



**U**SSPEEDSKATING

## USS SafeSport Policy

October 11, 2019

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## I. Overview of US Speedskating's SafeSport Policy

The US Speedskating (USS) SafeSport Policy is designed to ensure a safe, positive experience for all members of USS. This policy sets forth in writing an outline of organizational expectations and relevant areas of potential concern, with a goal of maintaining to the highest degree possible a healthy environment for all participants in our sport. While this document attempts to cover the following topics as thoroughly as possible, these efforts can only be as effective as the active participation of all concerned in reaching our mutual goals of a safe and successful sporting experience for all. This policy applies to and is enforced for all members (first-year members, club competitors/recreational skaters, national-level competitors, USS coaches, USS officials, USS club officers, introductory two-month members and USS alumni members) staff, including office staff, trainers and National Team coaches, Board members, volunteers and contractors, including medical personnel, massage therapists, event volunteers and committee members.

## II. USS SafeSport Policy

Consistent with the mission, vision and values of USS, the welfare of speed skating participants, especially minors, is of paramount concern. When any member, participant, coach, athlete, volunteer or staff member is subjected to abuse, it undermines and is incongruent with the mission, vision, and values of USS we expect to be upheld in our sport and for the athletes USS serves.

***USS is committed to promoting a safe environment for its members, participants, athletes, coaches, officials, volunteers and staff within all speed skating disciplines.*** Accountability and enforcement must be shared at the local and regional levels, as USS cannot oversee all local club and regional activities. USS has adopted this policy to promote a safe speed skating environment, both solely and in partnership with other necessary entities, including but not limited to: National/Regional Training Centers and partner facilities, training sites and sessions, competitive environments, member clubs and associations, teams, parents, athletes and throughout the entire speed skating community. Only through a cooperative effort will we achieve this goal and ensure the welfare of our members, athletes, and participants.

USS designates the U.S. Center for SafeSport as the organization that will have exclusive authority to investigate and resolve allegations of sexual misconduct and any related misconduct. This includes, but is not limited to, conduct involving (a) sexual misconduct; and (b) prohibited conduct under the USCS Code that is reasonably related to the underlying allegation of sexual misconduct. Exclusive authority means (a) only the USCS will investigate and manage any related arbitration involving sexual misconduct; and (b) neither the NGB nor the USOC will conduct its own investigation or arbitration with respect to possible sexual misconduct, except as otherwise requested.

***Any harmful behaviors either defined within this policy or otherwise not included that inhibit a safe environment for USS athletes will not be tolerated.***

### 1. Definition of Abuse

Abuse, including child abuse, is defined by various sources such as state statutes, case law, sports organization and professional association codes of conduct and training manuals, corporate and business workplace documents, and human rights commission materials. The definitions adopted in this policy include physical abuse, sexual abuse, emotional misconduct, bullying, hazing and harassment. USS' definitions of abuse are consistent with the U.S. Center of SafeSport's prohibited conduct and can be found here; [USCSS prohibited conduct](#)

### 2. Legal Reporting Requirements

- a. USS will follow applicable law in reporting abusive situations to the proper authorities. If, in USS' reasonable and good faith judgment, reporting to the proper authorities is necessary to protect a person from the possibility of further abuse, it may make such report even if not compelled by law to do so. USS expects its National/Regional Training Centers and partner facilities, training sites and sessions, competitive environments, member clubs and associations, teams, parents, athletes and the speed skating community as a whole to adopt a similar response with regard to legal reporting requirements.

### 3. Reporting Suspected Abuse

- a. Any person who reasonably and in good faith believes a member of USS has abused another person per the USS SafeSport Policy, such person must notify the U.S. Center of SafeSport. They may also choose to notify appropriate local authorities, their respective club/association, or the USS SafeSport Designees.

All possible violations must be reported directly to the U.S. Center for SafeSport:

**Telephone:** (720) 524-5640

**Online:** <https://safesport.org/response-resolution/report>

### Telephone Inquiries

At least two USS staff members, one of each gender, shall be trained to receive telephone inquiries regarding abuse. USS will list both one male and one female designee on the USS website SafeSport webpage as reporting recipients for inquiries regarding abuse.

- a. The staff members shall:
  - (i) Inform the caller that a written and signed complaint must be received by either USCS or USS to initiate any grievance and/or ethics procedures against a member of USS. They will also make the member aware of the USS SafeSport Policy, Article 14 of the USS By-laws, and relevant USS Code of Conduct and USS Code of Ethics policies.
  - (ii) Offer the caller assistance in locating and obtaining a copy of the USS SafeSport Policy, the online reporting forms and procedures for the US Center for SafeSport and any associated grievance procedures to the caller;
  - (iii) Advise the caller that, if they have not already done so, the USS representative is required to file a report with the US Center for SafeSport. Also inform the caller that

if the abuse being reported is sexual in nature, the USCS will take over jurisdiction from USS.

- (iv) Advise the caller that USS may be legally obligated to report the allegations to the proper authorities even if no complaint is filed pursuant to the USS SafeSport Policy and USS By-laws Article 14;
- (v) Encourage that the victim(s) seek professional help, if appropriate;
- (vi) Prepare a written summary detailing the call and submit it to the Executive Director and the U.S. Center of SafeSport Office;
  - (a) The Executive Director will determine, with the assistance of legal counsel if necessary, whether USS has a legal reporting requirement based upon the inquiry and act accordingly;
  - (b) Written summaries will be filed and indexed by the alleged perpetrator and will become a part of any applicable misconduct / grievance / ethics breach file.

#### 4. Implementation of the Misconduct/Grievance Procedures

- a. At least two USS staff members, one of each gender, shall be trained in the proper implementation of the member misconduct, grievance and ethics procedures contained in the US Speedskating Bylaws, USS SafeSport Policy, USS Code of Conduct, USS Code of Ethics and U.S Center of SafeSport Policy.
- b. One of the trained staff members will be designated to implement the procedures for each complaint;
- c. The designated staff member will determine whether the accused is a member of USS;
  - (i) If the accused is a member of USS, the matter should proceed in accordance with the existing applicable policy;
  - (ii) If the accused is not a member of USS, the staff member should notify the complaining party of the inability of USS to pursue the matter internally, as a courtesy to the complaining party, and will recommend a course of action;
- d. If not already completed, the Executive Director will determine, with the assistance of legal counsel if necessary, whether USS has a legal reporting requirement based upon the complaint and act accordingly or whom shall properly handle the complaint (e.g. USS Staff, USS Ethics Committee, etc.);
- e. The designated staff member will “shepherd” the complaint through the process set forth in the USS Bylaw Article 14, USS SafeSport Policy, and/or U.S. Center of SafeSport Policy. No filing fee will be required for SafeSport related complaints.

#### 5. Confidentiality and Privacy

- a. To protect all individuals, anonymous reporting is permitted.
- b. US Speedskating will make reasonable efforts to safeguard requests for confidentiality and privacy from witnesses and others with information.

6. “Whistleblower” Protection

- a. Regardless of whether the allegation(s) is proven, USS will support the complainant(s) and his or her right to express concerns in good faith. USS will not encourage, allow, or tolerate attempts from any individual to retaliate, punish, or in any way harm any individual(s) who reports a concern in good faith. Such actions against a complainant may be grounds for disciplinary action.

7. Registered Associations and Member Clubs

- a. As a condition to being granted the privilege of membership in USS as an Association or Direct Club, a club must agree to and comply with the following requirements for the entirety of the club’s/business’ membership period, certification of which must be made annually:
- b. Have a policy consistent with USS’ SafeSport Policy that affirms the club’s/business’ commitment to the welfare of speed skating participants in its organization and includes, at minimum, a description of conduct that will not be tolerated, standards of behavior for its staff/volunteers that promote participant welfare, and a process for receiving and handling complaints regarding conduct that violates its policy.
- c. Certify that no persons currently ineligible for USS membership and no persons listed on a federal or state sex---offender registry are or will be associated with the USS activities in any way.
- d. Employ or have in a position of supervision at least one member who is 18 years of age or older and holds a current Coaching Certification in USS.
- e. Have a mission statement consistent with USS’ mission to encourage participation and the pursuit of excellence in all aspects of speed skating.

8. Recommendations to Speedskating Associations and Clubs

- a. USS does not directly operate speed skating associations/clubs, but outside of the governance USS provides, speed skating associations/clubs are operated independently at the local level. USS respects, to a degree, the autonomy of these local entities to operate, as they deem appropriate. Even though USS does not and cannot control all the activities or operations of its member entities, it requires certain expectations for membership and further invites local associations/clubs to join with USS in taking affirmative steps beyond those described in Section 8 above to promote a safe environment for all speed skating participants, such as by:
  - (i) Adopting “standards of behavior” for staff and volunteers working directly with minors to foster a safe speed skating environment and to prevent abusive situations, and by training staff and volunteers to implement such standards;
  - (ii) Implementing a thorough hiring process for all paid positions within the association/club including, for example, reference and criminal background checks;
  - (iii) Encouraging parents to become as active as reasonably possible in his/her child’s speed skating activities; and
  - (iv) Otherwise implementing policies and procedures to lessen the likelihood that

an abusive situation could develop.

9. Event Sanctions

- a. As a condition to being granted a USS sanction for an event, the applicant must certify that no persons currently ineligible for USS membership, and no persons listed on a federal or state sex-offender registry, will be associated with the event in any capacity, including, but not limited to, volunteers and meet support personnel. Sanctioned events may only be hosted by registered business entities (e.g. local or regional sport organizations, recreations departments, city sport councils or chambers of commerce, other) or USS member associations/clubs.

10. Hiring/Training of USS Staff/Board of Directors

- a. USS staff/contract staff members must submit to a criminal background check consistent with USS' "Background Screening Policy." Individuals not given a "Green Light" consistent with that policy prior to their employment may not be hired. Individuals not given a "Green Light" on any subsequent criminal background check may be subject to dismissal. USS shall also check at least two references for each applicant who, if hired, would regularly work directly with minors.
- b. All USS staff members will be informed about the USS SafeSport Policy, which will be included as an appendix in the *Employee Handbook*, and made aware of its importance to our members and our organization.
- c. The elected members of the USS Board of Directors must submit to a criminal background check consistent with the Background Screening Policy. Individuals not given a "Green Light" consistent with that policy may be subject to removal.

11. Standards of Behavior

- a. To promote a safe speed skating environment for US Speed skating' activities and events and to lessen the likelihood that an abusive situation could develop, participants must adhere to the following US Speedskating Standards of Behavior:
- b. When associating with Minor Athletes
  - i. Please refer to Section number 13 of this policy for policies regarding Minor Athlete Abuse Prevention Policies.
- c. Physical Contact
  - (i) Speed skating is a sport where there may be occasional need for physical contact between a coach and an athlete. Physical contact is acceptable when it is reasonably intended to coach, teach or demonstrate a speed skating skill or to prevent or lessen injury (e.g., physically manipulating the body when demonstrating a technically correct position). However, care should be taken to ensure that such contact is not invasive of sensitive areas of the body and permission is always given by the athlete before any corrective physical contact occurs.

d. Parental Monitoring

- i) Parents are encouraged to become as active as reasonably possible in monitoring any activity/event.

12. USS Social Media and Electronic Communications Policy

- a. As part of USS' emphasis on participant safety, communications involving participants should be appropriate, productive, and transparent. Effective communication concerning practice, event, and administrative issues among coaches, administrators, athletes, and their families is critical.

However, the use of mobile devices, web-based applications, social media, and other forms of electronic communications increases the possibility for improprieties and misunderstandings and also provides potential offenders with unsupervised and potentially inappropriate access to participants. The improper use of mobile and electronic communications can result in misconduct.

All electronic communication between coaches and athletes must be for the purpose of communicating information about speed skating activities. Coaches, athletes and all administrators must follow common sense guidelines regarding the volume and time of day of any allowed electronic communication. All content between coaches and minor athletes should be readily available to share with the public or families of the athlete or coach. If the athlete is under the age of 18, any email, text, social media, or similar communication must also copy or include the athlete's parents. See also section 14 below, heading d. for Social Media & Electronic Communications policies regarding minor athletes.

13. Minor Athlete Abuse Prevention Policies (MAAPP)

This section is taken from the *Minor Athlete Abuse Prevention Policies* set forth by the Center for SafeSport. These are the minimum requirements regarding Minors that must be implemented by all Covered Organizations under the USOC. US Speedskating is a Covered Organization. For questions regarding application and implementation, terminology, education and training, or if it is desired to view the entire policy please visit <https://safesport.org/policies-procedures>

The following MAAPP Policies apply to: 1) Adult members at a facility that is either partially or fully under the jurisdiction of US Speedskating; 2) Adult members who have regular contact with amateur athletes who are minors; 3) Any adult authorized by US Speedskating to have regular contact with or authority over an amateur athlete who is a minor; and 4) Adult staff, athletes, and board members of US Speedskating. Collectively "Applicable Adult(s)" for the purposes of the MAAPP policy.

a. **One-on-One Interactions**

i. Observable and interruptible

- 1. One-on-one interactions between a minor athlete and an Applicable Adult



(who is not the minor's legal guardian) at a facility partially or fully under our jurisdiction are permitted if they occur at an observable and interruptible distance by another adult.

2. One-on-one interactions between minor athletes and an Applicable Adult (who is not the minor's legal guardian) at a facility partially or fully under our jurisdiction are prohibited, except in the circumstances described in subpart (iii) of this section and under emergency circumstances.

ii. Meetings

1. Meetings between Applicable Adults and minor athletes at a facility partially or fully under our jurisdiction may only occur if another adult is present, except under emergency circumstances. Such meetings must occur where interactions can be easily observed and at an interruptible distance from another adult.
2. If a one-on-one meeting takes place in an office at a facility partially or fully under our jurisdiction, the door to the office must remain unlocked and open. If available, it will occur in an office that has windows, with the windows, blinds, and/or curtains remaining open during the meeting.

iii. Meetings with mental health care professionals and health care providers

1. If a mental health care professional and/or health care provider meets with minor athletes at a facility partially or fully under our jurisdiction, a closed-door meeting may be permitted to protect patient privacy provided that: (1) the door remains unlocked; (2) another adult is present at the facility; (3) the other adult is advised that a closed-door meeting is occurring; and (4) written legal guardian consent is obtained in advance by the mental health care professional and/or health care provider, with a copy provided to our organization.

iv. Individual training sessions

1. Individual training sessions between Applicable Adults and minor athletes are permitted at a facility partially or fully under our jurisdiction if the training session is observable and interruptible by another adult. It is the responsibility of the Applicable Adult to obtain the written permission of the minor's legal guardian in advance of the individual training session if the individual training session is not observable and interruptible by another adult. Permission for individual training sessions must be obtained at least every six months. Parents, guardians, and other caretakers must be allowed to observe the training session.

**b. Massages and Rubdowns/Athletic Training Modalities**

- i. Any massage or rubdown/athletic training modality performed at a facility or a training or competition venue must be conducted in an open and interruptible location. Any massage of a minor athlete must be done with at least one other adult present and must never be done with only the minor athlete and the person performing the massage or rubdown/athletic training modality in the room.

**c. Locker Rooms and Changing Areas**

- i. Non-exclusive facility
  - 1. If our organization uses a facility not fully under our jurisdiction (for, e.g., training or competition or similar events) and the facility is used by multiple constituents, Applicable Adults are nonetheless required to adhere to the rules set forth herein.
- ii. Use of recording devices
  - 1. Use of any device's (including a cell phone's) recording capabilities, including voice recording, still cameras and video cameras in locker rooms, changing areas, or similar spaces at a facility under our organization's jurisdiction is prohibited. Exceptions may be made for media and championship celebrations, provided that such exceptions are approved by the Covered Organization or the LAO and two or more Applicable Adults are present.
- iii. Undress
  - 1. Under no circumstances shall an unrelated Applicable Adult at a facility under our organization's jurisdiction intentionally expose his or her breasts, buttocks, groin, or genitals to a minor athlete.
- iv. One-on-one interactions
  - 1. Except for athletes on the same team, at no time are unrelated Applicable Adults permitted to be alone with a minor athlete in a locker room or changing area when at a facility under our partial or full jurisdiction, except under emergency circumstances.
  - 2. If our organization is using a facility that only has a single locker room or changing area, we will designate separate times for use by Applicable Adults, if any.
- v. Monitoring
  - 1. Our organization regularly and randomly monitors the use of locker rooms and changing areas at facilities under our jurisdiction to ensure compliance with these policies.

**d. Social Media & Electronic Communications**

- i. Content
  - 1. All electronic communication originating from Applicable Adults to minor athletes must be professional in nature.
- ii. Open and Transparent
  - 1. Absent emergency circumstances, if an Applicable Adult with authority over minor athletes needs to communicate directly with a minor athlete via electronic communications (including social media), another Applicable Adult or the minor's legal guardian will be copied.
  - 2. If a minor athlete communicates to the Applicable Adult (with authority over the minor athlete) privately first, said Applicable Adult should respond to the minor athlete with a copy to another Applicable Adult or the minor's legal guardian.
  - 3. When an Applicable Adult with authority over minor athletes communicates electronically to the entire team, said Applicable Adult will copy another adult.

4. Minor athletes may “friend” the organization’s official page.

iii. Requests to discontinue

1. Legal guardians may request in writing that their minor athlete not be contacted through any form of electronic communication by the organization or by the Applicable Adults subject to this policy. The organizations will abide by any such request that their minor athlete not be contacted via electronic communication, absent emergency circumstances.

e. **Local Travel**

i. Local travel consists of travel to training, practice, and competition that occurs locally and does not include coordinated overnight stays

ii. Transportation

1. Applicable Adults who are not also acting as a legal guardian, shall not ride in a vehicle alone with an unrelated minor athlete, absent emergency circumstances, and must have at least two minor athletes or another adult at all times, unless otherwise agreed to in writing by the minor athlete’s parent/legal guardian in advance of each local travel.

f. **Team Travel**

i. Team travel is travel to a competition or other team activity that the organization plans and supervises.

ii. Team/competition travel

1. When only one Applicable Adult and one minor athlete travel to a competition, the minor athlete must have his/her legal guardian’s written permission in advance and for each competition to travel alone with said Applicable Adult.

iii. Hotel rooms

1. Applicable Adults shall not share a hotel room or other sleeping arrangement with a minor athlete (unless the Applicable Adult is the legal guardian, sibling, or is otherwise related to the minor athlete). However, a parent/legal guardian may consent to such an arrangement in advance and in writing. Furthermore, a parent/legal guardian may consent in advance and in writing to the minor athlete sharing a hotel room or other sleeping arrangement with an adult athlete.

iv. Meetings

1. Meetings shall be conducted consistent with the organization’s policy for one-on-one interactions (i.e., any such meeting shall be observable and interruptible).

g. **Special Travel Policy – Specific to US Speedskating**

i. For each National or International event attended by a Minor Athlete that requires travel, the Minor Athlete and his or her parent/guardian on file with USS must complete the Travel Authorization for Minor Athlete’s form, and must indicate the Athlete Supervisor (a parent or guardian, designated family member, or designated USS staff or volunteer member) who will be responsible for the

Minor Athlete during the USS travel. The Minor Athlete and parent/guardian must also sign a copy of the USS Travel Policy for Athletes who are Minors and if designating an “Athlete Supervisor”, the Minor Athletes Medical Treatment Authorization and Consent form. These forms must be completed for each National/International event the Minor Athlete is taking part in, and provided to the Team Leader and National Office *prior to making travel arrangements*.

ii. Policies for the Minor Athlete

1. To ensure the propriety of the Minor Athlete and the Athlete Supervisor, there will be no adults in a room with a minor behind a closed door (except for a parent, guardian, sibling or relative), nor shall there be any number of minor athletes of opposite gender in a room with a closed door.
2. When a Minor Athlete is not traveling with a parent, guardian, sibling or relative, during USS travel, the Minor Athlete shall (when reasonably possible) room with other Minor Athletes or teammates of a similar age and of the same gender.
3. Behavior. During overnight USS travel, Minor Athletes shall:
  - a. Be quiet and respect the rights of all athletes, USS staff and other guests in the hotel;
  - b. Stay in the assigned hotel room unless requesting and receiving from the Athlete Supervisor to do otherwise;
  - c. Acknowledge that the needs and interests of their representation as a competitor representing their country and USS come first.
4. Financial. During overnight USS travel, Minor Athletes are responsible for any incidental charges at the hotel incurred by their actions.

iii. Policies for the Athlete Supervisor – The Athlete Supervisor shall:

1. Be assigned and shall assume responsibility for the Minor Athlete for the entire duration of the National or International event commencing upon an agreed upon departure point;
2. Regardless of gender, an Athlete Supervisor shall not share a hotel room or other sleeping arrangement with a Minor Athlete (unless the Athlete Supervisor is the parent, guardian, sibling or relative of that particular Minor Athlete).
3. Follow the team rules and expectations as communicated by the USS Team Leader or Head Coach.
4. Be the point of contact in an emergency situation to the USS National Office, the athlete’s parent or guardian, and other relevant USS staff;
5. If not the Minor Athlete’s parent/guardian, be provided (through USS and made available by the parent/guardian) Minor Athlete’s personal medical insurance and emergency contact information prior to the beginning of the event and shall keep such information available throughout the duration of the event;
6. Be responsible for ensuring that the Minor Athlete is not participating in unsafe or unsupervised activities;

7. Provide a clear schedule for the Minor Athlete where deviations are not permitted without advanced permission and be responsible for checking-in with the Minor Athlete multiple times each day;
8. Be responsible for establishing and overseeing the established curfew each day of the event and must be in line with curfews and other rules as set by the USS Team Leader or Coach.
9. Be responsible for making a written report of travel policy or Code of Conduct violations to the USS Appointed Coach, USS National Office, in addition to the parent or legal guardian of the subject Minor Athlete.

#### 14. Education of the Speed Skating Community

- a. USS will provide resources for the education of members of the speed skating community geared toward promoting a safe speed skating environment as follows:
  - (i) Through a designated section of its website with the content being updated as necessary
  - (ii) Online through the U.S. Center for SafeSport Training Course;
  - (iii) At least annually in designated athlete meetings;
  - (iv) In its various publications and policies.

#### 15. Professional Development

- a. USS Certified Coaches and team support members of USS should strive to increase their level of proficiency and skill by remaining current on safety, health and training developments relevant to the sport and by seeking advice and counsel of colleagues and experts whenever such consultation is in the best interests of the athlete.

#### 16. Communication

- a. USS will consistently communicate:
  - (i) Its mission, and that abuses are inconsistent with its mission and best interest of the sport of speed skating and its participants;
  - (ii) Its commitment to and work toward a safe environment for all speed skating participants.
  - (iii) Opportunities for education, awareness and training when available for various groups of members of USS.

#### 17. Document Retention

- a. USS will retain misconduct / grievance files and materials.

#### 18. Policy Review

- a. This policy shall be reviewed at least annually and updated as necessary.

### III. USOC SafeSport Online Training Course Implementation

SafeSport offers training regarding misconduct in sport and the measures we can all take to protect athletes. Learning about types of misconduct is an important step to recognize, reduce and

respond effectively to inappropriate and potentially harmful behavior.

#### **Who is required to take the training?**

- All USS Board of Directors elected by the USS membership
- USS Staff
- USS Contractors that have frequent or regular contact with athletes
- USS Certified Coaches
- USS Officials Level 3, 4 & 5 assigned by USS to USS races

#### **Who is encouraged to take the training?**

- USS Athletes listed in the USADA pool

#### **How frequently do you have to take the training and have background checks?**

- Required individuals need to take the full SafeSport Training every two years and a refresher course in the years that they don't have to take the full SafeSport Training.
- Background checks are required every two years.
- Background checks are not required for individuals under 18 years of age. Once an individual reaches age of majority (18 years), they will be subject to a background check.
- USS will conduct annual checks on required individuals to make sure that they are in compliance with the SafeSport Training and background check requirements. USS will use the membership database as the tracking tool.

#### **Why take the training? What does it cover?**

The USCS online courses will educate you on the common risk factors in sport and suggest ways to protect athletes. By gaining a better understanding of the dynamics involved in certain situations, you can join the team of clubs, coaches, administrators and parents committed to creating safe conditions for sport. Addressing misconduct in sport depends on being prepared; educating yourself is an important step. The USCS online training is divided into three courses: Emotional and Physical Misconduct, Mandatory Reporting: Understanding Your Responsibilities, and Sexual Misconduct Awareness Education.

#### **How do I take the training?**

It's easy. Click the link below and you'll be taken directly the USCS training registration page. By providing your information, and entering the case sensitive access code, you can start the training immediately. To obtain the access code email [membership@usspeedskating.org](mailto:membership@usspeedskating.org)

<https://safesport.org/authentication/register?token=8703195e-92ef-4f0b-be46-bc93a20810ee>

## **IV. USS Code of Conduct and Code of Ethics**

For the benefit of membership and to outline areas of potential misconduct, US Speedskating has adopted and makes use of an organizational Code of Conduct and a Code of Ethics. Breaches of these codes may be addressed as per the US Speedskating Bylaws.

## V. Conflict of Interest Declaration

The USS Conflict of Interest Declaration will be signed by all Directors, Committee, Commission and Task Force Members, USS Staff/contract staff, and any member or affiliate of the organization cited as per USS Bylaws Article 15.

## VI. Useful Links

<https://safesport.org>

<https://safesport.org/response-resolution/report>

<https://safesport.org/userviolations/search>