foregoing procedures may be expedited if, in the discretion of the Committee, the Board of Directors, or the hearing panel, as applicable, the circumstances warrant and the expedited process is fair and reasonable to the concerned parties.

J. If the circumstances are deemed to warrant in order to protect the interest of USA Judo, its members, the judo community, or the public, discipline may be imposed prior to final adjudication of a pending matter, subject to applicable provisions of the Sports Act or the USOC Bylaws.

Rule 9. Publication of Disciplinary Actions

A. The following will be published by USA Judo on one occasion in USA Judo regularly printed or electronic media:

(1) In the case of a final decision which imposes discipline arising from a Complaint, (i) the name of the member who has been disciplined, (ii) the nature of the Complaint, and (iii) the discipline imposed.

(2) In the case of a censure (reprimand), warning, or admonition issued by the Committee, the fact that discipline has been issued, but in its discretion without identification of the member who was the subject of the discipline.

Rule 10. Related Civil or Criminal Litigation

- A. Similarity of the substance of a Complaint to the material allegations of pending criminal or civil litigation may, but shall not in itself, prevent or delay disciplinary proceedings against the person involved in such litigation.
- B. The acquittal of the person on criminal charges, or a verdict or judgment in his or her favor in civil litigation involving material allegations similar in substance to a Complaint, shall not in and of itself justify termination of disciplinary proceedings predicated upon the same or substantially the same material allegations.

Rule 11. Appeal Procedure*

- A. All Appeals must be in writing, be signed, and be filed with the Committee, unless any policy of USA Judo applies and provides otherwise.
 - B. Within ten (10) days from receipt of the written Appeal, the Committee will provide a copy of the Appeal to its members and the underlying Committee Chair.
 - C. Within thirty (30) days from receipt of the written Appeal, the Committee will hold a hearing with at least 50% of its members (not subject to any conflict of interest) to hear from the Complainant and a representative of the underlying committee.
 - D. Within fourteen (14) days of the hearing, the Committee will make a written recommendation to the Board regarding the appeal with copies to the Complainant and the Chair of the underlying committee.
 - E. All other deadlines, rights, remedies and procedures related to Grievances are governed by Article 14 of the Bylaws of USA Judo. The parties may voluntarily waive any deadline.
- *Per Section IV., appeals reference determinations made by another standing committee of the background screening committee.*

SECTION VI CONFIDENTIALITY:

All necessary communication regarding a Complaint, investigation, reporting to the Board of Directors, and any referral to the Ethics & Grievance Committee, will be dealt with in a confidential manner, and all records and information which are the concern of the Committee will be kept confidential. It should be noted that such information, although held confidential by USA Judo, does not have a protected status by law and may be vulnerable to disclosure through legal process or court order.

SECTION VII RECORDS:

All records will be archived. All notes from entire proceedings, including phone call logs, notes, all letters (original and copies), and recordings from any investigation proceedings will be kept secured by the Committee members. Records cannot be destroyed without the prior approval of the Board of Directors.

SECTION VIII RETALIATION

USA Judo has zero tolerance for retaliation against people who in good faith report potential ethical, policy, financial or legal violations, or who cooperate with investigations of such reports. That means no Participant may threaten, harass, discriminate against or take any negative employment (where applicable) or participation related action (e.g. discharge, demotion, suspension, non-assignment, negative review) on that basis. Retaliation is expressly prohibited before, during, and after the process of resolving an abuse or misconduct allegation.

Any such retaliation can be reported as described herein. It will be treated as a violation of this Policy and USA Judo's Code of Conduct and Code of Ethics and may lead to serious consequences including termination of employment or

participation for anyone involved in retaliation. Retaliation may be present even where there is a finding that no violation occurred.

Appendix E



USA Judo Response and Resolution Policy January 2023

I. REPORTING MECHANISM

1. Receiving a Report

U.S. Center for SafeSport Jurisdiction

Any reports of alleged misconduct or violations of a USA Judo or Safe Sport policy should be promptly shared with the USA Judo or reported directly to the U.S. Center for SafeSport “Center”. All reported allegations that raise a reasonable suspicion of child abuse, including child sexual abuse, must be reported to law enforcement immediately after becoming aware of the allegations, in accordance with federal law. All reported allegations that raise a reasonable suspicion of child abuse, including child sexual abuse, and sexual misconduct must be reported to the Center immediately upon becoming aware of the allegations. The Center has exclusive jurisdiction over allegations of sexual misconduct.

Reports can be made to USA Judo or the Center:

1. Online reporting forms
 - a. USA Judo: <https://www.teamusa.org/usa-judo/safe-sport-program>
 - b. The Center: <https://uscenterforsafesport.org/report-a-concern/>
2. Phone
 - a. USA Judo: 719-866-3621
 - b. The Center: 833-587-7233
3. Email
 - a. USA Judo: AthleteSafety@usajudo.us

Both USA Judo and the Center’s reporting mechanisms have no associated costs, fees, or other financial barriers attached to submitting a report. Reporters have the option to remain anonymous when filing a report. USA Judo must refer any report that may fall under the Center’s jurisdiction within 24 hours of receipt.

2. Jurisdiction Notification

If a report was submitted to USA Judo and contact information is received then a jurisdictional notification will be sent within 72 hours of notice from the Center. The jurisdictional notification will inform the identified reporting party that the matter is either being referred to the Center or is being addressed by the Organization. If a report is filed through or moved to USA Judo’s Ethics and Grievance Committee then notification and all processes described in the Procedures document (<https://www.teamusa.org/usa-judo/about-us/governance/usa-judo-policies>) will be followed.

3. Mandatory Reporting

All USA Judo Adult Participants (18 years of age and older) are required to report any violation of USA Judo or US Center for SafeSport policy and anything that concerns alleged sexual misconduct, physical misconduct, emotional misconduct, or violations of the MAAPP or SafeSport Handbook (<https://www.teamusa.org/usa-judo/safe-sport-program>).

USA Judo's mandatory reporting policy comports with the mandatory reporting of child abuse provisions in the SafeSport Code, including mandatory reports to law enforcement, compliance with any other applicable reporting requirements under state law, and mandatory reports to the Center.

4. Prohibition of Retaliation

USA Judo shall support the Center in all investigations by providing information as needed to the Center and by honoring all Center findings. USA Judo may also conduct investigations if the Center has declined jurisdiction.

USA Judo has an open-door policy and encourages members to share their questions, concerns, suggestions or complaints in a way and to the people with which they are most comfortable. This means Affiliated Individuals have options for how to report any concern about a potential ethical, policy, financial or legal violation.

USA Judo has zero tolerance for retaliation against people who in good faith report potential ethical, policy, financial or legal violations, or who cooperate with investigations of such reports. That means no Participant may threaten, harass, discriminate against or take any negative employment (where applicable) or participation related action (e.g. discharge, demotion, suspension, non-assignment, negative review) on that basis. Retaliation is expressly prohibited before, during, and after the process (whether led by USA Judo or the Center) of resolving an abuse or misconduct allegation.

Any such retaliation can be reported as described below in the same way as any other policy violation. It will be treated as a violation of this Policy and USA Judo's Code of Conduct and may lead to serious consequences including termination of employment or participation for anyone involved in retaliation.

USA Judo's Whistleblower Policy can be found here: <https://www.teamusa.org/usa-judo/about-us/governance/usa-judo-policies>

5. Response and Resolution of Reported Allegations

USA Judo may implement temporary measures, if necessary, prior to the assertion of jurisdiction by the Center. USA Judo also enforces temporary and permanent measures, including bans, implemented by the Center.

USA Judo will not interfere in, attempt to interfere in, or attempt to influence the outcome of any investigation by the Center. USA Judo's Safe Sport Manager will respond to requests from the Center regarding the eligibility status of a Participant and/or the existence of USA Judo imposed temporary measures or safety plans within 72 hours of the request.

USA Judo will notify any relevant individuals (member or club participants) and inform them of the imposed sanction. If the Center determines that the individual should be banned or suspended then USA Judo will post this to the Disciplinary Actions page here (<https://www.teamusa.org/USA-Judo/About-Us/Governance/Disciplinary-Actions>).

If the Center declines jurisdiction for a matter that USA Judo perceives as a serious athlete safety allegation, such as emotional or physical abuse, or a MAAPP violation, USA Judo reserves the right to submit this to the USA Judo Ethics and Grievance Committee. If this is done then all procedures outlined in the Ethics and Grievance Procedures here (<https://www.teamusa.org/usa-judo/about-us/governance/usa-judo-policies>) will be followed.

6. Data Of Matters Addressed by USA Judo

On an annual basis and upon request, USA Judo will submit a report to the Center regarding relevant matters that have been addressed by the organization. USA Judo requires all LAOs and member clubs to submit through the USA Judo Reporting [Portal](#), any violation regarding SafeSport, the MAAPP, any USA Judo or club policy, retaliation, and fair-to-play situations. USA Judo will send notification via email to all USA Judo members 3 times a year to notify them of this requirement and the reporting protocols and procedures.

USA Judo will create and manage an online reporting and retention system that is shared among the Manager of Membership & Safe Sport, Director of Compliance, and CEO capturing information reported for any violation that is submitted to the organization. This will show the date submitted, policy/code violated, organization owning jurisdiction, current status, and outcome.

USA Judo must annually submit to the Center data regarding:

1. Reports of emotional or physical misconduct made to USA Judo or its club and state organizations.
 - a. Total reported incidents of alleged emotional misconduct
 - b. Total reported incidents of alleged physical misconduct
 - c. Total number of investigations of alleged emotional misconduct
 - d. Total number of investigations of alleged physical misconduct
 - e. Total number of violations for emotional misconduct adjudicated by the USA Judo, separated by cases adjudicated by USA Judo and cases adjudicated by its club and state organizations
 - f. Total number of violations for physical misconduct adjudicated by the USA Judo and cases adjudicated by its club and state organizations
2. Reports to USA Judo or its club and state organizations that a Participant violated the Minor Athlete Abuse Prevention Policies (MAAPP)
 - a. Total reported incidents of alleged violations of the MAAPP, by policy type
 - b. Total number of investigations of alleged violations of the MAAPP
 - c. Total number of violations of the MAAPP, separated by cases adjudicated by USA Judo and cases adjudicated by its club and state organizations
3. Reports to USA Judo or its club and state organizations that a Participant engaged in retaliation
 - a. Total reported incidents of alleged retaliation
 - b. Total number of investigations of alleged retaliation
 - c. Total number of violations of retaliation policy separated by cases adjudicated by USA Judo and cases adjudicated by its club and state organizations