



USA Wrestling Safe Sport Program Handbook

Revised: 5/13/2022

Reporting:

Complaints or information may be reported to the U.S. Center for SafeSport by (1) completing an online report to the Center at <https://uscenterforsafesport.org/report-a-concern/>, or (2) by calling **720-524-5640**.

Complaints or information may be reported to USA Wrestling by (1) completing an online report to USA Wrestling at <https://www.usawmembership.com/misconduct>, or (2) by calling **719-265-3636**.

Table of Contents

BACKGROUND.....3

DEFINITIONS.....4

USA WRESTLING SAFE SPORT POLICY: INTRODUCTION.....6

SECTION I: PROHIBITED CONDUCT.....6

A. CRIMINAL CHARGES OR DISPOSITIONS.....6

B. CHILD ABUSE.....6

C. SEXUAL MISCONDUCT.....6

D. EMOTIONAL AND PHYSICAL MISCONDUCT, INCLUDING STALKING,BULLYING, HAZING, AND HARASSMENT.....7

E. AIDING AND ABETTING.....10

F. MISCONDUCT RELATED TO REPORTING.....10

G. MISCONDUCT RELATED TO THE CENTER’S/USA WRESTLING’S PROCESS.....10

H. OTHER INAPPROPRIATE CONDUCT.....10

I. VIOLATION OF MINOR ATHLETE ABUSE PREVENTION POLICES.....10

SECTION II: JURISDICTION.....11

SECTION III: REPORTING OF CONCERNS OF ABUSE.....12

A. REPORTING POLICY.....12

B. REPORTING PROCEDURE.....12

C. HOW REPORTS ARE HANDLED.....14

SECTION IV: RESPONDING TO ABUSE AND OTHER MISCONDUCT.....16

A. INVESTIGATION AND RESOLUTION OF ALLEGATIONS BY THE CENTER.....16

B. INVESTIGATION AND RESOLUTION OF ALLEGATIONS BY USA WRESTLING.....16

C. REPORT.....18

D. METHODS OF RESOLUTION.....18

E. IMPORTANCE OF CONFIDENTIALITY.....19

F. HEARINGS.....19

G. FINDINGS AND SANCTIONS.....19

SECTION V: MONITORING AND SUPERVISION THE PROGRAM.....21

A. TEAM COACHES.....21

B. LOCAL CHARTERED CLUBS.....21

C. STATE ASSOCIATIONS.....22

D. NATIONAL LEVEL.....22

APPENDIX A: USA WRESTLING SAFE SPORT DISPUTE RESOLUTION PROCEDURES.....23

APPENDIX B: INTERIM OR SUMMARY SANCTIONS HEARING.....28

APPENDIX C: STATE ASSOCIATION SAFE SPORT COORDINATOR.....30

APPENDIX D: MINOR ATHLETE ABUSE PREVENTION POLICIES.....31

APPENDIX E: USA WRESTLING PARENT/GUARDIAN CONSENT FORM.....51

APPENDIX F: EDUCATION AND AWARENESS TRAINING.....53

APPENDIX G: SCREENING AND BACKGROUND CHECK PROGRAM.....55

BACKGROUND

The mission of USA Wrestling, as guided by the Olympic Spirit, is to provide quality opportunities for its members to achieve their full human and athletic potential. Our goal is to encourage participation and the pursuit of excellence in all aspects of wrestling. USA Wrestling has long had systems in place to protect its athletes from physical abuse, sexual abuse and other types of abuse and misconduct that can be harmful to youth athletes and other non-athlete participants. The safety of our athletes, coaches, and volunteers is of paramount importance to USA Wrestling.

USA Wrestling is committed to creating the safest possible environment for participation in wrestling through this USA Wrestling Safe Sport Program, which includes USA Wrestling's Safe Sport Policy, Minor Abuse Prevention Policy, Education and Awareness Training, Screening and Background Check Program and all attachments thereto.

Participation in USA Wrestling is a privilege, not a right. USA Wrestling grants the privilege of membership to individuals and Member Programs committed to its mission and values. The privilege of membership may, therefore, be withdrawn or denied by USA Wrestling at any time where USA Wrestling determines that a member or prospective member's conduct is inconsistent with the mission of the organization, its policies or the best interest of the sport and those who participate in it.

This USA Wrestling Safe Sport Handbook addresses sexual and non-sexual misconduct in all of USA Wrestling's programs as determined under the SafeSport Code for the U.S. Olympic and Paralympic Movement adopted by the U.S. Center for SafeSport (the "[SafeSport Code](#)"), and additional policies of USA Wrestling. Also included in this Handbook: (1) the available resources and required training of USA Wrestling, and its Member Programs and all Participants on recognizing and reducing circumstances for potential misconduct to occur; (2) information on USA Wrestling's Screening and Background Check Program; (3) the availability and procedures for any person to Report suspected abuse or misconduct; (4) the procedures and means by which USA Wrestling and its Member Programs should respond to allegations of abuse and misconduct; and (5) how USA Wrestling and its Member Programs will monitor and supervise this program to help ensure its effectiveness.

Conduct that is prohibited or regulated by the USA Wrestling Rule Book and Guide To Wrestling (e.g., illegal moves, incidents, yelling at an official or opponent, and complaints related to officiating etc.), are not intended to be covered by the USA Wrestling Safe Sport Program policies and are instead to be addressed and/or penalized under the USA Wrestling Rule Book and Guide To Wrestling, and other Codes of Conduct or Ethics.

USA Wrestling encourages parents to become as active as possible in their child's local chartered club, and sanctioned events. As parents become more involved, the less likely it is for misconduct and abusive situations to develop.

Questions about the USA Wrestling Safe Sport Program may be emailed to usawsafesport@usawrestling.org. Reports concerning possible violations of the Safe Sport Program Policies may be delivered to USA Wrestling may be reported by (1) completing an online report to USA Wrestling at <https://www.usawmembership.com/misconduct>, or (2) by calling 719-265-3636. Reports to the Center may be reported by (1) completing an online report to the Center at <https://uscenterforsafesport.org/report-a-concern/>, or by (2) calling 720-524-5640.



Executive Director

DEFINITIONS

The following terms and phrases shall have the meaning ascribed to them below wherever used in this Safe Sport Handbook. Definitions in the U.S. Center for [SafeSport Code](#) are adopted for any terms not defined herein:

"Athlete" shall mean an individual who is listed as an athlete in USA Wrestling's membership database at all relevant times.

"Center" shall mean the U.S. Center for SafeSport.

"Child Abuse" shall have the meaning set forth in Section 203 of the Victims of Child Abuse Act of 1990 (34 U.S.C. § 20341) or any applicable state law.

"Covered Organizations" shall mean the U.S. Olympic and Paralympic Committee and any national governing body.

"Participant" shall mean any individual who is seeking to be, currently is (which includes the date on which the alleged misconduct was reported to the Center, through resolution), or was at the time of the alleged Code violation:

- a. A member or license holder of an NGB, LAO, or USOPC;
- b. An employee of an NGB, LAO, or USOPC, and/or;
- c. Within the governance or disciplinary jurisdiction of an NGB, LAO, or USOPC.
- d. Authorized, approved, or appointed by an NGB, LAO, or USOPC to have RegularContact and/or authority over with Minor Athletes.

USA Wrestling has determined that "Participant" within USA Wrestling Safe Sport Policy also includes:

- All persons serving as a member of USA Wrestling's Board of Directors, on a national level council, committee or section, similar positions with State Affiliates, event staff, media, medical personnel, chaperones, or in any other similar positions appointed/credentialed by USA Wrestling.
- Any other Adult that is authorized or appointed by USA Wrestling, or a Member Program, to a) a position of authority over Athletes (which includes board members or committee members), or, b) to have Regular Contact with Minor Athletes, including but not limited to, vendors, media, and volunteer staff.
- The parent or legal guardian of a Minor Athlete who completes their minor athlete's registration.

"Jurisdiction" shall mean authority or control.

"Local Affiliated Organization (LAO)" shall mean a regional, state, or local club or organization that is directly affiliated with a NGB or that is affiliated with a NGB by its direct affiliation with a regional or state affiliate of a NGB. A LAO does not include a regional, state, or local club or organization that is only a member of a National Member Organization of a NGB.

"Minor Athlete" (includes, child or minor) shall mean an amateur Athlete under 18 years of age.

"Member Program(s)" shall mean and include (individually and collectively, as the context requires) all USA Wrestling State Associations, chartered clubs, and sanctioned events.

"NGB" shall mean national governing body (e.g., USA Wrestling).

"Parent" shall mean and refer to a parent and/or guardian, as appropriate.

"Prohibited Conduct" shall include engaging in or tolerating:

- A. Criminal Charges or Dispositions
- B. Child Abuse
- C. Sexual Misconduct
- D. Emotional and Physical Misconduct, including Stalking, Bullying, Hazing, and Harassment
- E. Aiding and Abetting
- F. Misconduct Related to Reporting
- G. Misconduct Related to the Center's Process
- H. Other Inappropriate Conduct
- I. Violation of Minor Athlete Abuse Prevention Policies

Prohibited Conduct shall also include (1) any conduct that would violate any current or previous U.S. Center for SafeSport, NGB, or LAO standards analogous to Prohibited Conduct that existed at the time of the alleged conduct; and (2) any conduct that would violate community standards analogous to Prohibited Conduct that existed at the time of the alleged conduct, including then applicable criminal and/or civil laws.

"Regular Contact" shall mean meaningful or direct contact which would be considered frequent, repeated, or consistent. It is relevant to assess both the nature of the action and the position of the parties involved. By way of example, but not by limitation, a volunteer at a scoring table would not be considered to have 'regular contact'; whereas a locker room monitor would be considered to have regular contact with a Minor Athlete. Volunteers who only have incidental and observable contact with Minor Athletes at events are not considered to have regular contact.

"Responsible adult" shall mean and refer to a person within a Member Program that has either been assigned or has assumed certain duties within a local chartered club or for a particular team regarding Covered Minors.

"SafeSport Code" shall mean the SafeSport Code for the U.S. Olympic and Paralympic Movement, as updated from time to time.

"State Association" shall mean and refer to those State Associations described in Article X of USA Wrestling's Bylaws.

"USOPC" shall mean and refer to the United States Olympic & Paralympic Committee.

USA WRESTLING SAFE SPORT POLICY: INTRODUCTION

USA Wrestling is committed to protecting, supporting and empowering all athletes, coaches, officials, and volunteers. All training, practice, and competitions should be free of misconduct, abuse, or harassment in any form. USA Wrestling advocates training and education to help build a strong self-image among athletes. Athletes with a strong self-image may be less likely targets for misconduct, abuse or harassment; similarly, they may be less likely to engage in misconduct or to abuse, harass, bully, or haze others around them. All forms of misconduct referred to below shall be intolerable and in direct conflict with USA Wrestling and Olympic ideals.

As a member organization of the United States Olympic & Paralympic Committee (the "USOPC"), USA Wrestling and Participants are required to comply with the [SafeSport Code](#) for the U.S. Olympic and Paralympic Movement (the "SafeSport Code"). The SafeSport Code, as amended in the future, is adopted and incorporated into this USA Wrestling Safe Sport Policy by this cross-reference. USA Wrestling may institute policies for hearings on Non-Sexual Misconduct that may vary from the SafeSport Code. Additionally, USA Wrestling is required to abide by all other applicable policies and procedures regarding athlete safety set forth by the USOPC.

The SafeSport Code serves as the benchmark (minimum standards) by which USA Wrestling determines whether a USA Wrestling Safe Sport Policy violation has occurred. USA Wrestling may place higher standards of conduct on its Participants. All Participants must observe and adhere to the provisions of all applicable Codes of Conduct and this Safe Sport Policy. A violation of an applicable Code of Conduct may be investigated and adjudicated as a part of a SafeSport violation, or separately.

USA Wrestling has **ZERO TOLERANCE** for abuse and misconduct as set forth herein. How USA Wrestling and its Member Programs respond to an allegation of abuse or misconduct is described in [Section V](#) of this Handbook.

SECTION I: PROHIBITED CONDUCT

It is a violation of USA Wrestling's Safe Sport Policy to engage in Prohibited Conduct.

A. CRIMINAL CHARGES OR DISPOSITIONS

It is the policy of USA Wrestling that Participants shall not have Criminal Charges or Dispositions.

B. CHILD ABUSE

It is the policy of USA Wrestling that Participants shall not to engage in Child Abuse.

C. SEXUAL MISCONDUCT

It is the policy of USA Wrestling that Participants shall not engage in Sexual Abuse and/or Misconduct.

D. EMOTIONAL AND PHYSICAL MISCONDUCT, INCLUDING STALKING, BULLYING, HAZING, AND HARASSMENT

It is the policy of USA Wrestling that Participants shall not engage in Emotional or Physical Misconduct, including Stalking, Bullying, Hazing and Harassment in any practices, tournaments, or other sanctioned events of USA Wrestling or its Member Programs.

1. Physical Misconduct:

Includes, but is not limited to, any intentional contact or non-contact behavior that causes or reasonably threatens to cause physical harm to another person. Physical Misconduct also includes physical contact with another person that intentionally creates a threat of immediate bodily harm or personal injury (including emotional harm). Physical Misconduct may also include intentionally hitting or threatening to hit an Athlete directly or with objects or equipment. Physical Misconduct may constitute Child Abuse under State or Federal Laws which require mandatory reporting.

Physical Misconduct does not include conduct between opponents that occurs during or in connection with a match that is covered by the USA Wrestling Rulebook and Guide to Wrestling (Rules). Such conduct should be addressed under the Rules.

Appropriate physical contact between athletes and coaches, staff members, contractors or volunteers is a productive and inevitable part of a contact sport such as wrestling. Athletes are more likely to acquire advanced physical skills and enjoy their sport participation through appropriate physical contact. However, guidelines for appropriate physical contact reduce the potential for misconduct in sport.

Physical Misconduct does not include physical contact that is reasonably designed to coach, teach, demonstrate or improve wrestling skills, including physical conditioning, team building and appropriate discipline. Permitted physical conduct may include, but is not necessarily limited to, demonstrating wrestling skills, and communicating with or directing athletes during the course of a match or practice by touching or moving them in a non-threatening, non-sexual manner.

Appropriate Physical Contact

USA Wrestling adheres to the following principles and guidelines in regard to physical contact with our athletes:

Physical contact with athletes – *for safety, consolation and celebration* – has multiple criteria in common which make them both safe and appropriate. These include:

- a. the physical contact takes place in public;
- b. there is no potential for actual contact of an unclothed intimate body part during the physical activity;
- c. the physical contact is for the benefit of the athlete, not to meet an emotional or other need of an adult.

Prohibited Physical Contact

Prohibited forms of physical contact, includes, without limitation:

- Asking or having an athlete sit in the lap of a coach, administrator, staff member or volunteer
- Lingering or repeated embraces of athletes that go beyond the criteria set forth for acceptable physical contact
- Slapping, hitting, punching, kicking or any other physical contact meant to discipline, punish or achieve compliance from an athlete
- “Cuddling” or maintaining prolonged physical contact during any aspect of training, travel or overnight stay
- Playful, yet inappropriate contact that is not a part of regular training, (e.g., tickling or “horseplay” wrestling)

- Continued physical contact that makes an athlete obviously uncomfortable, whether expressed or not
- Any contact contrary to a previously expressed personal desire for decreased or no physical contact, where such decreased contact is feasible in a competitive or training environment

2. Emotional Misconduct

It is the policy of USA Wrestling that Participants shall not engage in Emotional Misconduct of any person involved in any Member Programs, or sanctioned events. Emotional Misconduct involves repeated and/or severe behavior that has the potential to cause emotional or psychological harm to a participant. These behaviors may include verbal acts, physical acts, acts that deny attention or support, criminal conduct, or stalking.

Examples of Emotional Misconduct prohibited by this Policy include, without limitation: (a) **verbal behaviors** that (i) attacks another personally (e.g., cursing, calling them worthless, fat, or disgusting); or (ii) excessively yelling, insulting, demeaning, or cursing at a particular person(s) in a manner that serves no productive motivational purpose; (b) **physically aggressive behaviors**, such as (i) striking an individual (ii) throwing sport equipment, water bottles, or chairs at or near participants; or (iii) punching walls, windows, or other objects; and (c) **acts that deny attention and support**, such as ignoring a participant for extended periods of time, or routinely or arbitrarily excluding participants from practice or training.

While a single incident of any of the above behaviors may be inappropriate and justify a review and/or disciplinary or other action by USA Wrestling or any of its Member Programs, such behaviors would typically not constitute Emotional Misconduct unless a pattern of such conduct had occurred. However, such behavior may violate the Coaches Code of Conduct and subject a coach to appropriate discipline.

Constructive criticism about an athlete's performance is not emotional abuse or misconduct. Further, Emotional Misconduct does not include generally-accepted and age appropriate coaching methods of skill enhancement, physical conditioning, motivation, team building, appropriate discipline, or improving athletic performance. However, a coach is subject to the Coach's Code of Conduct. Emotional Misconduct also does not include conduct between opponents or officials that occurs during or in connection with a match that is covered by the Rules. Such conduct should be addressed under the Rules.

3. Bullying, Threats, Harassment, and Hazing

It is the policy of USA Wrestling that Participants shall not engage in threats, harassment, hazing, and any type of bullying behavior of any person involved in any Member Programs, or sanctioned events.

a. Bullying is defined in the [SafeSport Code](#) as repeated or severe behavior(s) that are (i) aggressive, (ii) directed at a Minor, and (iii) intended or likely to hurt, control, or diminish the Minor emotionally, physically or sexually. Bullying can occur through written, verbal or electronically transmitted expression or by means of a physical act or gesture. Bullying is usually between minors, but in some cases the conduct defined under the [SafeSport Code](#) may be applied with adult actions in conjunction with an allegation of Harassment or Hazing.

Conduct may not rise to the level of Bullying if it is merely rude (inadvertently saying or doing something hurtful), mean (purposefully saying or doing something hurtful, but not as part of a pattern of behavior), or arising from conflict or struggle between persons who perceive they have incompatible views or positions. Bullying does not include professionally accepted coaching

methods of skill enhancement, physical conditioning, team building, appropriate discipline, or improved Athlete performance. Bullying also does not include unnecessary roughness or conduct between opponents that occurs during or in connection with a match that is covered by the Rules. Such conduct should be addressed under the Rules.

While other team members are often the perpetrators of bullying, it is a violation of this Policy if a coach or other responsible adult knows or should know of the bullying behavior but takes no action to intervene on behalf of the targeted Covered Minor(s).

b. A Threat to harm others is defined in the SafeSport Code as any written, verbal, physical or electronically transmitted expression of intent to physically injure or harm someone else. A threat may be communicated directly to the intended victim or communicated to a third party. Threatening behavior by a Participant is prohibited in any manner.

c. Harassment is defined in the [SafeSport Code](#) as repeated or severe conduct that (a) causes fear, humiliation, or annoyance, (b) offends or degrades, (c) creates a hostile environment (as defined in the [SafeSport Code](#)), or (d) reflects discriminatory bias in an attempt to establish dominance, superiority, or power over an individual or group based on age, race, ethnicity, culture, religion, national origin, or mental or physical disability, or (e) any act or conduct described as harassment under federal or state law.

Conduct may not rise to the level of Harassment if it is merely rude (inadvertently saying or doing something hurtful), mean (purposefully saying or doing something hurtful, but not as part of a pattern of behavior), or arising from conflict or struggle between persons who perceive they have incompatible views or positions. Harassment does not include professional accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline, or improved Athlete performance.

While other team members are often the perpetrators of harassment, it is a violation of this Policy if a coach or other responsible adult knows or should know of the harassment but takes no action to intervene on behalf of the targeted participant(s).

d. Hazing is defined in the SafeSport Code as conduct that subjects another person, whether physically, mentally, emotionally or psychologically, to anything that may endanger, abuse, humiliate, degrade or intimidate the person as a condition of joining or being socially accepted by a group, team or organization.

Activities that fit the definition of hazing are considered to be hazing regardless of an athlete's perceived willingness to cooperate or participate.

Hazing does not include group or team activities that are meant to establish healthy normative team behaviors, or promote team cohesion, so long as such activities do not have reasonable potential to cause emotional or physical distress to any participant. Examples of activities that do not constitute hazing include directing or allowing a younger participant to clean up after practice or bring or fill water bottles, or giving older athletes first preference in team assignments, responsibilities, accommodations, facilities, or equipment.

Conduct may not rise to the level of Hazing if it is merely rude (inadvertently saying or doing something hurtful), mean (purposefully saying or doing something hurtful, but not as part of a pattern of behavior), or arising from conflict or struggle between persons who perceive they have incompatible views or positions. Harassment does not include professional accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline, or improved Athlete performance.

While other team members are often the perpetrators of hazing toward their teammates, it is a violation of this Policy if a coach or other responsible adult knows or should know of the hazing but takes no action to intervene on behalf of the targeted participant(s).

E. AIDING AND ABETTING

Aiding and Abetting is any act taken with the purpose of aiding, facilitating, promoting, or encouraging the commission of Prohibited Conduct by a Participant, as further defined in the [SafeSport Code](#). A Participant also violates the Code if someone acts on behalf of the Participant to engage in Aiding or Abetting, or if the guardian, family member, or Advisor of a Participant, including Minor Participants, engages in Aiding or Abetting. Parents must not allow their child to be coached by a Participant under sanction by USA Wrestling; the child may suffer consequences for a parent's actions.

F. MISCONDUCT RELATED TO REPORTING

A Participant who fails to report actual or suspected Sexual Misconduct or Child Abuse to the Center and, when appropriate, to law enforcement as set forth in Section III below may be subject to disciplinary action by the Center and/or USA Wrestling and may also be subject to federal or state penalties.

Any person making a knowingly false safe sport allegation shall be subject to disciplinary action by the Center and/or USA Wrestling.

G. MISCONDUCT RELATED TO THE CENTER'S/USA WRESTLING'S PROCESS

A Participant, or someone acting on behalf of a Participant, who abuses or interferes with the Center's and/or USA Wrestling's process will be subject to disciplinary action.

Retaliation against anyone for engaging in the Center or USA Wrestling processes under the SafeSport Code is prohibited.

H. OTHER INAPPROPRIATE CONDUCT

Intimate Relationships, Exposing a Minor to Sexual Content/Imagery, Intentional Exposure of Private Areas, Inappropriate Physical Contact, and Willful Tolerance, all as defined in the [SafeSport Code](#), are prohibited.

I. VIOLATION OF MINOR ATHLETE ABUSE PREVENTION POLICES

Violating the terms of USA Wrestling's Minor Abuse Prevention Policies in Appendix D is prohibited.

USA Wrestling encourages parents to become as active as possible in their child's local chartered club, and sanctioned events. As parents become more involved, the less likely it is for misconduct and abusive situations to develop.

SECTION II: JURISDICTION

The Center has authority and exclusive jurisdiction over the investigation and resolution of allegations that a Participant engaged in one or more of the following:

1. Sexual Misconduct, including without limitation child sexual abuse and any misconduct that is reasonably related to an underlying allegation of Sexual Misconduct;
2. Criminal Charges or Dispositions involving Child Abuse or Sexual Misconduct;
3. Misconduct Related to Reporting, where the underlying allegation involves Child Abuse or Sexual Misconduct;
4. Aiding and Abetting when it relates to the Center's process;
5. Misconduct Related to the Center's Process;
6. Other Inappropriate Conduct as defined in the [SafeSport Code](#).

The behaviors or conduct prohibited are set forth in the [SafeSport Code](#) and incorporated herein by reference.

The Center has authority and discretionary jurisdiction over the investigation and resolution of allegations that a Participant engaged in one or more of the following:

1. Non-sexual Child Abuse;
2. Emotional and physical misconduct, including stalking, bullying behaviors, hazing, and harassment;
3. Criminal Charges or Dispositions not involving Child Abuse or Sexual Misconduct;
4. Minor Athlete Abuse Prevention Policies or other similar Proactive Policy violations.

A decision concerning a SafeSport Code violation adjudicated by the Center shall not be reviewable through the USA Wrestling's Disciplinary Proceeding and Grievance Procedure.

The Center also has authority and jurisdiction over the investigation and resolution of reports or allegations of (i) a Participant's failure to report a violation required to be reported under the SafeSport Code, (ii) bad faith reporting of an allegation within the jurisdiction of the Center, (iii) retaliation against any participant in the proceedings under the jurisdiction of the Center, and (iv) abuse of process in the proceedings under the jurisdiction of the Center, all as further discussed below.

SECTION III: REPORTING OF CONCERNS OF ABUSE

A. REPORTING POLICY

It is the policy of USA Wrestling that every Participant of any USA Wrestling Member Program **must report** (1) actual or perceived violations of the USA Wrestling Safe Sport Policy, including violations of the MAAPP, (2) any violations of the Sexual Abuse, Physical Abuse, Emotional Abuse, Bullying, Threats or Harassment, or Hazing Policies, and (3) suspicions or allegations of child physical or sexual abuse to the Center or USA Wrestling representatives. Additionally, in all cases involving suspicions or allegations of child physical or sexual abuse, every Participant of a USA Wrestling Member Program must also report to the appropriate law enforcement.

A Participant's failure to report may subject such person to disciplinary action by the Center, USA Wrestling, and/or law enforcement.

In some cases, an employee or volunteer may be hesitant about reporting suspected abuse because they are unsure about the credibility of the person making the allegation, are unsure about the credibility or validity of the facts on which the allegations are based or are concerned about the potential consequences of a false report. It is critical that employees and/or volunteers should not attempt to evaluate the credibility or validity of child physical or sexual abuse allegations as a condition for or prior to reporting their concerns.

Reporting Other Misconduct and Policy Violations

If any Participant and/or volunteer of USA Wrestling, or Member Program, receives an allegation or observes misconduct or other inappropriate behavior (such as grooming, *that is not reportable to the appropriate law enforcement authorities*; or violations of Codes of Conduct) it is the responsibility said Participant and/or volunteer to report their observations to USA Wrestling or the State Association Safe Sport Coordinator immediately.

USA Wrestling also strongly encourages parents, athletes and other participants to communicate violations of the USA Wrestling Safe Sport Program Handbook and/or allegations and suspicions of misconduct to USA Wrestling immediately.

B. REPORTING PROCEDURE

HOW AND TO WHOM TO REPORT

Suspicions or allegations of child physical or sexual abuse may, **and in many cases must**, be made to the appropriate law enforcement authorities. In order to further protect USA Wrestling programs and participants, such reports should also be made to USA Wrestling and/or the applicable State Association Safe Sport Coordinator. A compilation of information on when a person must make a report to law enforcement authorities can be found at:

- www.childwelfare.gov
- www.childwelfare.gov/systemwide/laws_policies/statutes/mandata.cfm
- www.childwelfare.gov/topics/systemwide/laws-policies/state/

Further, all Participants are required to promptly report any alleged violations of Prohibited Conduct to either the Center or to USA Wrestling. Upon receipt of any report of allegations of violations by a Participant of Prohibited Conduct, USA Wrestling shall promptly report such information to the Center.

All reports of Non-Sexual violations of any of the USA Wrestling Safe Sport policies or any violations of this Safe Sport Program Handbook shall be made to USA Wrestling and/or to the applicable State Association Safe Sport Coordinator.

In some instances, a victim or claimant may feel more comfortable reporting to their local chartered club administrator. Any reports to a local chartered club administrator shall be forwarded by that administrator to USA Wrestling. Depending on the circumstances, USA Wrestling or the State Association Safe Sport Coordinator may refer that report to the local chartered club administrator for initial action, investigation and/or discipline.

HOW TO REPORT TO THE CENTER

Reports to the Center may be made by (1) completing an online report to the Center at <https://uscenterforsafesport.org/report-a-concern/>, or by (2) calling **720-524-5640**.

HOW TO REPORT TO USA WRESTLING

Reports to USA Wrestling may be made by: (1) clicking on the "Report to USA Wrestling" link on USA Wrestling Safe Sport Program webpage www.takedownmisconduct.com, (2) emailing to usawsafesport@usawrestling.org or (3) calling **719-598-8181 ext. 636**. Reports to USA Wrestling are initially handled by the USA Wrestling's General Counsel – Director of Safe Sport and Compliance and/or outside legal counsel.

The USA Wrestling Safe Sport webpage contains contact information if you feel more comfortable reporting the issue to the State Association Safe Sport Coordinator.

USA Wrestling and its State Associations will take a report in the way that is most comfortable for the person initiating a report, including an anonymous, in-person, verbal or written report. If reporting by email or use of the Reporting Form on the SafeSport Program webpage, **it is strongly encouraged that the following information be included:**

1. The name(s) and contact information of the claimant(s).
2. The type of misconduct alleged.
3. The name(s) of the individual(s) alleged to have committed the misconduct.
4. The approximate dates the misconduct was committed.
5. The names of other individuals who might have information regarding the alleged misconduct.
6. A summary statement of the reasons to believe that misconduct has occurred.

CONFIDENTIALITY

To the extent permitted by law, and as appropriate, USA Wrestling and all USA Wrestling Member Programs shall on request from the claimant keep the claimant's name confidential, not make public the names of potential claimants, the responding party, or the people who made a report of child physical and sexual abuse to the authorities.

ANONYMOUS REPORTING

USA Wrestling recognizes it can be difficult for an athlete, teammate, friend or family member to

report an allegation of misconduct and strives to remove as many barriers to reporting as possible. **Anonymous reports may be made without the formality of completing a Report Form:**

- By completing the Reporting Form without including their name.
- By expressing concerns verbally to USA Wrestling, the State Association Safe Sport Coordinator or to their local chartered club administrator.
- Through email to USA Wrestling at usawsafesport@usawrestling.org or to the State Association SafeSport Coordinator.

Anonymous reporting may make it more difficult for USA Wrestling or the State Association to investigate or properly address misconduct or abuse.

“WHISTLEBLOWER” PROTECTION

Regardless of outcome, it is the policy of USA Wrestling and all USA Wrestling Member Programs to support the claimant(s) and his or her right to express concerns in good faith. Neither USA Wrestling nor any USA Wrestling Member Program will encourage, allow or tolerate attempts from any individual, group or organization to retaliate, punish, or in any way harm any individual(s) who reports a concern in good faith or otherwise participates in an investigation (e.g., a witness). Such actions against a claimant, witness or other claimant will be considered a violation of the USA Wrestling Safe Sport Program and grounds for disciplinary action, and may also be subject to civil or criminal proceedings.

BAD-FAITH/FALSE ALLEGATIONS

In addition to constituting misconduct, filing a knowingly false allegation that a Participant engaged in Prohibited Conduct may violate state criminal law and civil defamation laws. Any person making a knowingly false allegation in a matter over which the Center exercises jurisdiction shall be subject to disciplinary action by the Center.

CONFLICTS OF INTEREST

Any person or organization that may have a conflict of interest because they are named in a complaint, are a witness to an allegation, are closely affiliated with the person accused of misconduct, or who may have other potential bias, are considered to have a conflict of interest in the investigation or outcome of the complaint, and shall be recused from participating in an investigation or other disciplinary process. The investigation and hearing process shall be handled by persons that are reasonably disinterested and impartial to the matter and all other persons and the program involved.

C. HOW REPORTS ARE HANDLED

SUSPICIONS OR ALLEGATIONS OF CHILD PHYSICAL OR SEXUAL ABUSE

Reporting to Law Enforcement and/or Child Protective Services

USA Wrestling, its Member Programs and their administrators, employees and/or volunteers shall not attempt to evaluate the credibility or validity of allegations of child physical or sexual abuse as a condition for or prior to reporting to appropriate law enforcement authorities. As necessary, however, a person receiving a report may ask a few clarifying questions of the minor or person making the report to adequately report the suspicion or allegation to law enforcement authorities.

Additionally, most states have mandatory reporting laws making persons holding certain positions required by law to report suspicions of sexual or physical abuse of a minor. For mandatory reporting laws, see:

- www.childwelfare.gov
- www.childwelfare.gov/systemwide/laws_policies/statutes/mandata.cfm
- www.childwelfare.gov/topics/systemwide/laws-policies/state/

Reporting to the Center

In the event that USA Wrestling or any USA Wrestling Member Program receives a report involving sexual abuse or misconduct, USA Wrestling, its State Associations and chartered clubs shall immediately report and refer such matter to the Center. An employee's, member's or volunteer's failure to report in compliance with this Safe Sport Policy is a violation of this policy and grounds for disciplinary action, including but not limited to termination of an employee and/or dismissal of a volunteer.

IMMEDIATE SUSPENSION OR TERMINATION

When an allegation of child physical or sexual abuse is made against an employee, member, volunteer, coach, independent contractor and/or other participant, USA Wrestling and its Member Programs may immediately suspend the responding party (i.e., a summary or interim suspension) and/or immediately remove that individual from contact with any children in the program until the allegation has been investigated by an official agency. This shall apply whether or not the allegation involves an incident during a wrestling practice, tournament or event.

The responding party shall be offered an Interim Hearing. Please refer to Section VI of this Handbook on Responding to Abuse and Other Misconduct for more information on imposing discipline and hearing requirements.

FOLLOW-UP REPORTS TO THE STATE ASSOCIATION AND USA WRESTLING

All local chartered clubs shall promptly notify the applicable State Association Safe Sport Coordinator of the results of any investigations, hearings or other proceedings within their program that involve violations of the USA Wrestling Safe Sport Policies, Codes of Conduct or this Safe Sport Handbook.

Each State Association Safe Sport Coordinator shall promptly notify USA Wrestling of the results of any investigations, hearings or other proceedings within their Member Program that involve violations of the USA Wrestling Safe Sport Policies or this Safe Sport Handbook.

NOTIFICATION

Following notice of a credible allegation that results in the removal of a Participant, USA Wrestling, the Member Program may consider the circumstances in which it will notify parents of other participants with whom the responding party may have had contact. As appropriate, USA Wrestling, its Member Programs may notify its staff members, volunteers, parents, and/or participants of any allegation of child physical or sexual abuse or other criminal behavior that (1) law enforcement authorities are actively investigating; or (2) is being investigated internally by USA Wrestling, its Member Programs; or (3) has been referred to the Center. Advising others of an allegation may lead to additional reports of child physical or sexual abuse and other misconduct.

SECTION IV: RESPONDING TO ABUSE AND OTHER MISCONDUCT

In response to allegations of abuse or misconduct, the Policies and Procedures below shall apply. By following the procedures outlined herein, and in the USA Wrestling policies adopted by the Board, USA Wrestling Member Programs can provide a fair and reasonable process for handling reports of abuse.

A. INVESTIGATION AND RESOLUTION OF ALLEGATIONS BY THE CENTER

Upon a report of an allegation of a violation by a Participant of the SafeSport Code and/or USA Wrestling's Safe Sport Policy, USA Wrestling or Member Program shall promptly report such information to the Center, and the Center shall determine if it has or if it will take jurisdiction to adjudicate such matter according to the SafeSport Code.

USA Wrestling and its Member Programs may issue temporary safety measures which shall be effective until such time as the Center has exercised jurisdiction over the matter and made a determination related to a person's eligibility pending the Center's investigation and adjudication process. See Appendix B for procedures on Interim Suspension. USA Wrestling may issue an interim suspension (if necessary) at any time prior to the Center taking jurisdiction.

Once the Center accepts jurisdiction it will adopt any then existing temporary measures its own, which will remain in effect until and unless the Center modifies those measures. Upon the issuance by Center of any interim suspension or other measures, or any other suspension or other sanction issued by the Center after conclusion of the adjudicative process or by agreement with the person subject to suspension or other sanction, USA Wrestling and its Member Programs shall enforce such suspension, measures, or other sanction throughout USA Wrestling programs. USA Wrestling and its Member Programs shall enforce any suspension or other sanction issued by the Center even if arising from allegations outside of USA Wrestling programs.

There shall be no appeals of any decisions adjudicated by the Center except as set forth in the SafeSport Code

B. INVESTIGATION AND RESOLUTION OF ALLEGATIONS BY USA WRESTLING

USA Wrestling's and its Member Programs' disciplinary procedures and actions shall be proportionate, reasonable, and applied fairly and equally.

When a State Association or Member Program undertakes investigation, hearings, or sanctions they shall follow all Policies and Procedures of the Safe Sport Handbook applicable to USA Wrestling. Any investigation or hearing panel authorized by a State Association or Member Program shall be reasonably free of bias.

In each instance where a State Association has referred a matter to a local chartered club for investigation or disciplinary proceedings, the State Association Safe Sport Coordinator shall monitor the proceedings and provide appropriate guidance to help ensure the local chartered club investigates and/or conducts disciplinary proceedings, as appropriate. It is important for the Member Program to ensure that those investigating a complaint or on a hearing panel shall be reasonably disinterested and impartial from the victim, claimant, the person that is the subject of the investigation or hearing, and the program involved. Hearings shall be conducted under the procedures set forth in Appendix A.

All local chartered clubs shall report to the applicable State Association Safe Sport Coordinator

the results of any investigations, hearings or other proceedings within their program that involve violations of the USA Wrestling Safe Sport Policies or this Safe Sport Handbook.

Each State Association Safe Sport Coordinator shall compile information and results of disciplinary proceedings within their jurisdiction and report such information to USA Wrestling on a regular basis.

Notice to Respondents

USA Wrestling will do everything it can to maintain the confidentiality of Claimants while balancing the Respondents due process hereunder. All members of USA Wrestling by virtue of the privilege of being a member agree to "notice" of any allegations, sanctions, and decisions may be made by email, text, or any other form of writing to their address listed on their membership profile. It shall be the responsibility of each member to keep their contact information up to date on the USA Wrestling profile.

Interference/Restrictions/Enforcement

USA Wrestling shall not interfere with or attempt to influence the outcome of any SafeSport Code or USA Wrestling Safe Sport Policy investigation regardless of jurisdiction.

USA Wrestling will prohibit any individual who is an employee, agent, or contractor from assisting a member or former member in obtaining a new job (except the routine transmission of administrative and personnel files) if the individual knows that such member or former member violated the policies or procedures of the Center related to sexual misconduct or was convicted of a crime involving sexual misconduct with a minor.

In the event the USOPC sanctions or puts temporary measures on a Participant under the USOPC Athlete Safety Policy, USA Wrestling will reciprocally enforce the same.

Interim Suspension

Interim suspension is intended for those situations where it appears appropriate to maintain the safety or well-being of the Reporting Party, Athletes, or other Non-athlete Participants; or the allegations against the Responding Party are sufficiently serious that the Responding Party's continued participation could be detrimental to the values of USA Wrestling. When such a risk exists, USA Wrestling, or the applicable Member Program, should immediately suspend the responding party pending final resolution of the complaint or any legal proceedings. In such instances, the USA Wrestling program shall provide the individual with notice and offer her/him an opportunity to contest the interim suspension.

An interim suspension is thus appropriate when there is a reasonable belief that the allegations of emotional, physical or Sexual Misconduct occurred. Evidence which may be found sufficient to support a reasonable belief shall be determined utilizing the Standard for Review in Appendix B.

For the purposes of this Policy, an interim suspension from involvement in wrestling programs shall mean that for the duration of the period of suspension, the responding party may not participate in any capacity or in any role in the business, events, or activities of any Member Program.

Pursuant to the Hearing Procedures in Appendix B (except when such matter is subject to jurisdiction and authority of the Center), the suspended individual, at the time of notice of the interim suspension, shall be provided with notice of the right to request a hearing. Ordinarily, USA Wrestling requires that the suspended individual must request a hearing in writing within seven (7) days of being notified of the suspension. However, it is recognized that during the pendency of a criminal investigation or other legal proceeding the suspended individual may not

want to or maybe unable to appear at an administrative proceeding to contest a suspension, and so it is appropriate that when an active criminal investigation or legal proceeding is ongoing, the seven (7) day period to request a hearing should be stayed until 72 hours following the conclusion of the criminal investigation, criminal proceeding or other legal proceeding.

Delaying any hearing of a person subject to a summary suspension until after the conclusion of a criminal or legal proceeding is also consistent with USA Wrestling's policy that it will not enter into an investigation that may interfere with a pending legal investigation or criminal prosecution.

An Interim Suspension Hearing shall be in accordance with Appendix B attached.

C. REPORT

A final Investigation Report will be prepared that sets forth the investigator's findings of fact and may make a recommendation as to whether the SafeSport Code and/or USA Wrestling Safe Sport Policy has been violated. This report will be shared with the Claimant(s) and Respondent(s) upon issuance of a Decision. The Investigation Report is considered confidential.

The Director of Safe Sport (or State Safe Sport Coordinator) will review the investigator's findings of facts and determine whether there is sufficient information, by a preponderance of the evidence, to support a finding that Respondent violated the Code. If there is a finding that the Respondent violated the Code, the Decision will note the violation and identify an appropriate sanction(s). The Claimant and Respondent will be notified of the Decision. Such Notice of Decision will set forth any violation(s) of the Code, as supported by the rationale set forth in the Decision and Investigation Report Respondent; and the rationale for any sanction(s) imposed. The Decision is considered confidential; the sanction(s) (if applicable) imposed against the Responding Party shall be made public.

D. METHODS OF RESOLUTION

Prior to the completion of the investigation, USA Wrestling, at its discretion, may administratively close a matter. This may be done as a result of insufficient evidence, a Claimant(s) who elects not to participate in the resolution process, or other factors as determined by USA Wrestling. Any decision of USA Wrestling to not take further action is not appealable. USA Wrestling may, upon receipt of new information or evidence, reopen the matter for further investigation.

A Respondent may, at any time before a matter is final, elect to resolve allegations of Prohibited Conduct by accepting responsibility for a policy violation. A Participant's doing so provides for the opportunity to informally resolve the matter, and USA Wrestling will determine the appropriate sanction. A Participant who wishes to challenge USA Wrestling's sanction may request an appeal hearing concerning the sanction only. An informal resolution is not a settlement, but does constitute a final and binding disposition of the matter. The outcome and/or sanctions of an informal resolution may be published by USA Wrestling.

A Formal Resolution occurs after USA Wrestling has completed an investigation and either closes the matter or, if a violation is found, issues its Decision. A Respondent may request an Appeal of the USA Wrestling's Decision, a Claimant may not appeal.

E. IMPORTANCE OF CONFIDENTIALITY

Any investigation and/or disciplinary proceedings must be kept confidential. An investigator shall not discuss the investigation with anyone except for the purposes of conducting the investigation, except as requested by law enforcement or child protection authorities. An investigator shall not be required to provide a copy of the investigator's report or notes to any party unless required by law.

Hearings should be closed and confidential, to the extent possible, other than for notification of the outcome. Participants in the hearing, including the hearing committee, claimant, victim, and witnesses (if any are permitted), should be requested and encouraged to keep the proceedings confidential, except as requested by law enforcement or child protection authorities. The hearing panel shall not discuss the testimony with anyone and shall deliberate among themselves until final resolution of the complaint, except as requested by law enforcement or child protection authorities.

F. HEARINGS

Appendix A sets forth the hearing procedure applicable to proceedings pertaining to violation decisions under this Safe Sport Policy (other than violations that are subject to the jurisdiction and authority of the Center).

It is recognized that not all disciplinary action requires a hearing. There may be discipline imposed for minor violations where a reprimand, training or other sanction may be imposed and where a hearing would not be necessary. However, in cases where USA Wrestling or a USA Wrestling Member Program seeks to suspend or otherwise discipline a party, the governing body shall offer the party the right to a hearing, and the hearing shall occur in accordance with Appendix A (and hearing policies and procedures of the Ethics and Membership Committee) and within the time periods required thereunder. The claimant, victim and responding party shall have the right to receive written notice of the report or complaint, including a statement of the allegations, to present relevant information to the hearing panel and any investigator, and to be advised by legal counsel (at the party's own expense). Counsel for any party to a hearing shall be allowed to advise his/her client in the hearing, but may not participate in the hearing.

In connection with any hearing the responding party must be given a reasonable opportunity to respond to the allegations brought forward. This may or may not include cross examination of the victim or claimant. In circumstances where the claimant or victim is a minor, it may be appropriate for the person that conducted the investigation that led to the hearing to provide testimony on the victim's behalf, or that the investigator's or fact finder's report substitute for the minor's testimony.

The conduct of the hearing shall be in accordance with [Appendix A](#).

The hearing panel may proceed in the responding party's absence if it cannot locate the individual or if the individual declines to attend the hearing.

The conduct of the hearing should be closed and confidential, to the extent possible, other than for notification of the outcome.

G. FINDINGS AND SANCTIONS

The hearing panel has the discretion to impose sanctions on the Participant if it finds based on a preponderance of the evidence that any violations of the USA Wrestling Safe Sport Program Handbook or the Code have occurred.

The hearing panel will communicate its finding to the Participant. Its findings shall describe the facts that support any sanctions it concludes are necessary along with a statement of the rule(s) and/or policy/policies that were found to have been violated by the individual. The panel may impose sanctions on the individual in its findings. Any sanctions imposed by the panel must be proportionate and reasonable, relative to the findings and conclusions of the panel as to what has occurred. The decision regarding the appropriate disciplinary action shall be up to the panel deciding each complaint. In imposing discipline, the panel shall consider:

1. The legitimate interest of USA Wrestling, the applicable Member Program in providing a safe environment for its participants.
2. The seriousness of the offense or act and impact on the victim.
3. The age of the responding party and alleged victim when the offense or act occurred.
4. Any information produced by the responding party, or produced on behalf of the individual, in regard to the individual's rehabilitation and good conduct.
5. Whether the individual poses an ongoing concern for the safety of participants in USA Wrestling, the applicable Member Program.
6. Any other information, which in the determination of the panel, bears on the appropriate sanction.

Appropriate disciplines may range from a warning and a reprimand to suspension from involvement in USA Wrestling Member Programs for a period of time, or may in some cases be permanent, and may involve a term of probationary conditions upon completion of an imposed suspension.

USA Wrestling's Safe Sport Program is intended to address and respond to misconduct, and any sanctions or discipline should be directed to specific misconduct. While participants and their families may have financial or contractual disputes with programs, a Safe Sport investigation or hearing regarding allegations of violations of Safe Sport policies shall not consider or address any liability or responsibility in a financial or contractual dispute.

As it is recognized that a local chartered club's suspension is only effective with respect to that local chartered club, and a State Association's suspension is only effective with respect to that State, USA Wrestling Bylaws provide that a local chartered club that desires that a suspension extend throughout the State Association may request that the State Association recognize and enforce the suspension throughout the State, and the State Association may request that USA Wrestling recognize and enforce the suspension throughout USA Wrestling and all other Member Programs.

Rules governing the adjudication of safe sport cases are set forth on Appendix A.

SECTION V: MONITORING AND SUPERVISION THE PROGRAM

The Monitoring and Supervision aspect of USA Wrestling's Safe Sport Program describes how USA Wrestling and its Member Programs monitor, supervise and ensure that the other aspects of the Safe Sport Program (i.e., implementation and enforcement of policies, training requirements, screening requirements, responding, reporting and 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 Wrestling:

A. TEAM COACHES

The head coach for each team shall be responsible for monitoring his or her team so that locker rooms are being properly supervised in accordance with the Locker Room Policy, that the team's travel is conducted in accordance with the Travel Policy, that all team electronic communications are in accordance with the Electronic Communications Policy, and the One on One Policy is adhered to by all coaches.

It is recognized that the head coach may not be personally responsible for direct supervision of each of the above areas at all times and may delegate responsibility to team personnel for certain activities or to other properly screened adults, but as the primary supervisor of the team, the head coach shall be responsible for delegating duties as necessary to result in compliance.

B. LOCAL CHARTERED CLUBS

Local chartered clubs and their administrators shall monitor their program and enforce compliance of its team with the Locker Room Policy, the Travel Policy, the One on One Policy, and the Electronic Communications Policy.

Local chartered clubs shall monitor their volunteers/staff so that their coaches, officials, program administrators, and other program volunteers and employees that will have Regular Contact with Minor Athletes, have completed the required training in accordance with the Education and Awareness Training Policy. Further, the local chartered clubs shall assist USA Wrestling in the ongoing education of parents and athletes regarding Safe Sport.

Local chartered clubs shall promptly address any reports of abuse and misconduct, and make all such reports as are required under USA Wrestling's Safe Sport Program or applicable law.

Local chartered clubs shall at least annually report and provide information as required or requested to the applicable State Association and/or State Association Safe Sport Coordinator on the local chartered club's compliance with USA Wrestling's Safe Sport Program.

C. STATE ASSOCIATIONS

State Associations shall have Safe Sport Coordinator (position description attached as Appendix C) responsible for monitoring compliance with USA Wrestling's Safe Sport Program in all Member Programs of its State.

State Associations shall monitor Local Chartered Clubs to ensure that all clubs require that all of its personnel that will have Regular Contact with Minor Athletes have completed the required training in accordance with the Education and Awareness Training Policy.

State Associations shall require that all of its board members and staff have received all required training and have been screened as a condition of holding that position.

State Associations shall promptly address any reports of abuse and misconduct, and make all such reports as are required under USA Wrestling's Safe Sport Program or applicable law, and shall monitor and supervise the Local chartered clubs to help ensure all such reports are made.

On or before September 1st of each season (commencing with the 2019-2020 season), State Associations shall require and receive from each Local Chartered Club a certification of the program's compliance with USA Wrestling's Safe Sport Program. USA Wrestling shall provide the form of certificate by Local Chartered Clubs.

D. NATIONAL LEVEL

USA Wrestling shall monitor compliance with USA Wrestling's Safe Sport Program in all Member Programs.

USA Wrestling shall require that all national personnel, including members of the Board of Directors, Councils and Committees and national office staff have received all required training and have been screened as a condition of holding that position.

USA Wrestling shall promptly address any reports of abuse and misconduct, and make all such reports as are required under USA Wrestling's Safe Sport Program or applicable law, and shall monitor and supervise the State Associations to help ensure all such reports are made.

APPENDIX A: USA WRESTLING SAFE SPORT DISPUTE RESOLUTION PROCEDURES

SECTION 1

INTRODUCTION

The following Hearing Procedures ("Procedures") apply to USA Wrestling Safe Sport appeals/complaints that are filed with USA Wrestling and fall within the jurisdiction of the Ethics and Membership Committee ("Committee"). Further, should a State Association or Member Program undertake any hearing related to a Safe Sport Policy violation it shall follow as reasonably possible the procedures herein. Every person, by becoming a member in USA Wrestling or participating in any USA Wrestling functions, sanctioned events, or activities, agrees to be bound by these Procedures.

SECTION 2

JURISDICTION

The Committee shall have jurisdiction over appeals/complaints as granted under the USA Wrestling Bylaws and Safe Sport Policy, and to hear an appeal by a Responding Party with whom USA Wrestling (or a State Affiliate) has taken action regarding a violation of the Safe Sport Policy, or Code of Conduct violation. A person by virtue of his/her membership in USA Wrestling, affiliation or participation at any time in USA Wrestling or a sanctioned event, agrees to be bound and abide by these Procedures in lieu of any court of competent jurisdiction. Failure of a Member to follow the Procedures herein shall subject the non-complying member to costs and expenses of USA Wrestling to an outside action; further, such non-complying member shall be subject to immediate summary suspension of their membership in USA Wrestling.

Notwithstanding any provision to the contrary, **the Committee shall not exercise jurisdiction over the following matters:**

§2.1 The final decision of an official during a competition regarding a field of play decision (a matter set forth in the rules of the competition to be within the discretion of the official) shall not be reviewable through, or the subject of, these complaint procedures unless the decision is the product of fraud, corruption, clear partiality, or other flagrant misconduct of the official. For purposes of this Section, the term "official" shall include any individual with discretion to make field of play decisions.

§2.2 The Committee shall not have any jurisdiction to adjudicate any complaint that falls within the exclusive jurisdiction of the United States Anti-Doping Agency or the doping rules of United World Wrestling.

§2.3 The Committee shall not have jurisdiction to adjudicate any complaint that falls within the exclusive jurisdiction of the U.S. Center for Safe Sport.

§2.4 The Committee shall not have jurisdiction to adjudicate any dispute concerning the eligibility of an athlete to compete as set forth in Article XII and XIII of USA Wrestling Bylaws. A dispute does not concern "eligibility to compete" merely because a sanction imposed by the Committee may disqualify and individual from competing in wrestling competitions.

SECTION 3

APPEALS/COMPLAINTS

A timely filed appeal/complaint alleging: 1) a request for a hearing filed by a Responding Party sanctioned by USA Wrestling, or 2) a violation USA Wrestling Safe Sport Policy, or such other rules,policies, or regulations ("Violation") within the purview of the Committee shall:

§3.1 Set forth a complete statement in clear and concise language of: 1) the grounds for disputing the decision of USA Wrestling to impose sanctions, or 2) the conduct (or omission) that is alleged to constitute a Violation(s), and 3) a list of witnesses or other individuals who may have knowledge concerning the subject of the appeal/complaint(s), with contact information for each witness to include names, telephone number, email, and address; and

§3.2 Identify: 1) the deficiency of the decision by USA Wrestling to impose sanctions on the Responding Party, or 2) the specific policy, rule, or regulation of USA Wrestling that the Responding Partyalleges has been violated, if any; and

§3.3 Be signed by the person filing the complaint or the Responding Party who requests a hearing, who shall expressly attest to its validity by signing the following statement: "I hereby attest the foregoing factual allegations are true and complete, to the best of my knowledge, information and belief, and I understand and acknowledge that filing a false grievance is itself a violation of the USA Wrestling rule"; and

§3.4 Provide a telephone number and sufficient contact information for the Responding Party or the Responding Party's counsel or legal representative (such as a parent or guardian) to permit the exchange of information in written or electronic form (address or e-mail), together with such contact information as the Responding Party may have for each person who is identified in the grievance under subsection 3.1 above.

§3.5 There shall be no filing fee for safe sport complaints/appeals.

§ 3.6 Be filed with the USA Wrestling General Counsel - Director of Safe Sport and Compliance. A complaint shall be deemed filed when it satisfies the requirements set out above is received by the General Counsel.

§3.7 The Executive Director or his/her designee may file a complaint on behalf of USA Wrestling.

SECTION 4

APPEAL/COMPLAINT DISTRIBUTION

Upon receipt of an Appeal/Complaint, it shall be distributed and served as follows:

§4.1 Upon receipt, the Director of Safe Sport shall forward the Appeal/Complaint to the Chair of the Committee.

§4.2 The Committee Chair, or his/her designee, shall perform an initial review of materials provided with the Appeal/Complaint to ensure that the Appeal/Complaint is complete and within the jurisdiction of the Committee. If the Appeal/Complaint is materially incomplete, the Chair or designee shall notify the Claimant of any deficiency, after which notice the Claimant shall have seven (7) days to correct the deficiencies or the Appeal/Complaint shall be dismissed. If the Appeal/Complaint is outside the jurisdiction of the Committee, the Chair shall so notify the Director of Safe Sport.

§4.3 After determining that an Appeal/Complaint is complete, the Chair shall serve the Appeal/Complaint on the additional parties, if any, by email or by certified mail at the address

listed in USA Wrestling's files or at such other address as the Appeal/Complaint may identify. The additional parties shall have fourteen (14)_days from the date of mailing of the Appeal/Complaint to file a written response. The Chair may shorten the time for a response where expedited handling of the Appeal/Complaint is warranted.

§4.4 The Chair shall appoint a Hearing Panel of at least 3 individuals (at least 33.33% of whom shall be athletes satisfying the requirements of Section 8.5.4 of the USOPC Bylaws). Hearing Panel members may be (but are not required to be) members of the Committee. All Hearing Panel members shall be reasonably impartial and shall be free of any actual or apparent conflict of interest. Hearings shall be conducted in accordance with the rules set out below.

SECTION 5

HEARINGS OVERVIEW

§5.1 Upon receipt of Appeal/Complaint and a response (if any), the Chair may conduct a preliminary conference during which the Panel shall impose dates for (a) any hearing the Panel deems necessary, (b) the exchange of all exhibits to be used as evidence, (c) the identification of witnesses, their contact information, and a brief statement as to the subject matter of their testimony, (d) submission of hearing briefs if desired by the Panel; and (e) any other matter that the Panel deems appropriate.

§5.2 The Panel may impose such sanctions as it may deem advisable for the failure of any party to comply with the procedural orders of the Panel.

§5.3 A hearing before the Hearing Panel may be held in person or telephonically. Any witness who testifies must be sworn upon that witness's oath to testify truthfully. Where appropriate in the reasonable determination of the Hearing Panel Chair, the hearing may be conducted in part through written means and in part by testimony and oral argument, except that the Hearing Panel shall not consider any written or oral evidence that the opposing party has not been given an opportunity to rebut.

§5.4 The Claimant(s), the Respondent(s) and any other person participating in a hearing conducted by a Hearing Panel shall be entitled to be advised by counsel of their choice at the party's own expense. However, counsel may not speak on behalf of the Responding Party, question witnesses, or address the Panel.

§5.5 Judicial and evidentiary rules regarding admissibility of evidence shall not apply to the Hearing Panel, except that the Hearing Panel shall respect all lawful claims of privilege based on Colorado law.

§5.6 Any hearing, or a part thereof, shall be open to members of the Hearing Panel, any attorney advising the Hearing Panel Chair, the Claimant(s), the Respondent(s), any other real party in interest, their counsel (in an advisory capacity only) and any witnesses except that the Hearing Panel shall exclude from the hearing any witnesses who have not testified if so requested by any party.

§5.7 The Hearing Panel Chair may, in the interests of justice and the sport of wrestling, direct the participants to keep the proceedings and the decision confidential and all or parts of the record of the hearing to be kept confidential by the Hearing Panel and USA Wrestling except such public sanctions as may be imposed.

§5.8 The **Burden of Proof** in order to impose suspension, termination, or other discipline UAS Wrestling shall have the burden of proof, which shall be the *Preponderance of the Evidence (more likely true than not true)* that the Responding Party violated the SafeSport Code and/or the USA Wrestling Safe Sport Policy.

SECTION 6

CONDUCT OF HEARING AND ISSUANCE OF DECISION

§6.1 Hearings shall be conducted fairly and in an orderly fashion, but without regard for the formalities of traditional courtroom procedures.

§6.2 The hearing may proceed in the absence of any party who fails to be available at the duly noticed time and the hearing may proceed to judgment despite that person's absence. If the Hearing Panel Chair determines that in the interests of justice and the sport of wrestling the hearing cannot proceed without the absent party, the Hearing Panel Chair may adjourn the hearing and reschedule it for such time as the absent party can be present. Any subsequent absence may be taken into account by the Hearing Panel in reaching its decision, and the Hearing Panel may impose reasonable conditions on the missing party for continuation of the hearing.

§6.3 The hearing shall be conducted in the following manner, and the Hearing Panel may set reasonable time limits for each portion of the hearing:

§6.3.1 The Hearing Panel Chair shall open the hearing and conduct such preliminary matters as may be necessary.

§6.3.2 Each party shall have the opportunity to make a brief opening statement, Responding Party first, then USA Wrestling's designee.

§6.3.3 The Responding Party shall call each of its witnesses for examination, which witnesses shall be sworn upon his/her oath, substantially as follows: "I do hereby swear or affirm under penalties of perjury that the testimony I give shall be true and complete." In lieu of formal examination, the witnesses may make a statement after being sworn. Upon completion of each witness's examination or statement, the opposing party may cross-examine the witness. The Hearing Panel Chair shall have the power to limit the cross examination as may be necessary to avoid the introduction of irrelevant evidence, to protect against harassment or intimidation of any witness, or to avoid repetitive testimony, except that the Chair may not completely bar the cross-examination of any witness. The Responding Party shall then have the opportunity to conduct re-direct examination and any witness shall have the opportunity to make a concluding statement limited to the issues that were raised in cross-examination. No further examination or statements shall be permitted except as the Hearing Panel Chair may permit in his/her discretion.

§6.3.4 Following conclusion of the presentation of witnesses or witness statements by the Responding Party, USA Wrestling shall have the opportunity to present witnesses in the same manner as above.

§6.3.5 Following conclusion of the presentation of evidence, each side shall be permitted to give closing argument. The Hearing Panel Chair shall decide on the time limits for such closing arguments. Responding Party shall proceed first, with USA Wrestling following thereafter.

§6.3.6 The Hearing Panel members may question any witness presented by the parties. The Chair of the Hearing Panel shall direct the order of such questioning and any follow-up questions by the parties.

§6.3.7 Within twenty-one (21) days following completion of the hearing, the Hearing Panel shall transmit to the Chair of the Committee a written decision, finding, and recommendation, and shall complete the hearing information form utilized by USA Wrestling.

§6.3.8 No failure to satisfy these requirements shall serve to invalidate any decision or to deprive the Hearing Panel of jurisdiction over the Appeal/Complaint.

§6.4 The Committee Chair shall communicate its final decision to the Director of Safe Sport and to the Responding Party. The Committee Chair may adopt and confirm a recommendation of the Hearing Panel without further explanation, but the Committee Chair shall provide an explanation of any decision not to accept the recommendation of the Hearing Panel in sufficient detail to permit meaningful appellate review.

SECTION 7

SANCTIONS

A Hearing Panel, after conducting such investigation or hearings as they may determine to be necessary, may impose imposition of any of the following sanctions or resolutions:

§7.1 Dismiss the Appeal/Complaint with or without permission to re-file;

§7.2 Uphold the decision of USA Wrestling;

§7.3 Modify the sanctions imposed by USA Wrestling;

§7.4 Issue such interim orders, prohibitory or mandatory in nature, as may be necessary pending a final decision; and

§7.5 Terminate, deny, grant, suspend or restore membership in USA Wrestling for a definite or indefinite period of time, with or without terms of probation, or expel any member of USA Wrestling, including any administrator, athlete, coach, trainer, manager, meet director, official, officer, Board Member, coordinator, chair or member of any committee or sub-committee;

§7.6 Assess actual costs (exclusive of attorney fees) to the prevailing party; and

§7.7 Assess sanctions in any combination of the foregoing or assess any other remedies deemed appropriate under the circumstances.

SECTION 8

APPEALS

The decision of the Hearing Panel may be appealed to:

Sanctions imposed by the Hearing Panel may be appealed to the USOPC only under Section 9 of its Bylaws, and only if such sanction(s) deny or threaten to deny the respondent the opportunity to participate in a Protected Competition (as defined by the USOPC).

Any complaint filed under Section 9 with the USOPC not later than fourteen (14) days after the hearing panel issues its decision.

APPENDIX B: INTERIM OR SUMMARY SANCTIONS HEARING

If USA Wrestling seeks or imposes interim measures or sanctions, it will offer an opportunity for a hearing on the imposition of such sanctions. Interim Measures by USA Wrestling or the Center shall become effective immediately. The following *Rules* govern interim measures/sanctions hearings.

Rule 1

Notice to the Responding Party

In all interim measures cases, including suspension of membership, the Responding Party will receive notice (by last known email, physical address, or text) of the opportunity for a hearing.

Rule 2

Appeal

A Responding Party may appeal Interim Measures at any time within 7 days of the date the notice was emailed, texted or the date of the letter notice. Requests should be made by email to usawsafesport@usawrestling.org . The date of the notice shall be included in calculating the 7 day period.

Rule 3

Hearing Officer

If the USA Wrestling imposes interim sanctions the Chair of the Ethics and Membership Committee, or such other person appointed by the Executive Director, shall conduct the interim measures appeals hearing if requested by the Responding Party. Said hearing may be by telephone or video conference.

Rule 4

Procedures

The interim measures hearing is an expedited proceeding to quickly resolve whether sufficient evidence exists to satisfy the Hearing Officer that the interim measures determined by USA Wrestling are appropriate on the information and circumstances in the allegations or evidence received up to the date of the hearing; and any evidence submitted by the Responding Party to rebut the presumption of truthfulness stated below.

In all cases, there is a rebuttable presumption that the allegations, as presented, are true.

The interim measures hearing is not intended to be the hearing necessary to finally resolve whether the Responding Party has committed a Violation or what the appropriate sanctions should be if a Violation is found to have occurred. Except in exceptional circumstances, the interim measures hearing will last no longer than two hours.

The hearing procedures for interim measures hearings shall be an informal format. Only the Hearing Officer shall ask questions of the Reporting and Responding Party, or other witnesses. Parties may submit whatever materials they deem appropriate for the Hearing Officer to consider.

Rule 5

Scope

The interim measures hearing will not be a hearing on the merits and is limited to determining if there is reasonable cause to impose the interim measures/sanctions, or to hear evidence to rebut the presumption that all allegations, as presented, are true.

Rule 6

Standard of review

To impose/confirm interim measures, the Hearing Officer must find based on the information presented, that: (i) the interim measure is appropriate based on the allegations and facts and circumstances of the case as they appear to the Hearing Officer; (ii) the interim measure is appropriate to maintain the safety or well-being of the Reporting Party, Athletes, or other Non-athlete Participants; or (iii) the allegations against the Responding Party are sufficiently serious that the Responding Party's continued participation in the sport could be detrimental to the values of USA Wrestling.

Rule 7

Decision

The Hearing Officer may approve, reject, or modify the interim measures imposed or proposed by USA Wrestling. The Hearing Officer shall issue a decision regarding USA Wrestling's interim measures either orally at the conclusion of the interim measures hearing, with a written order to follow, or, by a written reasoned decision issued within 24 hours of the close of the interim measures hearing. The decision shall be given no weight in the hearing of the case in chief.

Rule 8

No appeal

Neither the USA Wrestling nor the Responding Party may appeal the Hearing Officer's decision on an Interim Suspension. The denial of the requested relief shall not, however, prejudice the USA Wrestling's right to seek interim measures in the same case in the future.

Rule 9

Final hearing expedited if interim measures imposed

If interim measures are imposed, then the time for the full hearing, if requested by the Responding Party, will be expedited to the extent feasible.

APPENDIX C: STATE ASSOCIATION SAFE SPORT COORDINATOR

General Description

The State Association Safe Sport Coordinator will be responsible for the implementation and coordination of USA Wrestling's Safe Sport Program within their state and local clubs. The officer will serve as the liaison for USA Wrestling's Safe Sport Program and work within their state and local clubs to facilitate implementation of all aspects of the Safe Sport Program.

The Coordinator must be a current member (club board member is preferred) of USA Wrestling in good standing.

Responsibilities and Duties

The Safe Sport Coordinator will:

- Complete the required Safe Sport training and be compliant with all other refresher courses and other training mandated by the Center and USA Wrestling and pass a USA Wrestling background check. Be fully versed on all matters within the USA Wrestling Safe Sport Handbook.
- Serve as the primary contact for USA Wrestling regarding USA Wrestling's Safe Sport Program and oversee the implementation of effective educational programs for all chartered clubs, participants, their parents/guardians and coaches, and additional parties as may be required by USA Wrestling.
- Oversee the State Association and local chartered clubs have properly approved and implemented USA Wrestling's Safe Sport Policies and Education.
- Verify all coaches participating in all Member Programs of its State are compliant with Safe Sport and Background Screening under USA Wrestling policies.
- Understand the reporting structure and refer all reports of a violation of USA Wrestling's Safe Sport Policy and the SafeSport Code directly to the appropriate parties at USA Wrestling, the Center, and local child protection and/or law enforcement.
- Participate in workshops/webinars as provided by USA Wrestling, collect and share information about USA Wrestling's Safe Sport Program and disseminate information on best practices.
- Perform other functions as necessary in the fulfillment of USA Wrestling's continuing efforts to foster safe, healthy and positive environments for its athletes and members.

**APPENDIX D:
MINOR ATHLETE ABUSE PREVENTION POLICIES**



Publication Date: September 1, 2021
Effective Date: January 1, 2022

MAAPP TABLE OF CONENTS

<u>INTRODUCTION.....</u>	<u>33</u>
<u>SCOPE.....</u>	<u>34</u>
<u>PART I: EDUCATION & TRAINING POLICY.....</u>	<u>36</u>
<u>PART II: USA WRESTLING REQUIREMENTS FOR EDUCATION & TRAINING AND PREVENTION POLICIES.....</u>	<u>39</u>
<u>PART III: REQUIRED POLICIES FOR ONE-ON-ONE INTERACTIONS.....</u>	<u>41</u>
<u>MAAPP DEFINITIONS</u>	<u>48</u>
<u>APPENDIX A TO MAAPP: USA WRESTLING'S POLICY APPROVAL AND SUBMISSION PROCESS WITH THE CENTER.....</u>	<u>50</u>

INTRODUCTION

What is the MAAPP?

The Minor Athlete Abuse Prevention Policies the ("MAAPP") is a collection of proactive prevention and training policies for USA Wrestling. It has three components:

1. An Education & Training Policy that requires training for certain Adult Participants within USA Wrestling;
2. USA Wrestling, State Affiliate and Chartered Club requirements; and
3. Required Prevention Policies, focused on limiting one-on-one interactions between Adult Participants and Minor Athletes.

How Does Anyone Know if there is Compliance with the MAAPP?

Federal law requires the U.S. Center for SafeSport (the "Center") conduct regular and random audits of USA Wrestling to ensure compliance with these policies. 36 U.S.C. § 220542(a)(2)(E). More specific organizational compliance requirements can be found in Part II.

Additionally, it is the responsibility of USA Wrestling, its State Affiliates and Chartered Clubs (collectively, "USA Wrestling Programs"), and Adult Participants to comply with the MAAPP. The aforementioned USA Wrestling Programs can act in their respective programs for violations of the MAAPP by Adult Participants. Adult Participants also have an independent responsibility to comply with these MAAPP provisions. Violations of these provisions can result in sanctions under the Center's Code for the Olympic and Paralympic Movement (the "SafeSport Code").

Is the MAAPP Different from the SafeSport Code?

Yes. The [SafeSport Code](#) works alongside the MAAPP to prevent abuse. The MAAPP includes proactive prevention policies for USA Wrestling Programs and individuals, while the SafeSport Code contains misconduct policies for individuals. However, violations of the MAAPP can violate the SafeSport Code, and violators can be sanctioned.

SCOPE

The MAAPP Applies to “In-Program Contact” Within USA Wrestling

The MAAPP is required for USA Wrestling, its State Affiliates and Chartered Clubs (collectively, “**USA Wrestling Programs**”).

Some policies impose requirements on USA Wrestling Programs, sanctioned events and facilities partially or fully under the USA Wrestling’s jurisdiction. For example, USA Wrestling Programs must monitor locker rooms at their facilities and sanctioned events. Other policies impose certain requirements on Adult Participants under the jurisdiction of a USA Wrestling Program when the Adult Participant is having “In-Program Contact.” For example, Adult Participants cannot have one-on-one electronic communications with Minor Athletes that they coach.

Who is a Minor Athlete?

A **Minor Athlete** is an Amateur Athlete under 18 years of age who participates in, or participated within the previous 12 months in, an event, program, activity, or competition that is part of, or partially or fully under the jurisdiction of a USA Wrestling Program.

Partial or Full Jurisdiction: Includes any sanctioned event (including all travel and lodging in connection with the event) by a USA Wrestling Program, or any facility that a USA Wrestling Program owns, leases, or rents for practice, training, or competition.

Who is an Adult Participant?

An **Adult Participant** is any adult (18 years of age or older) who is:

1. A member or license holder of a USA Wrestling Program;
2. An employee or board member of a USA Wrestling Program;
3. Within the governance or disciplinary jurisdiction of a USA Wrestling Program;
4. Authorized, approved, or appointed by a USA Wrestling Program to have Regular Contact with or authority over Minor Athletes.¹

What is In-Program Contact?

In-Program Contact includes sanctioned events and facilities, but it also applies more broadly to sport-related interactions. **The MAAPP defines “In-Program Contact” as:**

Any contact (including communications, interactions, or activities) between an Adult Participant and any Minor Athlete(s) related to participation in sport.

Examples of in-program contact include, but are not limited to: competition, practices, camps/clinics, training/instructional sessions, pre/post game meals or outings, team travel, review of match film, team- or sport-related relationship building activities, celebrations, award ceremonies,

¹ This may include volunteers, medical staff, trainers, chaperones, monitors, contract personnel, bus/van drivers, officials, adult athletes, staff, board members, and any other individual who meets the Adult Participant definition.

banquets, team- or sport-related fundraising or community service, sport education, or competition site visits.

Does the MAAPP Have Any Exceptions?

Yes. The MAAPP was written with certain appropriate exceptions in mind. Exceptions are addressed in each policy and include:

1. A Close-in-Age Exception

This exception applies to certain policies and allows for In-Program Contact between an Adult Participant and a Minor Athlete if:

- a. The Adult Participant has no authority over the Minor Athlete; and
- b. The Adult Participant is not more than four years older than the Minor Athlete.

Note: This exception is different than the close-in-age exception in the [SafeSport Code pertaining to misconduct](#).

2. Exceptions for Adult Participant Personal Care Assistants Working with a Minor Athlete

3. Exceptions for Dual Relationships

This exception applies to certain policies when the Adult Participant has a dual role or relationship with a Minor Athlete. The exception requires written consent of the Minor Athlete's parent/guardian at least annually.

Many of the exceptions require parent/guardian consent. USA Wrestling recommends parents take training on child abuse prevention before providing consent under these policies. The Center offers a free Parent Course at www.athletesafety.org. This course is also available in USA Wrestling's membership system located at www.usawmembership.com.

Am I required to take SafeSport Training?

Certain Adult Participants within USA Wrestling Programs who have (i) Regular Contact with Minor Athletes, (ii) authority over Minor Athletes, or (iii) are employees or board members of a USA Wrestling Program, are required to take training. Please see the matrix on page 8 for additional detail. The specific training requirements can be found in Part I. For the avoidance of doubt, if you have taken the SafeSport Core training and annual refreshers as required by USA Wrestling's Safe Sport Program Handbook, you have met the MAAPP training requirements.

PART I: EDUCATION & TRAINING POLICY

A. Mandatory Child Abuse Prevention Training for Adult Participants

1. Adult Participants Required to Complete Training

- a. The following Adult Participants must complete the *SafeSport Trained Core* either through the Center's online training or the Center's approved, in-person training:
 - i. Adult Participants who have Regular Contact with any Amateur Athlete(s) who is a minor;
 - ii. Adult Participants who have authority over any Amateur Athlete(s) who is a minor;
 - iii. Adult Participants who are an employee or board member of a USA Wrestling Program.
- b. Adult Participants, who are medical providers required to take training under Section (a) can take the Health Professionals Course in lieu of the *SafeSport Trained Core*.

2. Timing of Training

Adult Participants must complete this training:

- a. Before Regular Contact with an Amateur Athlete who is a minor begins; **and**
- b. Before becoming a member of USA Wrestling (as this is a requirement for membership).

3. Refresher Training

The above listed Adult Participants must complete SafeSport training during each USA Wrestling membership season (September 1-August 31). The training commences with SafeSport Trained Core, then refresher courses for the next three membership seasons, and then the process repeats.

Medical providers can take the Health Professionals Course in lieu of the *SafeSport Trained Core* and are required to take the refresher courses on an annual basis if they meet the criteria for A(1).

B. Minor Athlete Training Will Be Offered

1. USA Wrestling Programs on an annual basis, will offer and, subject to parental consent, give training to Minor Athletes on the prevention and reporting of child abuse.
2. The Center offers youth courses, located at www.athletesafety.org, that meet this requirement.

C. Parent Training Will Be Offered

1. USA Wrestling Programs on an annual basis, will offer training to parents on the prevention and reporting of child abuse.

2. The Center offers a parent course, located at www.athletesafety.org, that meets this requirement. This course is also available in USA Wrestling's membership system located at www.usawmembership.com.

D. Optional Training

1. Adult Participants serving in a volunteer capacity, who will not have Regular Contact with or Authority over Minor Athletes, should take the Center's brief Volunteer Course (or *SafeSport Trained Core*) before engaging or interacting with any Minor Athlete(s).
2. USA Wrestling Programs may provide training *in addition to* the *SafeSport Trained Core*. **Training other than the *SafeSport Trained Core* or Refresher does not satisfy this policy.**
3. Parents of Minor Athletes are provided free online access to the Center's parent course and are encouraged to take the training.

E. Exemptions and Accommodations

1. Exemptions from this Education & Training Policy may be made on a case-by-case basis for victims/survivors. Requests may be made directly to USA Wrestling at usawsafesport@usawrestling.org.
2. USA Wrestling will work with individuals and USA Wrestling Programs on appropriate accommodations for persons with disabilities and individuals with limited English proficiency to satisfy these training requirements. USA Wrestling will and each USA Wrestling Program must provide reasonable accommodations and track any exemptions for individuals with disabilities and individuals with limited English proficiency.

The follow matrix is a list of those individuals who are required to obtain SafeSport Trained Core. If you have questions, please email usawsafesport@usawrestling.org.

Adult Participant Type	Regular Contact with a Minor	Authority Over a Minor	SafeSport Trained Core
USA Wrestling Program Staff		x	Yes
USA Wrestling Program Board Members		x	Yes
USA Wrestling Coaches	x	x	Yes
USA Wrestling Officials	x	x	Yes
USA Wrestling Adult Athlete Members - regardless of Regular Contact or Authority			Yes
Other USA Wrestling Adult Members - regardless of Regular Contact or Authority			Yes
USA Wrestling Team Leaders		x	Yes
USA Wrestling Program Volunteers if Regular Contact and/or Authority*	x	x	Yes
USA Wrestling Program Volunteers if no Regular Contact or Authority			Center Volunteer Course <u>or</u> SafeSport Core Training RECOMMENDED
USA Wrestling Medical**	x		Yes
Credentialed Media - regardless of Regular Contact and/or Authority			Yes
Contractors/Vendors that have Regular Contact and/or Authority	x	x	Yes

*Each event may have a different assortment of event volunteers. That written, the following event volunteers will be deemed to have Regular Contact with and Authority over minors: director of event, lead event coordinator, venue/operations director, director of security, media director, locker room monitors, director of escorts and Minor Athlete escorts, bus drivers, and as such, must complete SafeSport Core Training.

**Medical includes the following: athletic trainers, masseur, chiropractors, dieticians, mental health care professionals, and medical doctors. The Center's Health Professionals Course may substitute for the SafeSport Core Training.

PART II: USA WRESTLING REQUIREMENTS FOR EDUCATION & TRAINING AND PREVENTION POLICIES

All USA Wrestling Programs must implement proactive policies designed to prevent abuse. These requirements are described below.

A. USA Wrestling Requirements for Education & Training

1. USA Wrestling Programs must track whether Adult Participants under its jurisdiction complete the required training listed in Part I.
2. USA Wrestling must, on an annual basis, offer and, subject to parental consent, give training to Minor Athletes on the prevention and reporting of child abuse.
 - a. For training to Minor Athletes, USA Wrestling must track a description of the training and how the training was offered and provided to Minor Athletes.
 - b. USA Wrestling is not required to track individual course completions of Minor Athletes.
3. USA Wrestling must, on an annual basis, offer training to parents on the prevention and reporting of child abuse.

B. Required Prevention Policies and Implementation

1. USA Wrestling Programs must develop minor athlete abuse prevention policies that contain the components of USA Wrestling's policies in Part III. These policies cover:
 - a. One-on-one interactions
 - b. Meetings and training sessions
 - c. Athletic training modalities, massages, and rubdowns
 - d. Locker rooms and changing areas
 - e. Electronic communications
 - f. Transportation
 - g. Lodging
2. If a USA Wrestling Program desires to alter a policy it must first obtain USA Wrestling written approval. To seek approval email: usawsafesport@uswrestling.org. USA Wrestling went through a similar approval process with the Center. Such process is described on Appendix A.
3. USA Wrestling requires that all of its USA Wrestling Programs to implement these policies within each USA Wrestling Program.
4. USA Wrestling must implement these policies for all In-Program Contact.
 - a. At sanctioned events and facilities partially or fully under its jurisdiction, USA Wrestling must take steps to ensure the policies are implemented and followed.

- b. For In-Program Contact that occurs outside a USA Wrestling sanctioned event or facilities, implementing these policies means:
 - i. Communicating the policies to individuals under its jurisdiction;
 - ii. Establishing a reporting mechanism for violations of the policies;
 - iii. Investigating and enforcing violations of the policies.

- 5. USA Wrestling must have a reporting mechanism to accept reports that an Adult Participant is violating USA Wrestling's minor athlete abuse prevention policies. USA Wrestling must appropriately investigate and resolve any reports received, unless the violation is reported to the Center and it exercises jurisdiction over the report. This requirement is in addition to requirements to report abuse under the SafeSport Code.

PART III: REQUIRED POLICIES FOR ONE-ON-ONE INTERACTIONS

USA Wrestling recognizes that youth-adult relationships can be healthy and valuable for development. Policies on one-on-one interactions protect children while allowing for these beneficial relationships. As child sexual abuse is often perpetrated in isolated, one-on-one situations, it is critical that USA Wrestling Programs limit such interactions between youth and adults and implement programs that reduce the risk of sexual abuse. All USA Wrestling Programs must adopt/follow these policies.

A. ONE-ON-ONE INTERACTIONS

1. Observable and Interruptible

- a. All one-on-one In-Program Contact between an Adult Participant and a Minor Athlete must be observable and interruptible, except in emergency circumstances.
- b. The exceptions below may apply to specific policies, and if the exceptions apply, they are listed in the policy. These exceptions also apply to all one-on-one In-Program Contact not specifically addressed in other policies:
 - i. When a Dual Relationship exists; or
 - ii. When the Close-in-Age Exception applies; or
 - iii. If a Minor Athlete needs a Personal Care Assistant, and:
 - (1) the Minor Athlete's parent/guardian has provided written consent to a USA Wrestling Program for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
 - (2) the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and
 - (3) the Adult Participant Personal Care Assistant has complied with USA Wrestling's Background Screening Policy; or
 - iv. In other circumstances specifically addressed in this policy that allow for certain one-on-one interactions if USA Wrestling receives parent/ guardian consent.

USA Wrestling recommends that parents first complete training on abuse prevention to be informed about potential boundary violations and concerns before consenting to one-on-one interactions. The Center offers a free Parent Course at www.athletesafety.org. This course is also available in USA Wrestling's membership system located at www.usawmembership.com.

B. MEETINGS AND TRAINING SESSIONS

1. Observable and Interruptible

Adult Participants must follow the one-on-one interaction policy in all meetings and training sessions where Minor Athlete(s) are present.

2. Individual Training Sessions

- a. One-on-one, In-Program, individual training sessions must be observable and interruptible except if:
 - i. A Dual Relationship exists; or
 - ii. The Close-in-Age Exception applies; or
 - iii. A Minor Athlete needs a Personal Care Assistant, and:
 - (1) the Minor Athlete's parent/guardian has provided written consent to a USA Wrestling Program for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
 - (2) the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and
 - (3) the Adult Participant Personal Care Assistant has complied with USA Wrestling's Background Screening Policy.
- b. The Adult Participant providing the individual training session must receive advance, written consent from the Minor Athlete's parent/guardian at least annually, which can be withdrawn at any time; and
- c. Parents/guardians must be allowed / have the opportunity to observe the individual training session.

USA Wrestling recommends that parents first complete training on abuse prevention to be informed about potential boundary violations and concerns before consenting to the individual training sessions. The Center offers a free Parent Course at www.athletesafety.org. This course is also available in USA Wrestling's membership system located at www.usawmembership.com.

3. Meetings with licensed mental health care professionals and health care providers (other than athletic trainers²)

If a licensed mental health care professional or licensed health care provider meets one-on-one with a Minor Athlete at a sanctioned event or a facility, which is partially or fully under the USA Wrestling's jurisdiction, the meeting must be observable and interruptible except:

- a. If the door remains unlocked; and
- b. Another adult is present at the facility and notified that a meeting is occurring, although the Minor Athlete's identity needs not be disclosed; and
- c. USA Wrestling is notified that the provider will be meeting with a Minor Athlete; and
- d. The provider obtains consent consistent with applicable laws and ethical standards, which can be withdrawn at any time.

C. ATHLETIC TRAINING MODALITIES, MESSAGES, AND RUBDOWNS

1. Athletic training modality, massage, or rubdown

All In-Program athletic training modalities, massages, or rubdowns of a Minor Athlete must:

- a. Be observable and interruptible; and
- b. Have another Adult Participant physically present for the athletic training modality, massage, or rubdown; and

² Athletic trainers who are covered under these policies must follow the "Athletic Training Modalities, Messages, and Rubdowns" policy.

- c. Have documented consent as explained in subsection (2) below; and
- d. Be performed with the Minor Athlete fully or partially clothed, ensuring that the breasts, buttocks, groin, and/or genitals are always covered; and
- e. Allow parents/guardians in the room as an observer, except for competition or training venues that limit credentialing.

2. Consent

- a. Providers of athletic training modalities, massages, and rubdowns or USA Wrestling or a USA Wrestling Program, when applicable, must obtain consent at least annually from Minor Athletes' parents/guardians before providing any athletic training modalities, massages, or rubdowns.
- b. Minor Athletes or their parents/guardians can withdraw consent at any time.

USA Wrestling recommends that parents first complete training on abuse prevention to be informed about potential boundary violations and concerns before consenting to the athletic training modalities, massages, and rubdowns.

D. LOCKER ROOMS AND CHANGING AREAS

1. Observable and Interruptible

Adult Participants must ensure that all In-Program Contact with Minor Athlete(s) in a locker room, changing area, or similar space where Minor Athlete(s) are present is observable and interruptible, except if:

- a. A Dual Relationship exists; or
- b. The Close-in-Age Exception applies; or
- c. A Minor Athlete needs a Personal Care Assistant and:
 - i. the Minor Athlete's parent/guardian has provided written consent to a USA Wrestling Program for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
 - ii. the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and
 - iii. the Adult Participant Personal Care Assistant has complied with USA Wrestling's Background Screening Policy.

2. Conduct in Locker Rooms, Changing Areas, and Similar Spaces

- a. No Adult Participant or Minor Athlete can use the photographic or recording capabilities of any device in locker rooms, changing areas, or any other area designated as a place for changing clothes or undressing.
- b. Adult Participants must not change clothes or behave in a manner that intentionally or recklessly exposes their breasts, buttocks, groins, and/or genitals to a Minor Athlete.
- c. Adult Participants must not shower with Minor Athletes unless:
 - i. The Adult Participant meets the Close-in-Age Exception; or
 - ii. The shower is part of a pre- or post-activity rinse while wearing swimwear.

- d. Parents/guardians may request in writing that their Minor Athlete(s) not change or shower with Adult Participant(s) during In-Program Contact. USA Wrestling Programs and the Adult Participant(s) must abide by this request.

3. Media and Championship Celebrations in Locker Rooms

USA Wrestling Programs may permit recording or photography in locker rooms for the purpose of highlighting a sport or athletic accomplishment if:

- i. Parent/legal guardian consent has been obtained; and
- ii. The USA Wrestling Program approves the specific instance of recording or photography; and
- iii. Two or more Adult Participants are present; and
- iv. Everyone is fully clothed.

4. Personal Care Assistants

Adult Participant Personal Care Assistants are permitted to be with and assist Minor Athlete(s) in locker rooms, changing areas, and similar spaces where other Minor Athletes are present, if they meet the requirements in subsection (1)(a)(iii) above.

5. Availability and Monitoring of Locker Rooms, Changing Areas, and Similar Spaces

- a. USA Wrestling Programs must provide a private or semi-private place for Minor Athletes that need to change clothes or undress at sanctioned events or facilities partially or fully under the USA Wrestling's Programs jurisdiction.
- b. USA Wrestling Programs must monitor the use of locker rooms, changing areas, and similar spaces to ensure compliance with these policies at sanctioned events or facilities partially or fully under the USA Wrestling's Programs jurisdiction.

E. ELECTRONIC COMMUNICATIONS³

1. Open and Transparent

- a. All one-on-one electronic communications between an Adult Participant and a Minor Athlete must be Open and Transparent except:
 - i. When a Dual Relationship exists; or
 - ii. When the Close-in-Age Exception applies; or
 - iii. If a Minor Athlete needs a Personal Care Assistant and:
 - (1) the Minor Athlete's parent/guardian has provided written consent to a USA Wrestling Program for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
 - (2) the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and
 - (3) the Adult Participant Personal Care Assistant has complied with USA Wrestling's Background Screening Policy.

³ Electronic communications include, but are not limited to: phone calls, videoconferencing, video coaching, texting, and social media.

- b. Open and Transparent means that the Adult Participant copies or includes the Minor Athlete's parent/guardian, another adult family member of the Minor Athlete, or another Adult Participant.
 - If a Minor Athlete communicates with the Adult Participant first, the Adult Participant must follow this policy if the Adult Participant responds.
 - c. Only platforms that allow for Open and Transparent communication may be used to communicate with Minor Athletes.
2. Team Communication

When an Adult Participant communicates electronically to the entire team or any number of Minor Athletes on the team, the Adult Participant must copy or include another Adult Participant or the Minor Athletes' parents/guardians.
 3. Content

All electronic communication originating from an Adult Participant(s) to a Minor Athlete(s) must be professional in nature unless an exception in (1)(a) exists.
 4. Requests to Discontinue

Parents/guardians may request in writing that a USA Wrestling Program or an Adult Participant subject to this policy not contact their Minor Athlete through any form of electronic communication. The USA Wrestling Program and the Adult Participant must abide by any request to discontinue, absent emergency circumstances.

Recommended

5. Social Media Connections

It is recommended that Adult Participants, except those with a Dual Relationship or who meet the Close-in-Age Exception, not maintain private social media connections with Minor Athletes and should discontinue existing social media connections with Minor Athletes.

F. TRANSPORTATION

1. Transportation
 - a. An Adult Participant cannot transport a Minor Athlete one-on-one during In-Program travel, except if:
 - i. A Dual Relationship exists; or
 - ii. The Close-in-Age Exception applies; or
 - iii. A Minor Athlete needs a Personal Care Assistant and:
 - (1) the Minor Athlete's parent/guardian has provided written consent to USA Wrestling for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
 - (2) the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and

- (3) the Adult Participant Personal Care Assistant has complied with USA Wrestling's Background Screening Policy; or
 - iv. The Adult Participant has advance, written consent to transport the Minor Athlete one-on-one obtained at least annually from the Minor Athlete's parent/guardian.
- b. Minor Athlete(s) or their parent/guardian can withdraw consent at any time.
- c. An Adult Participant meets the In-Program transportation requirements if the Adult Participant is accompanied by another Adult Participant or at least two minors.
- d. Written consent from a Minor Athlete's parent/guardian is required for all transportation sanctioned by USA Wrestling or a USA Wrestling Program at least annually.

USA Wrestling recommends that parents first complete training on abuse prevention to be informed about potential boundary violations and concerns before consenting to transportation. The Center offers a free Parent Course at www.athletesafety.org. This course is also available in USA Wrestling's membership system located at www.usawmembership.com.

G. LODGING

1. Hotel Rooms and Other Sleeping Arrangements

- a. All In-Program Contact at a hotel or lodging site between an Adult Participant and a Minor Athlete must be observable and interruptible, and an Adult Participant cannot share a hotel room or otherwise sleep in the same room with a Minor Athlete(s), except if:
 - i. A Dual Relationship Exists, and the Minor Athlete's parent/guardian has provided USA Wrestling Programs with advance, written consent for the lodging arrangement;
 - ii. The Close-in-Age Exception applies, and the Minor Athlete's parent/guardian has provided USA Wrestling Programs with advance, written consent for the lodging arrangement; or
 - iii. The Minor Athlete needs a Personal Care Assistant, and:
 - (1) The Minor Athlete's parent/guardian has provided advance, written consent to the USA Wrestling Program for the Adult Participant Personal Care Assistant to work with the Minor Athlete and for the lodging arrangement;
 - (2) The Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and
 - (3) The Adult Participant Personal Care Assistant has complied with USA Wrestling's Background Screening Policy.
- b. Written consent from a Minor Athlete's parent/guardian must be obtained for all In-Program lodging at least annually.

2. Monitoring or Room Checks During In-Program Travel

If a USA Wrestling Program or team performs room checks during In-Program lodging, the one-on-one interaction policy must be followed and at least two adults must be present for the room checks.

3. Additional Requirements for Lodging Authorized or Funded by USA Wrestling
 - a. Adult Participants traveling with USA Wrestling Programs must agree to and sign USA Wrestling's lodging policy at least annually.
 - b. Adult Participants that travel overnight with Minor Athlete(s) are assumed to have Authority over Minor Athlete(s) and thus must comply with the Center's Education & Training Policy.

USA Wrestling recommends that parents first complete training on abuse prevention to be informed about potential boundary violations and concerns before consenting to the lodging. The Center offers a free Parent Course at www.athletesafety.org. This course is also available in USA Wrestling's membership system located at www.usawmembership.com.

H. GIFTING

1. Adult Participants, who do not meet the Close-in-Age Exception nor have a Dual Relationship with a Minor Athlete, must not give personal gifts to Minor Athlete(s).
2. Gifts that are equally distributed to all Minor Athletes and serve a motivational or education purpose are permitted.

I. PHOTOGRAPHY/VIDEO

Photographs or videos of Minor Athletes must observe generally accepted standards of decency.

MAAPP DEFINITIONS

Adult Participant: Any adult (18 years of age or older) who is:

- a. A member or license holder of USA Wrestling;
- b. An employee or board member of a USA Wrestling Program;
- c. Within the governance or disciplinary jurisdiction of a USA Wrestling Program;
- d. Authorized, approved, or appointed by a USA Wrestling Program to have Regular Contact with or Authority over Minor Athletes.⁴

Amateur Athlete: An athlete who meets the eligibility standards established by USA Wrestling for the sport of wrestling.

Authority: When one person's position over another person is such that, based on the totality of the circumstances, they have the power or right to direct, control, give orders to, or make decisions for that person. Also see the [Power Imbalance definition in the SafeSport Code](#).

Center: The U.S. Center for SafeSport.

Close-in-Age Exception: An exception applicable to certain policies when an Adult Participant does not have Authority over a Minor Athlete *and* is not more than four years older than the Minor Athlete (e.g., a 19-year-old and a 16-year-old). Note: this exception *only* applies within the prevention policies and *not* regarding conduct defined in the SafeSport Code.

Dual Relationships: An exception applicable to certain policies when an Adult Participant has a dual role or relationship with a Minor Athlete and the Minor Athlete's parent/guardian has provided written consent at least annually authorizing the exception.

In-Program Contact: Any contact (including communications, interactions, or activities) between an Adult Participant and any Minor Athlete(s) related to participation in sport.

Examples of In-Program Contact include, but are not limited to: competition, practices, camps/clinics, training/instructional sessions, pre/post game meals or outings, team travel, review of game film, team- or sport-related relationship building activities, celebrations, award ceremonies, banquets, team- or sport-related fundraising or community service, sport education, or competition site visits.

Local Affiliated Organization (LAO): A state, or local club or organization that is directly affiliated with USA Wrestling or that is affiliated with USA Wrestling by its direct affiliation with a regional or state affiliate of USA Wrestling.

Minor Athlete: An Amateur Athlete under 18 years of age who participates in, or participated within the previous 12 months in, an event, program, activity, or competition that is part of, or partially or fully under the jurisdiction of USA Wrestling or a USA Wrestling Program.

Partial or Full Jurisdiction: Includes any sanctioned event (including all travel and lodging in

⁴ This may include volunteers, medical staff, trainers, chaperones, monitors, contract personnel, bus/van drivers, officials, adult athletes, staff, board members, and any other individual who meets the Adult Participant definition.

connection with the event) by USA Wrestling or a USA Wrestling Program, or any facility that USA Wrestling or a USA Wrestling Program owns, leases, or rents for practice, training or competition.

Adult Participant Personal Care Assistant: An Adult Participant who assists a Minor Athlete requiring help with activities of daily living (ADL) and preparation for athletic participation. This support can be provided by a Guide for Blind or visually impaired Minor Athletes or can include assistance with transfer, dressing, showering, medication administration, and toileting. Personal Care Assistants are different for every athlete and should be individualized to fit their specific needs. When assisting a Minor Athlete, Adult Participant PCAs must be authorized by the athlete's parent/guardian.

Regular Contact: Ongoing interactions during a 12-month period wherein an Adult Participant is in a role of direct and active engagement with any Minor Athlete(s).

U.S. Olympic & Paralympic Committee (USOPC): A federally chartered nonprofit corporation that serves as the National Olympic Committee and National Paralympic Committee for the United States.

USA Wrestling Program(s): A program of USA Wrestling, its State Affiliates and/or Chartered Clubs.

**APPENDIX A TO MAAPP:
USA WRESTLING'S POLICY APPROVAL
& SUBMISSION PROCESS WITH THE CENTER**

1. USA Wrestling may adopt the Center's MAAPP as-is or adapt it to fit their needs. Regardless, USA Wrestling must submit its policies to the Center at compliance@safesport.org for review and approval by January 31, 2021. The Center will approve, approve with modifications, or deny the policies. If the Center denies the proposed policy, the mandatory components of the Center's MAAPP will become the default policies until the Center approves the policy.
2. USA Wrestling must require their LAOs to incorporate the mandatory components of the Center's MAAPP. USA Wrestling may require that their LAOs implement the USA Wrestling's policies, which may be more stringent than the Center's MAAPP.
3. USA Wrestling may, in its discretion, require its National Member Organizations (NMO) to implement these policies.
 - An NGB that chooses to require its NMOs to implement the Education & Training Policy must obtain advanced, written approval from the Center to expand the training access to additional persons. Requests must be submitted to nghservices@safesport.org.
4. In the event USA Wrestling fails to develop its own policies, the mandatory components of the Center's MAAPP will serve as the default policy.

APPENDIX E: USA WRESTLING PARENT/GUARDIAN CONSENT FORM

USA Wrestling maintains a number of Safe Sport policies, as set out in its Safe Sport Handbook, including but not limited to the Minor Athlete Abuse Prevention Policies, governing the activities of minors in certain circumstances for which written parental consent is necessary.

This Parental Consent form serves to document that the parent or legal guardian of _____ (Minor Athlete) hereby consents to the following activities in which Minor Athlete will be permitted to participate. Each activity must bear the initials of the Parent or Legal Guardian in the box provided, or USA Wrestling will presume that consent is not given for that activity.

The Minor Athlete may interact one-on-one with USA Wrestling Coaches and staff members outside the presence of other adults. This consent may be limited to specific activities and adults as set out below:

Coaches Name: _____

Limitations (denote any specific restrictions below):

_____ The Minor Athlete may travel with, attend camp or training, or be transported by an unrelated adult without a parent/guardian for the activity/trip described below. Where no activity is described, blanket consent will be deemed given.

_____ Parent/Guardian understands that their minor may share a room with other athletes. Every effort will be made to assign an athlete with same age athletes for the activity/trip described below. However, there may be age differences up to 3 years. Where no activity is described, blanket consent will be deemed given.

Activity: _____

Dates: _____

Location: _____

This Consent form shall expire 6 months from the date below, unless sooner revoked in writing by the Parent or Guardian. The Participant interacting or transporting an unrelated minor shall be responsible for maintaining a copy of this form.

I, _____, hereby affirm under penalty of perjury that I am the parent or legal guardian of _____ (Minor Athlete), that I have reviewed the policies cited above, and that I have the authority to consent on behalf of Minor Athlete to the activities above. Execution of this Form together with initialing lines by activity above constitutes my consent to the Minor Athlete's participation in such activity.

PRINT NAME: _____

SIGNATURE OF PARENT/GUARDIAN: _____

DATE SIGNED: _____

RELATION ATHLETE: _____

ADDRESS: _____

I acknowledge that I have been advised that prior to granting consent, I should complete the training entitled Parent's Guide to Misconduct in Sport available at athletesafety.org.

There are also consents for dual relationships, lodging and personal care assistants. Please find forms at www.safesport.org.

APPENDIX F: EDUCATION AND AWARENESS TRAINING

Education is a key component of any abuse and misconduct prevention strategy. Awareness training provides everyone, including Participants, with information necessary to more effectively monitor their organization, minimize the opportunities for Physical and Sexual Misconduct and other types of abuse, and respond to concerns. Protecting and empowering our athletes is of paramount concern to USA Wrestling. *With education comes knowledge, and knowledge empowers an athlete and others to identify misconduct and feel safe to report.*

Participants should have a basic understanding of sexual abuse and the strategies that offenders use to seduce/groom their victims. Using a combination of attention, affection and gifts, offenders select a victim, win their trust (and the trust of child's caregiver or "gatekeeper"), manipulate the victim into sexual activity, and keep the child from disclosing abuse.

It is the policy of USA Wrestling that all Adult Participants shall complete appropriate Minor Athlete Abuse Prevention Training as required by the Center <https://www.safesport.org/what-we-do>. Participants shall complete said training:

- Before Regular Contact with an amateur athlete who is a minor begins; or
- Within the first 45 days of initial membership, or upon beginning a new role subjecting the adult to this policy.
- Athletes who are 18 and above during a membership season shall be required to take SafeSport Training. If the individual is 17 at the time of the direction, parental consent will be required.

USA Wrestling's provides the following clarification on expectations and responsibility:

- A. Local Chartered Club: The club's directors and board members, are the representatives that are primarily responsible for administering and supervising USA Wrestling programs at the local level. These representatives must be fully versed in USA Wrestling's Safe Sport Program and possess the information necessary to more effectively monitor their organization, minimize the opportunities for child physical and sexual abuse and other types of misconduct, and respond to concerns. Each local chartered club registering Minor Athletes shall require that those adults in managerial or supervisory roles of such program shall have completed the online SafeSport Training (www.safesport.org). USA Wrestling has adopted the Center SafeSport training materials, which include a series of online training videos that are available for the training of local chartered club leaders, administrators, board members, and Minor Athletes. A "refresher" course shall be taken every year thereafter by any Participant that has previously completed the initial course.

Within 30 days of the date a local club files for its Charter for the current season, and before any Participant has any interaction with a Minor Athlete, each President of a Chartered Club shall attest and confirm with its State Association Safe Sport Coordinator that those persons in managerial or supervisory roles of each local chartered club registering youth athletes in their State have completed the training.

- B. Coaches: All coaches shall be required to complete the Center's SafeSport training before any Regular Contact with an Athlete. Upon completion of the initial training course, a coach must satisfy the additional training requirement by completing the SafeSport "refresher" course every year thereafter in compliance with policies of the Center.

- C. Officials: All officials eighteen (18) years and older (as of September 1st of the year of registration) shall complete the SafeSport Training program prior to any officiating. Upon completion of the initial training course, an official must satisfy the additional training requirement by completing the SafeSport "refresher" course every year thereafter. The State Affiliate Safe Sport Coordinator shall strive to ensure all officials working at any sanctioned event in their state are up to date on their SafeSport training.
- D. Other Volunteers/Employees: All volunteers and employees in USA Wrestling Member Programs that will have Regular Contact with, or supervision over Minor Athletes, and all persons in a supervisory position of a USA Wrestling Member Program, shall be required to complete the SafeSport Training Program; and shall complete the annual refresher course after their initial training.

Volunteers and employees that have less than regular access to Minor Athletes are strongly encouraged to complete the SafeSport Training. Programs should plan early so that volunteers have adequate time to complete the training before assuming duties.

Minor Athletes/Parents: **Each chartered club shall, subject to parental consent, annually offer and give training to members who are minors regarding prevention and reporting of child abuse. Each club shall track:**

1. The description of the training offered;
2. The date the training was offered and given; and
3. A description of how the training was offered and given.

Parent education is one of the keys to keeping a program safe from abuse and misconduct. Parents can assist by helping avoid situations in which misconduct can occur, by being aware of the signs and symptoms of abuse, and by reporting suspected abuse. Additionally, USA Wrestling Member Programs will notify all parents about the availability of a SafeSport "parent" training video that is available to all parents (***please note that that parent training course does not satisfy the training requirement for coaches, officials or other volunteers or administrators***).

Each USA Wrestling State Association shall have a Safe Sport Coordinator (Appendix C) whose duties will include: assisting USA Wrestling in the promotion/education of USA Wrestling's Safe Sport Policy in their state; monitoring the training of local chartered club administrators and others within the State Association; serving as the State Association's initial contact for persons reporting suspected abuse, misconduct or other violations; compiling information on disciplinary issues within their State; and, when appropriate, reporting such information to USA Wrestling.

USA Wrestling's policies and procedures require Participants to report abuse, misconduct, and violations of USA Wrestling's Safe Sport Policy (see Section IV, Reporting of Concerns of Abuse).

APPENDIX G: SCREENING AND BACKGROUND CHECK PROGRAM

Background Information

USA Wrestling has mandatory background screening as an extension of USA Wrestling's Safe Sport Policy for the purpose of determining eligibility for USA Wrestling member coaches, officials and state association national or regional team volunteer members, and anyone who is authorized to be in a position of authority over or has regular contact with athletes. Background screening has been implemented by USA Wrestling to promote a safe and supportive environment in which youth athletes can pursue their athletic goals. Please note that the screening is not intended to serve as a pre-employment background screening program, nor can screening guarantee that incidents of abuse will not occur.

Purposes of a Screening Policy

- Protect USA Wrestling participants from known offenders so that such known offenders do not have access to USA Wrestling members.
- Deter offenders that have not been caught from joining USA Wrestling programs because the program has a known background screen policy and Safe Sport Program targeted against abuse.
- Help create an environment where parents and athletes can feel safe engaging in the sport of wrestling.

Program Guidelines

Approved background screenings are valid for two (2) membership seasons (current season plus thenext membership season). Background screenings must be approved before one is able to become a member of USA Wrestling in the following categories: Wrestling Leader (coach/official), Media, Medical, Sponsor/Vendor and/or Event Volunteer. USA Wrestling reserves the right to require additional background screenings at any time.

The background screening performed on the members is based on the members' name, date of birth, address history and social security number.

The program is designed to:

1. Protect the confidentiality of information and the privacy of USA Wrestling members.
2. Review members and prospective members screening on the criteria established by USA Wrestling.
3. Provide those prospective members who have been screened with an opportunity to challenge incorrect information found in the screening process before a result is forwarded to USA Wrestling.
4. Allow individuals in the case of a declined screening, based on USA Wrestling screening criteria and any action in those instances where the screening results produce disqualifiers to membership, to have these results provided to USA Wrestling.

The cost for the background screen required by USA Wrestling is presently \$30. This fee will be paid by the applicant to USA Wrestling's third party background check provider at the time that

he/she/they goes online to initiate a background screen. All transactions will be completed through one of the more popular credit card security providers.

Screening Requirements

USA Wrestling shall require background screening of:

- A. USA Wrestling staff, officials, coaches, board members, coordinators, local affiliated administrator/directors, trainers, independent contractors, volunteers, medical personnel, and other individuals authorized or nominated by USA Wrestling to work with athletes or other sport participants while at a USA Wrestling competition event to which the USA Wrestling sends athletes.
- B. Assistants, or personal care assistants who are funded, have a contractual obligation with, or are credentialed by a USA Wrestling, or otherwise have regular contact with Responsible Sport Organization athletes.
(Example: Personal Care Assistants that are credentialed by USA Wrestling on the field of play at competitions or have access to a USA Wrestling high performance training center.)
- C. All athletes and alternates, training partners, and guides 18 years of age or older who are selected by USA Wrestling to participate in national or international team, or Delegation Events. Individuals referenced in this subsection shall have 45 days after reaching the age of majority (18 years of age), to come into compliance with this background check policy.
- D. All athletes and alternates, training partners, and guides 18 years of age or older that are selected by USA Wrestling to train at any Olympic & Paralympic Training Center, USOPC High Performance Training Center, or USA Wrestling Training Site.
- E. Other individuals who have regular contact with athletes as determined by USA Wrestling, in its discretion.
 - *Please note: USA Wrestling does not require background screenings of individuals under 18 years of age.*

Timing of Screens

- A. Full background checks will be completed prior to the commencement of a new role or competition for all applicable individuals.
- B. At a minimum, full background checks will be conducted on all applicable individuals every two (2) years using at least the background check search criteria referenced below.
- C. A supplemental, partial, background check will be conducted in the off-years using at least the background check search components

Background Screening Criteria

In accordance with the requirements set forth by the USOPC Responsible Sport Organization Background Screening Policy

Any USA Wrestling background check that results in a report of a disposition or resolution of a criminal proceeding, other than an adjudication of not guilty, for any of the below criminal

offenses will be subject to USA Wrestling's policies and procedures to determine the individual's level of access and involvement in USA Wrestling, if any:

A. Any felony (for purposes of this policy the term "felony" shall refer to any criminal offense punishable by imprisonment for more than one year).

B. Any misdemeanor involving:

1. All sexual crimes, criminal offenses of a sexual nature to include but not limited to; rape, child molestation, sexual battery, lewd conduct, possession and distribution of child pornography, possession and distribution of obscene material, prostitution, indecent exposure, public indecency, and any sex offender registrant;
2. Any drug related offenses;
3. Harm to a minor and vulnerable person, including, but not limited to, offenses such as child abandonment, child endangerment/neglect/abuse, contributing to the delinquency of a minor, and DUI with a minor;
4. Violence against a person (including crimes involving firearms and domestic violence);
5. Stalking, harassment, blackmail, violation of a protection order and/or threats;
6. Destruction of property, including arson, vandalism, and criminal mischief; and
7. Animal abuse or neglect.

Appeal Process

If an applicant fails to meet the criteria set forth by USA Wrestling for approval, the applicant is able to request an appeal of the decision of disqualification to USA Wrestling's Background Check Review Panel. This panel is comprised of volunteers from around the country and has no USA Wrestling employees on it and shall not know the identity of the individual who has requested the appeal. The decision rendered by the Background Check Review Panel on any appeal shall be final without further appeal.

Information on how one can appeal a failed background screening will be provided to the applicant by USA Wrestling's background screening vendor.