

USAT Sexual Harassment Policy

Policy Statement

It is the policy of USAT to promote a cooperative work and sports environment in which there exists mutual respect for all athletes, coaches, officials, volunteers and staff. Sexual harassment is inconsistent with this objective and contrary to the USAT policy of equal employment and sports opportunity without regard to age, sex, sexual orientation, alienage, citizenship, religion, race, color, national origin, ethnic origin, disability or any other personal status. Sexual harassment is illegal under Federal and State laws, and will not be tolerated within the USAT.

Prohibited Conduct

It is a violation of USAT policy for any employee or member of USAT to engage in sexual harassment or to retaliate against any member of USAT for raising an allegation of sexual harassment or for filing a complaint alleging sexual harassment.

Definition of Sexual Harassment

For purposes of this policy, sexual harassment is defined as unwelcome sexual advances, requests for sexual favors and other oral and written communications or physical conduct of a sexual nature when:

1. Submission to such conduct is made either explicitly or implicitly a term or condition of any individual's employment, USAT appointment, selection to a USAT team or participation in any USAT activity.
2. Submission to or rejection of such conduct by an individual is used as a basis for any decision affecting the employment, USAT appointment or USAT selection or participation in any USAT activity by such individual.
3. Such conduct has the purpose or effect of interfering with an individual's work, sport performance or participation in USAT activities or creates an intimidating, hostile or abusive work or sport environment.

Examples of Sexual Harassment

Examples of sexual harassment include but are not limited to the following:

- Requesting or demanding sexual favors in exchange for employment or sport opportunity such as hiring, firing, USAT appointments, USAT selections or participation in a USAT sponsored activity.
- Submitting unfair or inaccurate job or sport evaluations or denying training, promotion or access to other employment, sport or organizational opportunities because sexual advances have been rejected.
- Sexual comments, teasing or jokes, sexual slurs, demeaning epithets, derogatory statements about an individual's attire or body.
- Inquiries or discussions about sexual activities.
- Pressure to accept sexual invitations, to meet privately, to date, or to have sexual relations.

- Sexually suggestive letters or other written materials.
- Sexual assault or non-consensual sexual relations.

Consensual Relationships

Amorous dating or sexual relationships that might be appropriate in other circumstances have inherent dangers when they occur between supervisors or other members of the USAT in positions of authority and any person for whom there is a professional responsibility. These dangers can include:

- Athletes, volunteers or employees may feel coerced into an unwanted relationship because they fear that refusal to enter into the relationship will adversely affect their employment, sport opportunity or ability to participate in USAT activities.
- Conflicts of interest may arise when supervisors or officials are required to evaluate performance or make personal decisions with respect to an individual with whom they are having a romantic relationship.
- The perception that employees, volunteers, coaches or athletes who are involved in a romantic relationship with a person having professional, supervisory or promotional responsibility for them might receive an unfair advantage.
- That if the relationship ends in a way that is not amicable, it may have an undesirable effect on either or both of the parties, and the USAT.

False and Malicious Accusations

Members of USAT who make false and malicious complaints of sexual harassment, as opposed to complaints which, even if erroneous, are made in good faith, will be subject to disciplinary action.

Procedures

USAT has developed procedures to implement this policy. The Chief Executive Officer has ultimate responsibility for overseeing compliance with this policy. In addition, each Officer, Committee Chair, High Performance Director, Head Coach, Assistant Coach, Team Leader, Team Manager and activity supervisor is required to report any complaint of sexual harassment to the Chief Executive Officer. All employees and members of USAT are required to cooperate in any investigation. If they fail to report any incident of sexual harassment, or refuse to cooperate in any investigation, they may effectively waive or forfeit any available remedies at law and may themselves be subjected to disciplinary action for failure to comply with this USAT Sexual Harassment Policy.

Investigation

A designated USAT representative shall schedule a confidential meeting with the person making the complaint. Thereafter, that representative shall thoroughly investigate the complaint, which investigation will include an interview with the alleged harasser and any potential witnesses. Upon completion of the investigation, the person making the complaint shall be contacted and advised of the outcome of the investigation. USAT will conduct the investigation as expeditiously as possible and will act upon its results as appropriate. Outcomes could

include, but are not limited to, referral of the complaint to Judicial Committee for a hearing, mandatory mediation, and/or immediate disciplinary measures as order by the Chief Executive Officer.

USAT reserves the right to end investigations in its sole discretion on its own accord by request of the complaining party.

USAT Contact Persons:

A person wishing to file a complaint may do so by contacting any of the following:

Chief Executive Officer: Keith Ferguson - keith.ferguson@usa-taekwondo.us

On USAT Team Trips: the Team Leader, Team Manager, and any Coach

At USAT competitions and activities: in addition to the above, the person in charge of the competition or activity.