



USA Field Hockey Athlete Safety Policy



Contents

| | |
|---|---|
| Introduction | 3 |
| Application | 4 |
| Prohibited Misconduct..... | 4 |
| Education and Awareness Training..... | 4 |
| Screening & Background Checks..... | 5 |
| Responding to Abuse and Other Misconduct..... | 6 |
| Reporting | 7 |
| Monitoring and Supervision of the Program | 8 |
| Interim Measures..... | 9 |
| Appeal Rights | 9 |

Introduction

The safety of its participants is of utmost importance to USA Field Hockey. This includes not only on-field safety but off-field safety as well.

This document is intended to protect USA Field Hockey participants from physical, sexual, psychological and other forms of abuse and misconduct (more specifically discussed in the Prohibited Conduct Section) that can be harmful to athletes of any age. This policy is applicable to athletes, coaches, USA Field Hockey staff, USA Field Hockey board members, administrators, volunteers, officials and parents during all USA Field Hockey related activities, as more fully discussed in Application Section.

The Safe Sport handbook includes the various policies that apply to all USA Field Hockey national, club and sanctioned programs. By combining all of these elements into a comprehensive Safe Sport program, USA Field Hockey intends to create the safest possible environment for participation in the sport of field hockey.

USA Field Hockey reserves the right to amend this Policy as necessary.

Nothing contained in this policy is intended to supersede, replace, or otherwise abrogate the USA Field Hockey Bylaws, the Ted Stevens Olympic and Amateur Sports Act, USOC Bylaws or the U.S. Center for SafeSport Code for the U.S. Olympic and Paralympic Movements.

Application

This policy is applicable to the following individuals (collectively, “Covered Individuals”):

- USA Field Hockey staff (whether full time, part time or contracted), coaches, umpires, medical personnel, volunteers, board members, committee and task force members, chaperones and other individuals working with athletes or other sport participants while at USA Field Hockey conducted activities, whether or not they are employees of USA Field Hockey;
- USA Field Hockey Athletes; and
- All individuals, athletes or non-athletes, USA Field Hockey formally authorizes, approves or appoints (i) to a position of authority over, or (ii) to have frequent contact with Athletes.

Prohibited Conduct

USA Field Hockey Covered Individuals shall refrain from misconduct, including the following most common types of misconduct:

- Sexual misconduct
- Emotional misconduct
- Physical misconduct
- Bullying
- Harassment (including sexual harassment)
- Hazing

Definitions of the foregoing, examples and exceptions may be found in the U.S. Center for SafeSport Code <https://safesport.org/files/index/tag/policies-procedures>.

All forms of prohibited conduct are intolerable and in direct conflict with the Olympic Ideals.

Education and Awareness Training

Education is a key component of any abuse and misconduct prevention strategy. Awareness training provides participants with relevant information necessary to more effectively monitor their organization, minimize the opportunities for physical and sexual abuse and other types of misconduct, and respond to concerns. It is also a strong statement that the organization places a priority on participant safety.

Beginning March 15, 2018, USA Field Hockey requires SafeSport education and training for (a) individuals in the SafeSport Background Screening Pool (discussed in Section 5 below), and (b)

all USA Field Hockey staff, Board of Directors and Committee Members (collectively, the “SafeSport Training Pool”). USA Field Hockey also encourages athletes in the US Anti-Doping (USADA) Registered Testing Pool (RTP) as well as all other athletes, parents and anyone else involved in this sport to take the USADA training.

USA Field Hockey requires completion of the education and training prior to any Coach or Umpire membership becoming current. For all other individuals training must take place within 20 days of employment, accepting a board position or appointment to a USA Field Hockey Committee.

USA Field Hockey will track all SafeSport Training Pool education and training, all training will be tracked within USA Field Hockey’s CRM Software. For all coach and umpire members, SafeSport training must be completed before receiving a current membership.

SafeSport Website

To take the SafeSport online course, [click here](#) and follow these steps:

- Select USA Field Hockey
- Follow directions to complete the course
- Estimated time to complete the course is 90-120 minutes
- You will need to complete the three modules- once completed you will receive a certificate of completion for SafeSport Training.

Screening & Background Checks

Purpose of a Screening Policy

- Protect our members from known offenders to ensure they do not have access to USA Field Hockey athletes.
- Help insulate USA Field Hockey, its staff, programs and volunteers from liability that could arise from allowing a previous offender to have access to children.

USA Field Hockey Screening

USA Field Hockey shall conduct a screening background check at least every two years for those individuals it formally authorizes, approves or appoints (a) to a position of authority over, (b) to have frequent contact with athletes, including, but not limited to staff, coaches, officials and volunteers, and/or (c) any non-athlete individual that USA Field Hockey authorizes to train, stay, or work at an Olympic Training Center (collectively, the “SafeSport Background Screening Pool”). For purposes of clarification, USA Field Hockey is considered to formally authorize, approve or appoint an individual in instances where USA Field Hockey has control over the appointment process.

Beginning February 23, 2018, all USA Field Hockey Coaches and Umpires who are under 18 also fall under the background check requirement for those people in the SafeSport Background Screening Pool.

As to members of the SafeSport Background Screening Pool newly taking a role, USA Field Hockey requires background screening prior to contact with athletes, and in any event within thirty (20) days of the commencement of the new role.

USA Field Hockey will track all SafeSport Background Screening Pool background screening and perform periodic checks to ensure compliance with this policy.

Responding to Abuse and Other Misconduct

USA Field Hockey and its Covered Individuals are subject to the U.S. Center for SafeSport (the “Center”) Code ([Click Here](#)) for the investigation and resolution of SafeSport violations.

The Center has the exclusive authority to investigate and resolve Covered Individual conduct involving (a) sexual misconduct; and (b) prohibited conduct under the Center’s Code that is reasonably related to the underlying allegation of sexual misconduct. The Center also has discretionary authority over other alleged violations of any prohibited conduct under the Code.

All issues falling within USA Field Hockey’s authority (i.e., outside of the Center’s authority) will be addressed by USA Field Hockey – employee/volunteer matters will be handled pursuant to employee policies and procedures, and issues falling under the Ted Stevens Olympic and Amateur Sports Act (the “TSOASA”) will, after a preliminary determination (described below), be handled pursuant to the Hearing Procedures in the USA Field Hockey Bylaws (Article 17)

Reporting

Every Covered Individual must report reasonable suspicions or allegations of: (1) violations of this Policy and/or (2) child physical or sexual abuse to either the Center or the USA Field Hockey has set forth below.

USA Field Hockey also encourages member parents/legal guardians, athletes and other sport participants to communicate violations of the Policy and/or allegations and suspicions of misconduct.

If you believe a suspicion or allegation involves child abuse or neglect, the matter should also be referred to the appropriate law enforcement authorities. State by state reporting procedures can be found on <https://www.childwelfare.gov>.

Please report all issues falling within the Center's authority (Responding to Abuse and Other Misconduct) to the Center. And if possible, please copy USA Field Hockey, so that USA Field Hockey may implement necessary interim measures.

TO REPORT TO THE U.S. CENTER FOR SAFESPORT – [CLICK HERE](#).

[Minor Athlete Abuse Prevention Policies](#) will apply to all Applicable Adults (including adult athletes) defined as those who interact with and have direct and frequent contact with minor athletes. Please note non-compliance with [Minor Athlete Abuse Prevention Policies](#) is a violation of the U.S. Center for SafeSport Code. Please report all Minor Athlete Abuse Prevention Policy violations to SafeSport@usafieldhockey.com.

TO REPORT TO USA Field Hockey – send an email to SafeSport@usafieldhockey.com.

USA Field Hockey will forward any reports falling under the Center's jurisdiction to the Center and will address all other matters.

REPORTING TO EITHER THE CENTER OR USA FIELD HOCKEY MAY BE MADE ANONYMOUSLY. THERE ARE NO FILING FEES ASSOCIATED WITH INITIATING A REPORT.

Regardless of whether the allegation(s) is proven, USA Field Hockey will support the complainant(s) and his or her right to express concerns in good faith. USA Field Hockey 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.

All suspicions/allegations of child physical or sexual abuse will be reported to the appropriate law enforcement authorities. As a matter of policy, USA Field Hockey does not investigate suspicions/allegations of child physical or sexual abuse or attempt to evaluate the credibility or validity of such allegations as a condition for reporting to the appropriate law enforcement authorities.

Monitoring and Supervision of the Program

The Monitoring and Supervision aspect of a SafeSport Program considers how the programs involved monitor, supervise and ensure that the other aspects of the program (i.e. implementation and enforcement of MAAPP policies, training requirements, screening requirements, responding to adjudication procedures, etc.) are being followed, and how they may be improved, so that they result in a safe environment for the participants.

Monitoring and supervision must occur at different levels within USA Field Hockey:

National Level – USA Field Hockey

USA Field Hockey shall monitor compliance with the USA Field Hockey's SafeSport Programs and MAAPP (Minor Athlete Abuse Prevention Policies) Policies in all Clubs.

USA Field Hockey shall ensure that all required training and background screenings have occurred as set forth in this policy.

USA Field Hockey shall promptly address any reports of abuse and misconduct and make all such reports as are required under the USA Field Hockey SafeSport Program or applicable law, and shall monitor and supervise the Club Programs to ensure all such reports are made.

National Team Coaches

The head coach for each team shall be responsible for monitoring his or her team to ensure that all sport areas are being properly supervised in accordance with the SafeSport policies, MAAPP Policies and that the team's travel is conducted in accordance with the MAAPP Travel Policy.

It is recognized that the head coach may not be personally responsible for direct supervision of each of these areas at all times and may delegate responsibility to team personnel for certain activities as necessary, to ensure compliance.

Club Programs

USA Field Hockey Club Programs and their administrators shall ensure that the Program institutes and enforces compliance of its teams with all parts of this SafeSport policy and MAAPP Policies.

Club Programs shall monitor their personnel to ensure that the Program's coaches, participants, administrators, and other volunteers who will have routine access to youth participants have

completed the required training in accordance with the Education and Awareness Section of the Athlete Safety Policy.

Club Programs shall promptly address any reports of abuse and misconduct, and make all such reports as are required under the USA Field Hockey SafeSport Program or applicable law.

Interim Measures

If the reported complaint indicates that a Covered Individual's continued employment, membership or participation poses a risk of ongoing physical or emotional harm, USA Field Hockey may institute interim measures and/or suspend the accused individual after a hearing has occurred pending final resolution of the complaint to eliminate any potential for danger to an athlete, sport participant or other individual. Except for employee/volunteer issues (over which USA Field Hockey has absolute discretion), USA Field Hockey will provide the Covered Individual with notice and offer her/him an opportunity to contest the suspension as further detailed in USA Field Hockey Bylaws, Section 4.

Appeal Rights

Any Ted Stevens Olympic and Amateur Sports Act suspension before final resolution may be appealed to the American Arbitration Association (AAA) at the written request of the accused individual within 30 days of the suspension as further detailed in USA Field Hockey Bylaws, Section 17.