



U S SPEEDSKATING

USS SafeSport Policy

November 13, 2017

Table of Contents

- I. OVERVIEW OF US SPEEDSKATING’S SAFESPORT POLICY.....2**
- II. USS SAFESPORT POLICY.....2**
 - 1. DEFINITION OF ABUSE.....2
 - 2. LEGAL REPORTING REQUIREMENTS.....5
 - 3. REPORTING SUSPECTED ABUSE.....6
 - 4. IMPLEMENTATION OF THE MISCONDUCT/GRIEVANCE PROCEDURES.....6
 - 5. CONFIDENTIALITY AND PRIVACY.....7
 - 6. CRIMINAL BACKGROUND CHECKS OF INDIVIDUAL MEMBERS.....7
 - 7. REGISTERED ASSOCIATIONS AND MEMBER CLUBS.....7
 - 8. RECOMMENDATIONS TO SPEEDSKATING ASSOCIATIONS AND CLUBS.....8
 - 9. EVENT SANCTIONS.....8
 - 10. HIRING/TRAINING OF USS STAFF/BOARD OF DIRECTORS.....8
 - 11. STANDARDS OF BEHAVIOR.....9
 - 12. SPECIAL TRAVEL POLICY FOR MINORS.....9
 - 13. USS SOCIAL MEDIA AND ELECTRONIC COMMUNICATIONS POLICY.....10
 - 14. EDUCATION OF THE SPEED SKATING COMMUNITY.....11
 - 15. PROFESSIONAL DEVELOPMENT.....11
 - 16. COMMUNICATION.....11
 - 17. DOCUMENT RETENTION.....12
 - 18. POLICY REVIEW.....12
- III. USOC SAFESPORT ONLINE TRAINING COURSE IMPLEMENTATION.....12**
- IV. USS CODE OF CONDUCT AND CODE OF ETHICS.....12**
- V. CONFLICT OF INTEREST DECLARATION.....13**
- VI. USEFUL LINKS.....13**

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

- a. 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 are not all inclusive and additional situations not defined under this Article may also constitute abuse depending upon the circumstances. USS cannot predict every situation that may constitute abuse, however we have adopted the following sources and definitions for reference and application.

b. Physical Abuse.

- (i) Any physical contact with a participant that intentionally causes or is likely to cause the participant to sustain bodily harm or personal injury, including without limitation, striking, hitting, kicking, biting, shaking, shoving, forcing an athlete to train or compete when seriously injured or mandating excessive exercise as a form of punishment;
- (ii) Any physical contact with a participant that intentionally creates or is likely to create a threat of bodily harm or personal injury;
- (iii) Giving alcohol or inappropriate drugs to a participant; or
- (iv) Any violation of applicable law involving physical contact, or that is specifically designed to protect minors.

Physical contact that is reasonably intended to coach, teach, or demonstrate a speed skating skill or to prevent or lessen injury (e.g. physical manipulation of an athlete to assist correct technical position – with permission of the athlete) does not constitute physical abuse.

Infrequent, non---intentional physical contact, particularly contact that arises out of an error or a misjudgment on the part of the athlete, participant, or coach, does not constitute physical abuse. Encouragement of an adult athlete to push their physical and mental limitations in a high performance environment with consent of the athlete/participant does not constitute physical abuse.

c. Sexual Abuse.

- (i) Rape, incest, fondling, exhibitionism or sexual exploitation;
- (ii) Any form of sexual contact or inappropriate touching, unwanted physical contact, unwelcome advances or requests for sexual favors;
- (iii) Any form of wanton or obscene gesturing, lewd remarks or indecent exposure;
- (iv) Sexual abuse of a minor includes, without limitation:
 - (a) Touching a minor participant for the purpose of causing the sexual arousal or gratification of either person; or
 - (b) A minor participant touching any person, if the touching occurs at the request of or with the consent of such other person, for the sexual arousal or gratification of either person;
- (v) Neither consent of the participant to the sexual abuse or contact, mistake as to the participant's age, nor the fact that the sexual abuse or contact did not take place at or in conjunction with a speed skating function is a defense to a complaint of

sexual abuse;

- (vi) Sexual abuse also includes sexual misconduct described in the Code of Ethics, including, but not limited to:
 - (a) Soliciting or engaging in sexual relations with a minor;
 - (b) Engaging in a sexual relationship where an imbalance of power exists and engaging in any behavior that utilizes the influence of a member's position as coach, official, athlete, or administrator to encourage sexual relations with an athlete or participant; or
 - (c) Engaging in sexual harassment by making unwelcome advances, requests for sexual favors or other verbal or physical conduct of a sexual nature, where such conduct creates an intimidating, hostile or offensive environment; or
- (vii) Any violation of applicable law directly or indirectly involving or related to sexual misconduct or child abuse, or that is specifically designed to protect minors.

d. Child Sexual Abuse

Definition of Child Sexual Abuse. Any sexual activity with a minor athlete or participant where consent is not or cannot be given. This includes sexual contact with a minor athlete or participant that is accomplished by deception, manipulation, force or threat of force, regardless of the age of the participants, and all sexual interactions between an adult and a minor athlete or participant, regardless of whether there is deception or the minor athlete or participant understands the sexual nature of the activity.

Note concerning peer-to-peer child sexual abuse: Sexual contact between minors also can be abusive. Whether or not a sexual interaction is between children constitutes child sexual abuse turns on the existence of an aggressor, the age difference between the children, and/or whether there is an imbalance of power and/or intellectual capabilities.

- (i) Non-physical forms may also be considered child sexual abuse such as sharing pornography, sexually explicit photographs, or sexually explicit communications.
- (ii) Any act or conduct described as child sexual abuse under federal or state law.

e. Emotional Misconduct

- (i) A pattern of deliberate, non-contact behavior that has the potential to cause emotional or psychological harm to an athlete or participant, regardless of age. Non-contact behaviors may include:
 - (a) Verbal acts;
 - (b) Physical acts;
 - (c) Acts that deny attention or support.
- (ii) Any act or conduct described as emotional abuse or misconduct under federal or state law (e.g., child abuse, child neglect).

Emotional misconduct may not include professionally accepted coaching communications and methods with the intent to promote the development of skill enhancement, physical conditioning, team building, discipline or improving athletic performance, however while encouragement of an adult athlete to push their physical and mental limitations in a high

performance environment may at times be warranted, such encouragement should not exceed the boundaries of being performance oriented vs. becoming personally degrading or humiliating.

f. Bullying

- (i) An intentional, persistent and repeated pattern of committing, or willfully tolerating by another person, physical and non-physical behaviors that are intended or have the reasonable potential, to cause fear, humiliation or physical harm in an attempt to socially exclude, diminish or isolate the targeted athlete(s), as a condition of membership.
- (ii) Any act or conduct described as bullying under federal or state law.

Bullying does not include group or team behaviors that (a) are meant to establish normative team behaviors, or (b) promote team cohesion. For example, bullying does not include verbal admonitions to encourage team members to train harder and to push through a difficult training regimen.

g. Harassment

- (i) A repeated pattern of physical and/or non-physical behaviors that:
 - (a) Are intended to cause fear, humiliation or annoyance;
 - (b) offend or degrade;
 - (c) create a hostile environment;
 - (d) reflect discriminatory bias in an attempt to establish dominance, superiority or power over an individual athlete or group based on gender, race, ethnicity, culture, religion, sexual orientation, gender expression or mental or physical disability; or
- (ii) Any act or conduct described as harassment under federal or state law.

h. Hazing

- i. Coercing, requiring, forcing or willfully tolerating any humiliating, unwelcome or dangerous activity that serves as a condition for:
 - (a) Joining a group;
 - (b) being socially accepted by a group's members or;
- ii. Any act or conduct described as hazing under federal or state law.

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 may notify appropriate local authorities, their respective club/association, the USS National Office pursuant to this SafeSport Policy and/or Article 14 of the USS Bylaws and/or the U.S. Center for SafeSport.

All possible violations can 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.

b. 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.

5. Confidentiality and Privacy

- a. US Speedskating will make reasonable efforts to safeguard requests for confidentiality and privacy from witnesses and others with information.

6. Criminal Background Checks of Individual Members

- a. Before becoming an elected USS Board member, USS staff, USS contractor that has frequent or regular contact with athletes, certified USS coach and level 3, 4 & 5 officials assigned by USS to USS races, you must have a background check completed. You will be instructed on how to complete this process when going through the various procedures as outlined by USS Staff and through the USS website.

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. Avoid Being Alone with a Minor
 - i) Avoid being alone with a minor or any group of minors in a private setting (e.g., locker room, hotel room, bathroom, office, vehicle or residence), and avoid being alone with a minor or any group of minors in any place that could be deemed inappropriate to the athlete relationship. When a one-on-one situation is necessary, such as private lessons or conversations, conduct the activity within the view of another adult or when in an enclosed area with the door left open. Individuals should attempt to adopt a "two-deep" leadership style whenever possible.
- c. Physical Contact
 - ii) 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
 - iii) Parents are encouraged to become as active as reasonably possible in monitoring any activity/event.

12. Special Travel Policy for Minors

a. Policies for both the Minor Athletes & Athlete Supervisors

The following policies apply to persons under the age of 18 who are selected to compete on USS teams:

- 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. 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).

- iii. 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.
 - iv. Curfews shall be established by the Athlete Supervisor each day of the event and must be in line with curfews and other rules as set by the USS Team Leader.
 - v. The Athlete Supervisor (if not the parent/guardian) should carry a signed Minor Athlete's Medical Treatment Authorization & Consent Form for each Minor Athlete.
- b. Policies for the Minor Athlete. 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.
- i. 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.
 - ii. Financial. During overnight USS travel, Minor Athletes are responsible for any incidental charges at the hotel incurred by their actions.
- c. Policies for the Athlete Supervisor. The Athlete Supervisor shall be:
- (i) 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;
 - (ii) Follow the team rules and expectations as communicated by the USS Team Leader or Head Coach.
 - (iii) The point of contact in an emergency situation to the USS National Office, the athlete's parent or guardian, and other relevant USS staff;
 - (iv) 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;
 - (v) Responsible for ensuring that the Minor Athlete is not participating in unsafe or unsupervised activities;
 - (vi) 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;
 - (vii) Responsible for overseeing established curfew;
 - (viii) 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.

13. 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.

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

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 provided case sensitive access code, you can start the training immediately.

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

Access Code: V256-LF4Y-72G4-H57V

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

US Department of Health and Human Services – Child Welfare Information Gateway

https://www.childwelfare.gov/systemwide/laws_policies/statutes/manda.cfm

<https://safesport.org>

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

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