



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