

USA Gymnastics

SAFE SPORT POLICY

December 2021

USA Gymnastics may update its Safe Sport Policy at any time. Unless otherwise stated, changes are effective immediately upon publication. **The Safe Sport Policy can be found at www.usagym.org/safesport.**



USA GYMNASTICS.



INTRODUCTION

The 2021 USA Gymnastics Safe Sport Policy defines our organization's framework to ensure the protection of our Members. Underpinning our vision is an unwavering commitment to our mission: to build a community and culture of health, safety, and excellence, where athletes can thrive in sport and in life.

Every athlete has the right to train and compete safely, regardless of whether they are learning a basic skill or representing the United States on the international stage. That is why we are committed to fostering a culture that actively works to prevent the opportunity for abuse to occur. The USA Gymnastics Safe Sport Policy provides a blueprint to reach that aim. The supporting educational materials and initiatives provide the tools for its execution. All of us — athletes, parents, coaches, judges, administrators, meet directors, club owners and the club family — must know the policy and understand its educational components. The safety and well-being of our athletes is dependent upon all of us.

The Policy outlines a three-pronged process to ensure the protection of our athletes and members. Specifically, it stipulates mandatory reporting by all Adult Participants, defines the categories of misconduct, and sets boundaries for interaction between Adult Participants and Minor Athletes through the Prevention Policies.

USA Gymnastics Safe Sport Policy is effective November 1, 2021. USA Gymnastics may update its Safe Sport Policy at any time. Unless otherwise stated, changes are effective immediately upon publication.

Scope of this Policy

These policies apply to all USA Gymnastics Members and Participants. This document presents these policies in nine separate areas:

1. Adult Membership Requirements
2. Member Club Requirements
3. Authority and Governance
4. Child Abuse
5. Reporting Prohibited Conduct
6. Summary of Misconduct
7. Misconduct as it relates to the Safe Sport process
8. Prevention Policies Specific to USA Gymnastics
9. Standards of Care

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GLOSSARY OF TERMS

The definitions below are intended to provide clarity. Many of the terms are defined under federal law or within the U.S. Center for SafeSport's policies. In other cases, USA Gymnastics uses specific defined terms that it believes are necessary to its members guidance. Member Clubs must use these definitions to build their own athlete safety handbook.

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

1. A member of USA Gymnastics or USA Gymnastics member clubs;
2. An employee or board member of USA Gymnastics or USA Gymnastics member clubs;
3. Within the governance or disciplinary jurisdiction of USA Gymnastics or USA Gymnastics member clubs
4. Authorized, approved, or appointed by USA Gymnastics or USA Gymnastics Member Clubs to have regular contact with or authority over Minor Athletes.

Adult Participant Personal Care Assistant (PCA) is defined as an Adult Participant who assists an 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 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/legal guardian annually.

For a PCA to be considered an Adult Participant, the PCA must have Regular Contact with additional Minor Athlete(s) besides the Minor Athlete for whom they provide care, or the PCA must be hired by an Organization.

Authority Over is defined as 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.

Center or the Center means the U.S. Center for SafeSport. Under the Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017, the Center develops resources and policies

to safeguard athletes from bullying, harassment, hazing, physical abuse, emotional abuse, sexual abuse, and sexual misconduct. The law entrusts the Center as the exclusive authority to respond to reports of allegations of sexual abuse and sexual misconduct within the United States Olympic & Paralympic Committee and their recognized National Governing Bodies (NGBs). Federal law requires the Center to conduct regular and random audits of USA Gymnastics to ensure compliance with these policies.

Child is defined by the SafeSport Code as "an individual who is, or is perceived by the Respondent to be, under the age of 18."

Child Abuse has the meaning established under relevant state or federal law. The federal definition of Child Abuse must be considered at all times and is defined by the Victims of Child Abuse Act of 1990. Abuse may also be defined by the law of the state in which the behavior occurs.

Claimant is the person who is alleged to have experienced conduct that constitutes a SafeSport Code or USA Gymnastics policy violation. The claimant will include any parent or guardian of a Minor.

Close-in-age Exception is defined as 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.

Coach is a person who is authorized to instruct or train athletes, based on supervisory, evaluative or other authority over that athlete. The SafeSport Code states that once a Coach-Athlete relationship is established, a Power Imbalance is presumed to exist throughout the relationship, regardless of age.

Code or SafeSport Code refers to the SafeSport Code for the U.S. Olympic and Paralympic Movement.

GLOSSARY OF TERMS

Dual Relationship is defined as 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.

Event as defined by the Protecting Young Victims and SafeSport Authorization Act of 2017, includes any of the following activities sanctioned by USA Gymnastics, Member Clubs or USA Gymnastics Members, or related to those activities:

1. Travel;
2. Lodging;
3. Training (practice);
4. Competition;
5. Mental health or medical treatment.

Familial Dual Relationship is a relationship between family members where the person in position of authority over a Minor Athlete is considered immediate family such as parent, grandparent, sibling or in-law or related by blood such as an uncle or aunt.

Federal Child Abuse Definitions. Covered individuals must comply with federal Child Abuse reporting standards. Terms relevant to those standards include:

1. "Child Abuse" means the physical or mental injury, sexual abuse or exploitation, or negligent treatment of a child;
2. "Physical injury" includes but is not limited to lacerations, fractured bones, burns, internal injuries, severe bruising or serious bodily harm;
3. "Mental injury" means harm to a child's psychological or intellectual functioning, which may be exhibited by severe anxiety, depression, withdrawal or outward aggressive behavior, or a combination of those behaviors. This harm demonstrated by a change in behavior, emotional response or cognition;
4. "Sexual abuse" includes the employment, use, persuasion, inducement, enticement or coercion of a child to engage in, or assist another person to engage in, sexually explicit conduct or the rape, molestation, prostitution, or other form of sexual exploitation of children, or incest with children;
5. "Sexually explicit conduct" refers to actual or simulated sexual conduct;
6. "Exploitation" means child pornography or child prostitution;

7. "Negligent treatment" means the failure to provide, for reasons other than poverty, adequate food, clothing, shelter, or medical care so as to seriously endanger the physical health of the child.

In-Program Contact constitutes any contact (including communications, interactions, or activities) between an Adult Participant and any Minor Athlete(s) related to participation in gymnastics. USA Gymnastics does not allow any other interactions except for In-Program Contact.

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.

Jurisdiction is the ability to enforce applicable policies including USA Gymnastics Code of Ethical Conduct, bylaws, governance of USA Gymnastics, the policies of the U.S. Center for SafeSport and/or the SafeSport Code for the U.S. Olympic and Paralympic Movement.

Local Affiliated Organization (LAO) is a regional, state, or local club or organization that is directly affiliated with an NGB or that is affiliated with an NGB by its direct affiliation with a regional or state affiliate of said NGB. LAO does not include a regional, state, or local club or organization that is only a member of a National Member Organization of an NGB. See Member Club below.

Minor Athlete Abuse Prevention Policy (MAAPP) is a collection of proactive prevention and training policies for the U.S. Olympic & Paralympic Movement developed by the U.S. Center for SafeSport. The MAAPP policies address training requirements and limiting one-on-one interactions between adults and minor athletes.

GLOSSARY OF TERMS

Member is anyone who has agreed to terms of membership or who has a USA Gymnastics membership, including all professional, instructor, junior instructor, and athlete members.

Member Club is any Club Member of USA Gymnastics as described in the USA Gymnastics Bylaws. A Member Club is subject to requirements under the code for a "Local Affiliated Organization."

Minor is defined by the SafeSport Code as "an individual who is, or is perceived by the Respondent to be, under the age of 18."

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 USA Gymnastics.

Out of Program Contact is any one-on-one contact between an Adult Participant and Minor Athlete unrelated to In-Program gymnastics activities or events. (i.e., trips, meals, or gifts without any direct correlation to gymnastics activities) Out of Program Contact is not permitted.

Participant is any person who is seeking to be, currently is, or was a member of USA Gymnastics; any person who is a "Covered Individual" under the Protecting Young Victim's Act and SafeSport Authorization Act of 2017; or any person who is a "Participant" under the Code. This includes, but is not limited to, the following persons: all non-member employees of Member Clubs; all members of USA Gymnastics' committees or task forces; all USA Gymnastics employees and Directors; and all adults, including volunteers and judges, authorized by USA Gymnastics or any Member of USA Gymnastics to interact with athletes.

Power Imbalance as defined by the SafeSport Code exists where, "based on the totality of the circumstances, one person has supervisory, evaluative, or other authority over another." A Power Imbalance is presumed to exist through the duration of a Coach-Athlete relationship.

Regular Contact is defined as ongoing interactions during a 12-month period wherein an Adult Participant is in a role of direct and active engagement with any Minor Athlete. USA Gymnastics Safe Sport will interpret regular contact with a minor athlete if it is within a USA Gymnastics Member Club, regardless of role or USA Gymnastics Membership status.

Reporter or Reporting Party is a person who files a grievance or similar report with USA Gymnastics.

Respondent is a Participant who is alleged to have violated the SafeSport Code or other USA Gymnastics policy.

SafeSport refers to any designation when the two words "Safe" and "Sport" are combined, the reference is to the U.S. Center for SafeSport.

Safe Sport refers to USA Gymnastics "Safe Sport" when the two words are separated.

Safe Sport Authorization Act shall refer to the "Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017."

Safe Sport Violation is an action that constitutes one or more of the following:

1. Prohibited Conduct, as outlined in the SafeSport Code for the US Olympic and Paralympic Movements (herein "the Code");
2. Prohibited Conduct, Misconduct or Prevention Policies within the USAG Safe Sport Policy;
3. Any similar conduct violating current or previous standards promulgated by the U.S. Center for SafeSport (herein "the Center"), or USA Gymnastics at the time of the conduct; or
4. Any conduct that would violate similar community standards existing at the time of the alleged conduct, including then applicable criminal and/or civil laws.

ADULT PARTICIPANT & EDUCATIONAL REQUIREMENTS

All USA Gymnastics Participants will promote a safe and healthy environment free from misconduct and abuse. USA Gymnastics Participants are responsible to know these policies and all other applicable USA Gymnastics, United States Olympic Committee, the USA Gymnastics Code of Ethical Conduct, the U.S. Center for SafeSport policies, as well as relevant state and federal law.

All Adult Participants who have regular contact and/or authority over any amateur athlete(s) who is a minor must complete and pass a background check and U110: U.S. Center for SafeSport Core Course Training before contact with any minor athlete. For the purposes of USA Gymnastics, "Regular Contact" is considered ongoing interaction during a 12-month period where an Adult is in a role of direct and active engagement with any Minor Athlete.

This includes, but is not limited to:

- Club owners and staff
- Competitive coaches
- Non-competitive gymnastics instructors
- Instructors who coach Minor Athletes regardless of discipline, sport or employment status (i.e. contractor, 3rd party)
- Meet Directors
- Judges
- USA Gymnastics staff, interns, Board Members, and Committee Members
- Medical Staff
- Volunteers
- Club board members, if applicable
- Adult Athletes attending USOPC training venues and events

USA Gymnastics staff, Board Members of USA Gymnastics, or member club staff who do not coach Minor Athletes such as office staff, must complete the background check and U110: SafeSport Core Course within 45 days of hire or appointment to the Board. During that probationary period, new applicants will not be permitted contact with Minor Athletes.

** For educational requirements of Adult Athletes not attending a USOPC event, please see below.*

Adult Athletes Educational Requirement

USA Gymnastics athlete members 18 years of age or older are required to complete the U110: SafeSport Core Course. This requirement includes those athletes who turn 18 during the membership season. Therefore, upon turning 18 years of age an athlete is required to complete the U110: U.S. Center for SafeSport Core Course. Parents/Guardians of 17-Year-Old Members can grant permission for their child to complete the U110: SafeSport Core Course prior to turning 18.

Medical Providers Educational Requirement

Adult participants who are medical providers, but who do not have any other duties assigned to them such as coaching or judging, may take the U.S. Center for SafeSport's Health Care Professionals Course in lieu of U110: SafeSport Core Course. The course must be completed before contact with USA Gymnastics athletes.

Refresher SafeSport Training

The above listed Adult Participants must complete a refresher course on an annual basis, beginning the calendar year after completing the SafeSport Trained Core. Every four years, Adult Participants will complete the SafeSport Trained Core training. 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.

Exemptions and Accommodations

- Exemptions from this Education & Training Policy may be made on a case-by-case basis for victims/survivors. Requests may be made directly to the U.S. Center for SafeSport at exemptions@safesport.org.
- USA Gymnastics will work with individuals on appropriate accommodations for persons with disabilities and individuals with limited English proficiency to satisfy these training requirements.
- USA Gymnastics will provide reasonable accommodations and track any exemptions for individuals with disabilities and individuals with limited English proficiency.

ADULT PARTICIPANT & EDUCATIONAL REQUIREMENTS

U.S. Center for SafeSport Parent Training

USA Gymnastics encourages all parents to take useful steps to prevent abuse and misconduct. The U.S. Center for SafeSport has designed a free course for parents of youth athletes entitled, "Parents Guide to Misconduct in Sport." This course focuses on recognizing, responding to, and preventing abuse and misconduct in their child's sport setting. Parents will come away equipped with information and tactics to minimize risks of harm to their children. To access the Center's training for parents, please [click here](#).

U.S. Center for SafeSport Athlete Training

Parents are encouraged to enroll their child in a very important course designed by the U.S. Center for SafeSport entitled, "SafeSport for High School Athletes." This short 15-minute course focuses on bullying and hazing prevention, supporting friends who have experienced sexual abuse or misconduct, and resources for reporting. To access the Center's training athletes, please [click here](#).

Member Clubs must encourage parents and athletes to complete this education by promoting the course in parent team meetings, club newsletters or other club communications at least annually.

**Parents who provide "legal guardian consent" options for the limited purpose of airline travel or local travel (such as by car), must complete the "Parent's Guide to Misconduct in Sport" and submit the completion certificate to USA Gymnastics. You can read the full Travel Policy in Section V "Prevention Policies."*

U.S. Center for SafeSport courses can be found at safesporttrained.org.

USA Gymnastics educational webinars for parents can be found at usagym.org/pages/education/safesport/parents or usagymparents.com.

Member Responsibilities in Self-Reporting Criminal Conviction

USA Gymnastics Members must self-report charges or indictments for any offense that, if it resulted in a conviction, would violate the USA Gymnastics Criminal Background Screening Policy. USA Gymnastics Criminal Background Screening Policy is available [here](#).

MEMBER CLUB REQUIREMENTS

USA Gymnastics Member Clubs will adopt the USA Gymnastics Safe Sport Policy as a condition of membership. Member Clubs must also reference the following through staff handbooks or employee policies:

- Duty to report sexual misconduct and child abuse to the local authorities and the U.S. Center for SafeSport
- Prevention Policies:
 - One-on-one interactions between Adult Participants and Minor Athletes
 - Training Sessions and Meetings
 - Parental Access to Practice
 - Transportation
 - Electronic Communications
 - Gifting
 - Bathrooms/Changing Area Guidelines
 - Lodging
 - Injury Protocol
 - Medical Modalities, Massages
 - Medical Orders

In addition to written policies, all Member Clubs must publicly reference the following:

- Reporting portal for the U.S. Center for SafeSport
- Reporting portal for USA Gymnastics
- U.S. Center for SafeSport Youth and Parent Training on the prevention and reporting of child abuse

These policies do not prevent any Member Club from adopting higher safety standards consistent with state and federal law.

Member Clubs must ensure employees have passed a background check consistent with USA Gymnastics background check policy and completed U110: SafeSport Core Course.

USA Gymnastics reserves the right to review Member Club policies for compliance with U.S. Gymnastics Safe Sport Policy.

Safety Champion

Member Clubs shall appoint a Safety Champion as a liaison to USA Gymnastics to help facilitate the flow of Safe Sport information to staff, parents, and athletes of the club. This person may be the club owner or any employee designee of their choosing who is affiliated with the club and completed U110: SafeSport Core Course.

A Safety Champion is a person who champions a safe, club atmosphere and serves as a liaison between USA Gymnastics and the club on matters related to safety that include:

- Upcoming educational initiatives
- Policy clarification
- Delivering messages of safety and wellness to club staff, parents, and athletes

Safety Champions may:

- Speak to club staff, parents, or athletes about safety, Safe Sport, or health and wellness initiatives
- Talk to other staff or parents about club policy
- Talk to athletes about safety, sportsmanship, and anti-bullying initiatives
- Invite guest speakers to speak with staff and parents

The Safety Champion will be offered annual training on the topics of policy, educational initiatives or resources, and other relevant information related to the U.S. Gymnastics Safe Sport process and the U.S. Center for SafeSport.

USA Gymnastics will provide the Safety Champions with resources, activities, and ideas to utilize for an engaging safety program.

USA Gymnastics State and Region Associations

All state and regional associations must post a link to 2021 [USA Gymnastics Safe Sport Policy](#) and the link for reporting misconduct to the [U.S. Center for SafeSport](#) and [USA Gymnastics](#) on their website.

AUTHORITY AND GOVERNANCE

JURISDICTION



The U.S. Center for SafeSport: Exclusive Jurisdiction

The Center has exclusive Jurisdiction to investigate and resolve the following matters:

1. Sexual Misconduct, including without limitation child sexual abuse and any misconduct that is reasonably related to an underlying report of Sexual Misconduct;
2. Criminal Charges or Dispositions involving Child Abuse or Sexual Misconduct;
3. Misconduct related to Reporting, where the underlying report 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 Code.

*USA Gymnastics Participants must report any matter within the Center's **Exclusive Jurisdiction** directly to the Center.*

USA Gymnastics' authority to impose interim measures is authorized by Federal Act and SafeSport Code for the Olympic and Paralympic movements. Please see the USA Gymnastics Safe Sport Procedures for further information.



USA Gymnastics' Jurisdiction

USA Gymnastics' Jurisdiction covers any Member and any Adult Participant authorized by an Adult Participant subject to USA Gymnastics jurisdiction, to have regular contact or authority over athletes at any of the following USA Gymnastics or Member Club activities:

1. Sanctioned competitions or activities;
2. Training activities to include all practices, camps and clinics;
3. Travel;
4. Lodging;
5. Pre/post competition meals or outings sponsored by the Member Club or USA Gymnastics
6. Off-site outings for teambuilding, socialization, or fundraising sponsored by the Member Club or USA Gymnastics;
7. Awards Banquets;
8. Medical treatment, provided at any event listed above;
9. Any other forms of In-Program Contact not noted above.

AUTHORITY AND GOVERNANCE

Permanently Ineligible and Suspended Member Policy

A member may be deemed permanently ineligible for membership. Any person who is deemed permanently ineligible cannot participate, in any capacity, in any program, activity, Event, or competition sponsored by, organized by, or under the auspices of the USOPC, USA Gymnastics, any LAO or at a facility under the jurisdiction of the same. Additionally, interim or temporary measures may be placed on a member's participation to ensure athlete safety.

USA Gymnastics publishes a searchable database. The database includes all persons declared by USA Gymnastics to be ineligible for participation, and all person's subject to sanctions or interim measures by USA Gymnastics, including suspension or restricted conduct.

The U.S. Center for SafeSport publishes a similar database. This database includes all persons declared by the Center

to be ineligible for participation, and all person's subject to sanctions or temporary measures by the Center, including suspension or restricted conduct.

Adults who knowingly facilitate, promote, or encourage the commission of Prohibited Conduct by a Participant are subject to independent sanctions as outlined in the Aiding and Abetting section of this Policy. This includes but is not limited to, knowingly allowing a person to violate a sanction or restrictive measure.

A Member Club will be subject to termination of Member Club status when it knowingly employs or associates in any way with a person listed as "ineligible" by USA Gymnastics or the Center, a person listed as a sex offender on a sex offender registry, or a person declared to be a sex offender by state or federal law.

Additional Resources

U.S. Center for SafeSport searchable database

<https://uscenterforsafesport.org/response-and-resolution/centralized-disciplinary-database>

Persons declared permanently ineligible by USA Gymnastics

https://usagym.org/pages/aboutus/pages/permanently_ineligible_members.html

Persons restricted by the Center or USA Gymnastics Interim measures

https://usagym.org/pages/aboutus/pages/suspended_members.html

Sexual offender registries may be found here

<https://www.fbi.gov/scams-and-safety/sex-offender-registry>

CHILD ABUSE/ USA GYMNASTICS REPORTING POLICY

Any adult under USA Gymnastics' Jurisdiction must report Child Abuse immediately. This requirement begins when an adult learns of facts that give reason to suspect any child has suffered an incident of Child Abuse or that adult is informed of an allegation of Child Abuse. Reports must be made immediately both to relevant government agencies and the Center.

If an individual is unsure about reporting, they should seek guidance from the local police department, department of child services or child advocacy center. These authorities will understand the law in their jurisdiction. As best practice, the member should document the date, time, name of the local police department contacted, name of the officer and the officer's badge number as confirmation of their efforts.

Child Abuse, and the failure to report Child Abuse, are both Prohibited Conduct under the SafeSport Code.

Any "Adult Participant" in the glossary must follow this policy. Any adult identified as a "participant" by the SafeSport Code for the U.S. Olympic and Paralympic Movement, or "covered individual" under federal act, will also have a duty to report Child Abuse.

The term "child" is not limited to athletes and includes any child.

The term "Child Abuse" is defined in the glossary. Please also see the glossary under "Federal Child Abuse Definitions" and www.childwelfare.gov/topics/responding/reporting for more details on these standards.

It is each person's obligation to understand and comply with state and federal law.

Reporting Prohibited Conduct Other than Child Abuse

Duty to Report Prohibited Conduct

Adult Participants are required to report sexual misconduct to the local authorities and the U.S. Center for SafeSport immediately upon learning of the misconduct.

Reports of sexual abuse or sexual misconduct must be made immediately. No one should investigate or attempt to evaluate the credibility or validity of such reports.

Adult Participants must:

1. Report Possible sexual misconduct to the Center when they become aware of it.
2. Report Possible non-sexual misconduct (i.e., emotional and physical misconduct, bullying, hazing, harassment or violations of USA Gymnastics Safe Sport Policy, etc.) to USA Gymnastics or the Center when they become aware of it.
3. Report any criminal charges or "dispositions" involving sexual misconduct involving children to the Center, including anything but a "not guilty" finding.
4. Supplement their report when they learn new information.
5. If an Adult Participant does not Report when they should, they violate the SafeSport Code and the USA Gymnastics Policy.
6. USA Gymnastics will notify the USOPC's Office of Athlete Safety as soon as possible and in any case within 24 hours of learning of an allegation of Prohibited Conduct, as defined in the Code, that occurred at an Olympic & Paralympic Training Center ("OPTC") or at any third party-sponsored event in which the USOPC sends a delegation (a "Delegation Event").

For
state-
by-state
information
on reporting Child Abuse:
[www.childwelfare.gov/topics/
systemwide/laws-policies/can/reporting](http://www.childwelfare.gov/topics/systemwide/laws-policies/can/reporting)

CHILD ABUSE/USA GYMNASTICS REPORTING POLICY

Reporting to the Center

1. Any matter subject to the Center's exclusive Jurisdiction must be reported directly to the Center, in a timely manner. Matters other than sexual misconduct may also be reported to the Center.
2. Reports may be made to the Center as follows:
 - a. uscenterforsafesport.org/report-a-concern
 - b. By telephone at 833.587.7233
3. Reports to the Center must include:
 - a. All information known to the party, including the names of witnesses, third parties and persons affected by the misconduct or abuse; and
 - b. Identifying information of any person potentially affected by the misconduct or abuse.

USA Gymnastics will notify the USOPC's Office of Athlete Safety as soon as possible and in any case within 24 hours of learning of an allegation of Prohibited Conduct, as defined in the Code, that occurred at an Olympic & Paralympic Training Center ("OPTC") or at any third party-sponsored event in which the USOPC sends a delegation (a "Delegation Event").

Reporting to USA Gymnastics

1. Any matter not subject to the exclusive Jurisdiction of the Center may be reported directly to USA Gymnastics, including violations of the USA Gymnastics Safe Sport Policy.
2. Reports may be made to USA Gymnastics as follows:
 - a. usagym.i-sight.com/portal
 - b. By telephone at 833.844.7233
3. Reports made to USA Gymnastics involving prohibited conduct must include:
 - a. All information known to the reporting party;
 - b. Identifying information of any person potentially affected by the prohibited conduct; and
 - c. Any information the reporting party learns about the matter after reporting initially, including the names of witnesses, third parties and persons affected by the prohibited conduct.



SUMMARY OF MISCONDUCT

Sexual Misconduct

Sexual Misconduct includes:

1. Sexual Contact with a Minor;
2. Sexual or Gender-related Harassment;
3. Non-consensual Sexual Contact;
4. Non-consensual Sexual Intercourse;
5. Sexual Exploitation;
6. Bullying or hazing, or other inappropriate conduct of a sexual nature; or
7. Other Inappropriate Conduct, including:
 - Engaging in an intimate or romantic relationship when a Power Imbalance exists.
 - Intentionally exposing a minor to imagery of a sexual nature.
 - Intentionally exposing or inducing another to expose breasts, buttocks, groin or genitals to a minor, or to an Adult where there is a Power Imbalance.
 - An Adult Participant violates the Code by engaging in inappropriate physical contact with a Participant where there is a Power Imbalance. Such inappropriate contact includes, but is not limited to, intentionally:
 - touching, slapping, or otherwise contacting the buttocks or genitals of a Participant;
 - excessively touching or hugging a Participant; or
 - kissing a Participant.

Illegal and Unethical Sexual Misconduct

- Any sexual act or conduct prohibited by state or federal law is also a violation of this policy if the act or conduct involves any USA Gymnastics Member, Participant or Event.
- Any act violating the USA Gymnastics Code of Ethical Conduct that involves a sexual act, conduct, or component, is a violation of this Safe Sport policy.
- USA Gymnastics Members may not engage in intimate relationships with an Athlete they currently coach, regardless of that athlete's age.
- Illegal and Unethical Sexual Misconduct as described in this policy is subject to the Center's Exclusive Jurisdiction and will be referred to the Center for resolution.

Emotional Misconduct

Emotional misconduct involves a pattern of deliberate, non-contact behavior that has the potential to cause emotional or psychological harm to an athlete. Non-contact behavior includes verbal and physical acts, as well as actions that deny attention or support.

Emotional misconduct includes, but is not limited to:

- Verbal acts that repeatedly and excessively attack someone personally in a manner that serves no productive training or motivational purpose;
- Acts that humiliate or degrade;
- Physical acts that are repeated and/or severe, but do not make physical contact such as throwing items toward another person, throwing items down to create fear, or hitting walls near another person;
- Mocking or making critical comments about a person's body shape, size or physical appearance;
- Statements that attack someone based on race, gender, national origin, sexual orientation, gender identity, religion, or disability;
- Acts that deny attention or support by ignoring or isolating a person for extended periods of time, including routine or arbitrary exclusion from practice/training;
- Stalking;
- Any similar act prohibited by law.

SUMMARY OF MISCONDUCT

Physical Misconduct

Any intentional behavior that causes or reasonably threatens to cause physical harm to another person. This includes the following:

1. Contact violations
 - Physical contact with another person by body or object;
 - Encouraging or knowingly permitting an athlete to return to training prematurely following a serious injury and without clearance of a medical professional;
2. Non-contact violation;
 - Confinement or isolation;
 - Painful stances or positions;
 - Actions interfering with hydration, nutrition, food or sleep; or
 - Illegal provision of drugs or alcohol.
3. Other similar acts prohibited by law.

Conditioning that is against professionally acceptable standards for the age and/or physical development of the athlete is a violation of the USA Gymnastics Safe Sport Policy and considered physical misconduct under the Code. Examples of conditioning against professionally acceptable standards include, but are not limited to:

- using conditioning as retaliation;
- conditioning against medical advice; or
- conditioning that induces fear and undue stress.

Please see "[Understanding Physical Misconduct](#)" one page document for further explanation of conditioning against professionally accepted standards.

Bullying Behavior

Repeated and/or severe behavior(s) of any kind that are aggressive, directed at a Minor, and intended or likely to hurt, control, or diminish the Minor emotionally, physically or sexually.

Hazing

Any 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.

Harassment

Repeated and/or severe conduct that:

1. causes fear, humiliation or annoyance;
2. offends or degrades;
3. creates a hostile environment (as defined in the SafeSport Code);
4. 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
5. any act or conduct described as harassment under federal or state law. Whether conduct is harassing depends on the totality of the circumstances, including the nature, frequency, intensity, location, context, and duration of the behavior.

MISCONDUCT RELATED TO THE SAFE SPORT PROCESS

Aiding and Abetting

Aiding and Abetting is a violation of the USA Gymnastics Safe Sport Policy and includes:

1. Knowingly facilitating, promoting or encouraging the commission of Prohibited Conduct by a Participant;
2. Knowingly facilitating, promoting or encouraging a violation of any restrictive measure placed on membership or participation by either USA Gymnastics or the Center, including without limitation, suspension, ineligibility, interim measures, restrictions imposed per USA Gymnastics Bylaws or similar measures is prohibited.

Aiding and Abetting includes, without limitation, knowingly facilitating, promoting or encouraging any of the following, if it would violate a restrictive measure:

1. Any association or affiliation with USA Gymnastics events;
2. Coaching or providing any coaching-related advice or service to any Member of any USA Gymnastics Member Club or USA Gymnastics;
3. Ownership interest in any USA Gymnastics Member Club or affiliated entity; or
4. Paying fees for training, training support or facility use, or any similar exchange of services to a suspended or permanently ineligible member.

Failure to Report

Sexual Misconduct or Child Abuse must be reported to the Center and law enforcement consistent with the Code, these policies and relevant law.

Prohibited Conduct must be reported to either USA Gymnastics or the Center.

Failure to report these matters is misconduct under the SafeSport Code.

Intentionally Filing a False Report

Any person making a knowingly false report in a matter over which the Center or USA Gymnastics has Jurisdiction, shall be subject to disciplinary action by the responsible entity.

A report is false if it is proven that the events reported did not occur and the person made the report knowing the reported events did not occur.

A “false report” does not include a report where supporting evidence is insufficient to determine if the reported events are true or false. Absent demonstrable misconduct, an unsubstantiated report alone is not grounds for a SafeSport Code violation.

Any good faith report of Child Abuse is not considered a False Report.

MISCONDUCT RELATED TO THE SAFE SPORT PROCESS

Abuse of Process

It is misconduct under the Code to engage in any of the following directly, or to involve another in any of the following on behalf of a person subject to the Center's or USA Gymnastics' process:

1. falsifying, distorting or misrepresenting information, the resolution process or an outcome;
2. destroying or concealing information;
3. attempting to discourage an individual's proper participation in or use of the Center (or USA Gymnastics) processes;
4. harassing or intimidating (verbally or physically) any person involved in the Center's or the USA Gymnastics' processes before, during and/or following proceedings (including up to, through and after any review by an arbitrator);
5. publicly disclosing a Claimant's identifying information;
6. failing to comply with a temporary measure or other sanction;
7. distributing or otherwise publicizing materials created or produced during an investigation or arbitration as a part of these policies or procedures, except as required by law or as expressly permitted by the Center; or
8. influencing or attempting to influence another person to commit abuse of process.

Retaliation

It is misconduct under this Policy to retaliate against another person.

1. "Retaliation" means any adverse or discriminatory action, or the threat of an adverse or discriminatory action, including removal from a training facility, reduced coaching or training, reduced meals or housing, and removal from competition, carried out against a Participant as a result of any communication, including the filing of a report, by the Participant or a parent or legal guardian of the Participant relating to the report of physical abuse, sexual harassment, or emotional abuse, with:
 - The US Center for SafeSport or USA Gymnastics Safe Sport;
 - A coach, trainer, manager, administrator, or official associated with the corporation;
 - The Attorney General;
 - A Federal or State law enforcement authority;
 - The Equal Employment Opportunity Commission; or
 - Congress.
2. If USA Gymnastics finds that an employee of USA Gymnastics has retaliated against a protected individual, USA Gymnastics shall immediately terminate employment or suspend without pay.

PREVENTION POLICIES

One-on-One Contact

One-on-one contact is defined as interaction between one Adult Participant and one Minor Athlete. One-on-one interactions between Adult Participants and Minor Athletes is not permitted under any circumstance and applies to all situations, both In-program and Out-of-program contact, except as stated in this policy.

Exceptions

USA Gymnastics recognizes the following exceptions to the prohibitions against one-on-one contact:

1. Emergency circumstances such as fires, medical emergencies, or minors left without parental supervision after practice or at a competition. In all emergency circumstances every effort must be made for the one-on-one policy to be maintained.
2. When a Dual Relationship exists, and parent/guardian has provided written consent annually; or
3. When the Close-in-Age Exception applies; or
4. If a Minor Athlete needs a Personal Care Assistant, and:
 - the Minor Athlete’s parent/guardian has provided written consent annually to the Member Club for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
 - the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and
 - the Adult Participant Personal Care Assistant has complied with USA Gymnastics background check policy.
5. In other circumstances specifically addressed in this policy that allow for certain one-on-one interactions if USA Gymnastics receives parent/ guardian consent.

Observable and Interruptible

Contact is not one-on-one if it is observable and conducted at a distance allowing for interruption by another adult. One Adult Participant and one Minor Athlete alone in a USA Gymnastics Member Club or facility violates this policy.

Individual Training Sessions

One-on-One individual training sessions between an Adult Participant and Minor Athlete are not allowed. All individual training sessions with Minor Athletes must adhere to the following:

- Observable and interruptible at all times
- A minor’s legal guardian must be allowed to attend the individual training session
- All individual training sessions require advance,

written consent from the Minor Athlete’s parent/ guardian at least annually, which can be withdrawn at any time. This includes all one-on-one sessions as stated above

- Closed Circuit Broadcast and web-based viewing is not considered observable and interruptible under this policy. Another adult must be in the building and able to see and overhear all session activities.

** Consent forms may be found on the USA Gymnastics Safe Sport area of the website.*

USA Gymnastics recognizes the following exceptions to the prohibitions against One-on-One Individual Training Sessions:

- When a Familial Dual Relationship exists, and parent/ guardian has provided written consent annually or
- When the Close-in-Age Exception applies.

Meetings with Mental Health Professionals and Health Care Providers:

If a licensed mental health care professional or licensed health care provider meets one-on-one with a Minor Athlete, the meeting must be observable and interruptible without exception. Additionally:

- Another adult must be present at the facility and notified that a meeting is occurring, although the Minor Athlete’s identity need not be disclosed; and
- The Member Club, Meet Director, or other person of authority is notified that the provider will be meeting with a Minor Athlete; and
- Parent or guardian of the Minor Athlete has provided written consent; and
- The provider obtains consent consistent with applicable laws and ethical standards, which can be withdrawn at any time.
- Closed door meetings with Minor Athletes are not allowed at any event or facility under the jurisdiction of USA Gymnastics.

Practices to Mitigate Risk

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| Train all staff annually on club policy | Maintain a professional distance with all families |
| Communicate the one-on-one policy to athletes and parents | Set and maintain consistent times during professional hours for meetings with the parents and athletes |

PREVENTION POLICIES

Parental Access to Practice at Member Clubs

Member Clubs must permit parents and guardians access to practice and training sessions.

- Access may include sitting areas, in person viewing options, closed-circuit broadcast (including audio) or similar methods of viewing.
- Each training session must be accessible to at least a portion of the Member Club’s parents/guardians and applied to both recreation and team programs. (subject to space and safety limitations)
- Participants and parents will respect the coach-athlete relationship and are not to interrupt training sessions, absent a concern that misconduct is occurring.
- Member Clubs may set parameters for appropriate viewing behavior.
- Member Clubs may not prohibit a specific parent or guardian from physical access without fair notice and process. The Member Club must provide a reasonable alternative for that parent or guardian to view their athlete’s training sessions, which can include allowing another designee approved by the parent to view practice.
- If a parent or guardian is prohibited from viewing their child due to inappropriate behaviors, a time limit must be set for return to viewing.

Closed-Circuit Broadcast and Live Streaming to Facilitate Parental Viewing:

Member Clubs may offer webcast viewing and live streaming services to parents as an alternative to in-person viewing, provided that:

- A written policy exists that includes:
 - Restrictions on sharing of videos and passwords to view such videos;
 - Storing and destruction of videos; and
 - Formal notice posted in public spaces of use of live streaming.
- A majority of the training space is visible on the live stream;
- Parents have the ability to live stream through the duration of their child’s class and/or as long as the child remains in the Club’s care;
- Streaming is password encrypted and presented to parents via a secure viewing platform with a password-protected viewing portal or app; and

- The club has ability and process in place to remove parent viewing access following disenrollment from a class or club in entirety.

Practices to Mitigate Risk

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| Work closely with parents on a watch system that works best for the club and the parent. | Post guidelines related to viewing behavior, capacity, and how to report a problem if witnessed. |
| Review behaviors with parents that are and are not acceptable while in the viewing area at least annually. | When space is limited, Member Clubs <u>and</u> parents are encouraged to offer available space to parents with small children or children with behavior or health needs. |

Transportation

Absent emergency circumstances, Adult Participants shall not transport a Minor Athlete one-on-one during In-program or Out-of-program travel in a vehicle alone. A second Minor Athlete or second Adult Participant must always be present. This includes daily transportation to and from events occurring at the regular Member Club, or away from the regular Member Club, unless the following exceptions exist:

1. When a Dual Relationship exists (please see Key Requirements for USA Gymnastics One-on-One Travel Policy Exception); or
2. When the Close-in-Age Exception applies; or
3. If a Minor Athlete needs a Personal Care Assistant, and:
 - the Minor Athlete’s parent/guardian has provided written consent annually to the Member Club for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
 - the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and
 - the Adult Participant Personal Care Assistant has complied with USA Gymnastics background check policy.
4. In other circumstances specifically addressed in this policy that allow for certain one-on-one interactions if USA Gymnastics receives parent/ guardian consent.

PREVENTION POLICIES

Transportation Sanctioned by USA Gymnastics and USA Gymnastics Member Clubs

For all In-Program travel authorized or funded by USA Gymnastics and USA Gymnastics Member Clubs, all Adult Participants will agree to and sign the Organization’s travel policy annually. Parents of Minor Athletes must give written consent on an annual basis for travel sponsored by USA Gymnastics or a Member Club. Parents of Minor Athletes can withdraw this consent at any time.

* Consent forms may be found on the USA Gymnastics Safe Sport area of the website.

Parental Consent for Travel Between One Adult Participant and One Minor Athlete

A Member Club may be offered an exception from the USA Gymnastics Safe Sport One-on-One Policy and provide “legal guardian consent” for the limited purpose of airline travel or local travel (such as by car.) The Member Club exercising this option will be responsible to indemnify USA Gymnastics from all liability, and must execute the terms of the Assumption of Liability, Release, and Indemnity Agreement before facilitating any one-on-one contact between Adult Participants and Minor Athletes.

It is the responsibility for all parties requesting one-on-one travel to read the full *Assumption of Liability, Release, and Indemnity Agreement* that can be found [here](#). This includes Member Club management, Adult Participant, a person claiming dual relationship, and Parents/Guardians.

Supplemental Attachment: Travel Plan can be found [here](#).

USAG expects full compliance with the one-on-one travel protection policies and discourages the use of exceptions unless absolutely necessary. USA Gymnastics will not grant or deny permission to travel in violation of the one-on-one policy. The receipt by USA Gymnastics of parental consent forms,

trip itineraries or indemnification documents does NOT imply or indicate permission by USA Gymnastics for the travel to occur.

Failure to fully execute the terms of the Assumption of Liability and Indemnity Agreement, will jeopardize the Member Club’s member status, as well as that of the persons’ responsible for any intentional, reckless or material failure of those terms. Misconduct, ethical, or similar concerns are not exempt from the Safe Sport process under any condition.

Key Requirements for USA Gymnastics One-on-One Travel Policy Exception for Member Clubs:

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| | A published travel policy available to all parents and coaches signed annually and kept on file with sponsoring organization |
| | All interactions must remain observable and interruptible |
| | Advanced written consent obtained on an annual basis by parents of minors for overnight travel indicating the name of the Adult Participant |
| | Advanced written consent obtained on an annual basis for local travel providing the itinerary remains constant (For the purposes of this policy, local travel is considered travel to and from the member club for purposes of practice.) |
| | Parents and guardians receive full travel itineraries before permitting any arrangement. Itinerary must be kept with the sponsoring organization. |
| | Parents completed the “ Parent’s Guide to Misconduct ” in Sport provided by the U.S. Center for SafeSport and submit certificate to USA Gymnastics (one time only) |
| | Minor Athlete must complete the Safesport for Youth Athletes (Age 13+) provided by the U.S. Center for SafeSport and submit certificate to USA Gymnastics (one time per age group) |
| | All original copies of written consent must be retained by Member Club |
| | A copy of signed parental consent, indemnification, and course certificates must be sent to USA Gymnastics Safe Sport in advance any one-on-one travel |
| | Minor Athletes or their parent/guardian can withdraw consent for one-on-one travel at any time |

A copy of all documents must be sent to USA Gymnastics Safe Sport prior to any one-on-one travel. Please submit all documents to usagymsafesport@usagym.org.

* Consent forms may be found on the USA Gymnastics Safe Sport area of the website.

PREVENTION POLICIES

USA Gymnastics Member Clubs that organize travel must publish a travel policy that is consistent with USA Gymnastics Safe Sport Policy and provide it to, at a minimum, all adult gymnasts, parents of minor gymnasts, coaches and all Adult Participants traveling with the team. USA Gymnastics requires all Adult Participants to sign the travel policy of the organization sponsoring the travel acknowledging receipt of and agreeing to the travel policy.



Lodging

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:

1. When a familial Dual Relationship exists, and parent/guardian has provided advance, written consent before each instance for the lodging arrangement; or
2. When the Close-in-Age Exception applies, and written consent has been given in advance before each instance for the lodging arrangement; or
3. If a Minor Athlete needs a Personal Care Assistant, and:
 - a. the Minor Athlete's parent/guardian has provided written consent before each instance to the Member Club for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
 - b. the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and
 - c. the Adult Participant Personal Care Assistant has complied with USA Gymnastics' Background Check Policy.

Lodging Sanctioned by USA Gymnastics and USA Gymnastics Member Clubs

For all In-Program lodging authorized or funded by USA Gymnastics and USA Gymnastics Member Clubs, all Adult Participants will agree to and sign the Organization's travel policy annually. Parents of Minor Athletes must give written consent on an annual basis for travel sponsored by USA Gymnastics or a Member Club.

- Adult Participants that travel overnight with Minor Athlete(s) are assumed to have Authority Over Minor Athlete(s) and thus must comply with the USA Gymnastics' Education & Training Policy and pass a background check. This does not include Adult Athletes who meet the Close-in-Age Exception. Adult Athletes are exempt from the background check requirement provided they are not in a position of authority, but must complete U-110: Safe Sport Core Course as a condition of membership.
- Adult Athletes traveling with Minor Athletes must meet the Close-in-Age exemption to be eligible to stay in the same hotel room with a Minor Athlete. Written consent must be provided by a parent/guardian prior to the lodging arrangement. The Minor Athlete, their parent or guardian or the Adult Athlete may refuse this arrangement without explanation. A refusal by any party must be honored without exception.
- Adult Participants without approved exceptions as stated in this policy, may not stay overnight with Minor Athletes in a communal lodging space such as an Airbnb or Vrbo.
- Athletes are permitted to make and receive regular check-in telephone calls to and from legal guardians/parents. Team personnel will allow any calls that do not interfere with team events, such as training sessions or meetings. Emergency calls will be permitted regardless of team schedule or events.
- All persons must comply with United States Olympic Committee protocols when applicable.

PREVENTION POLICIES

Monitoring or Room Checks During In-Program Travel

If room checks are performed 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.

Practices to Mitigate Risk

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| Member Clubs should review travel materials with parents and athletes before travel. | If the Member Club chooses to have any Adult provide transportation while travelling with the team, that Adult must be appropriately insured and legally authorized to drive. |
| All efforts to should be taken to limit meetings in the hotel room of either the athlete or coach. | Specific travel itineraries should be distributed to parents/guardians once available, but not shared with any person outside of the team or families. |
| Contact information for all adult team personnel should be provided to parents/guardians prior to travel. | |



Electronic Communications and Social Media

Electronic communication between an Adult Participant and Minor Athlete includes but is not limited to phone calls, video calls and training sessions, texts, social media platforms (e.g., Facebook, Twitter, Instagram, WhatsApp, Snapchat, etc.), fitness applications, emails, gaming platforms and direct messaging. All electronic communication between an Adult Participant and a Minor must comply with the One-on-One Policy and must be open and transparent.

1. Open and Transparent means that the Adult Participant copies or includes the Minor Athlete’s parent/guardian or another Adult Participant.
2. All electronic communication must be professional in nature.
3. Only platforms that allow for open and transparent communication may be used to communicate with Minor Athletes.
4. Communication platforms must be able to record or maintain the message.

5. If a Minor Athlete communicates with the Adult Participant first, the Adult Participant must either not respond or must include the athlete’s parent or guardian in the response.
6. Electronic communications to an entire team or any number of Minor Athletes on the team must include at least one other Adult Participant or the Minor Athletes’ parents/guardians if any team member is a Minor Athlete.
7. A parent or guardian may request in writing that a Minor Athlete not be contacted through electronic communications. Requests that a Minor Athlete not be contacted electronically must be honored.
8. Any private or public direct communication between adults and Minor Athletes involving the following is prohibited and must be reported:
 - drug or alcohol use;
 - sexual content; or
 - explicit content.

This includes all communications unless the following exceptions exist:

- When a Dual Relationship exists; or
- When the Close-in-Age Exception applies.

Social Media

All social media communication is considered In-Program Contact and must comply with the One-on-One Policy, in addition to the following conditions:

1. Adult Participants are not permitted to maintain private social media connections with Minor Athletes. All such existing connections must be discontinued by the Adult Participant if they violate this policy.
2. Parents and Minor Athletes must be made aware of and give written permission for Adult Participants to create media content for purposes of college recruiting made on behalf of the Minor Athlete. The Adult Participant must relinquish immediate control of such accounts upon request of the parent or athlete.
3. Photos or videos of Minor Athletes may be posted on the private social media page of the Adult Participant providing:
 - photos are displayed professionally;
 - in context of practice or competition;
 - displayed positively representing the athlete(s);
 - public facing and demonstrate the photo(s) are taken as a part of the professional role;

PREVENTION POLICIES

- parents or Minor Athletes reserve the right to request photos to be removed and all requests respected;
 - parents are allowed to see the photo(s); and
 - parents are aware of such postings.
4. USA Gymnastics Members and Member Clubs must conduct themselves in a professional manner when posting on any social media platform, as this information is often public and can be perceived as a direct reflection of the Member or Member Club.
 5. Acts of cyberbullying by any USA Gymnastics Member toward another USA Gymnastics Member is prohibited and includes acts of harassment, intimidation, humiliation, or places an individual in reasonable fear of harm and has the effect of substantially disrupting the operation of any activity or event within USA Gymnastics jurisdiction.

Practices to Mitigate Risk

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| Publish a Social Media and Electronic Communications Policy unique to Member Club and circumstances. | Send electronic communications to athletes and parents only between the hours of 8:00 a.m. and 8:00 p.m., except for travel, competition or emergency circumstances. |
| Be mindful of social media messaging and content that includes tone of the message, fairness, and consent to post. | Set clear boundaries with Minor Athletes about communicating with coaching staff through electronic means. |
| Discuss online athlete behavior to minimize cyberbullying. | Create an anti-bullying policy for athletes that includes a cyber component and address with athletes and parents annually |

Note: Public fan pages are excluded from these restrictions. Private messaging to Minor Athletes is not excluded.

Virtual Training

All virtual training is considered In-Program Contact and must comply with the One-on-One policy and remain open and transparent at all times.

1. Communication during virtual sessions with Minor Athletes must remain professional in nature.
2. Any platform chosen for online learning must be approved by the management of the individual gym, and accessible to all parties – including the parents of Minor Athletes.
3. Workout session schedules must be presented to all team members, parents and other coaches and strictly followed.
4. All efforts should be made for virtual training to occur in common areas, such as a living room or back yard - never in a bedroom, bathroom, or other private space of either the Minor Athlete or coach. If this cannot occur, all parties must maintain a professional atmosphere during the virtual session.
5. Parents and guardians may request to stop any communication – Any such request must be honored immediately without repercussion.
6. Parents must be given access to links for virtual training.

Private messaging minors during virtual sessions is strictly forbidden as it would violate the One-on-One Policy.

Practices to Mitigate Risk

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| Training sessions should consider methods for preventing positions and poses that may be compromising in nature. | Background space in camera shots should look professional in nature |
| Attire should never be in lounge wear, pajamas, or other attire usually worn in private spaces. | Discussions of cyberbullying between athletes should be had at least annually. |

PREVENTION POLICIES



Photography/Videography

USA Gymnastics Photography and Videography Policy is considered an opt-out policy.

1. Parents must be made aware such photographs or videos are being taken and where they will be displayed.
2. Photographs or videos of athletes must be taken in public view, observe generally accepted standards of decency, and must appropriately serve the best interest of the athlete.
3. An athlete (or a legal guardian of a Minor Athlete) may request that their photograph be removed from display, posting or publication without repercussions.
4. An athlete (or legal guardian of a Minor Athlete) may request that the athlete’s picture not be taken.
5. Meet Directors must enforce these policies in the context of a meet. USA Gymnastics reserves the right to take additional action.
6. Member Clubs and Meet Directors may set guidelines for the taking of photographs and video by parents and visitors while in their facility.

Practices to Mitigate Risk

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| Require a signed waiver from parents of Minor Athletes before any photographs or videos are taken and shown publicly. | Remove old videos and photographs from websites, social media accounts, and brochures at least annually. |
| Meet Directors should publish audience photography guidelines in advance of any meet to avoid confusion. | Publicly display photography and videography guidelines at Member Clubs |



Locker Rooms/Changing Areas

Adult Participants are not permitted at any time to be alone with a Minor Athlete in a locker room or changing area, except under emergency circumstances. The One-on-

One Policy applies at all times, and in all locker rooms,

changing areas, and restrooms within facilities partially or fully under the jurisdiction of USA Gymnastics. All interactions must be observable and interruptible except:

1. When a Dual Relationship exists, and parent/guardian has provided written consent annually; or
2. When the Close-in-Age Exception applies; or
3. If a Minor Athlete needs a Personal Care Assistant, and:
 - the Minor Athlete’s parent/guardian has provided written consent annually to the Member Club for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
 - the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and
 - the Adult Participant Personal Care Assistant has complied with USA Gymnastics background check policy.

Conduct in Locker Rooms and Changing Areas

- Adult Participants must not change clothes or behave in a manner that intentionally or recklessly exposes their breasts, buttocks, groins, or genitals to a Minor Athlete.
- Adult Participants must not shower with Minor Athletes under any circumstance unless a Close-in-Age exemption exists.
- Parents/guardians may request in writing that their Minor Athlete(s) not change or shower with Adult Participant(s) where a Close-in-Age exemption exists. USA Gymnastics, the Member Clubs, and the Adult Participant(s) must abide by this request.
- Recording of any kind is prohibited in locker rooms, restrooms, changing areas or similar spaces by Adult Participants, Minor Athletes, and Parents. This includes voice recording, still cameras, and video recording.
- Credentialed media will not be allowed to interview or photograph athletes in a locker room, bathroom, or changing area.
- 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 above.

PREVENTION POLICIES

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

Private or semi-private places must be made available for Minor Athletes to change clothes or undress at competitions or facilities partially or fully under the jurisdiction of USA Gymnastics or Member Clubs.

- A semi-private area is an area that is not separate from where other individuals are changing but offers the Minor Athlete some privacy to change. For example, a bathroom stall with a door would meet this requirement. A semi-private area can also be created by a partition or drapery.
- A private area is an area separated completely from anyone else changing. This area would be fully enclosed with a door, and no other individual would be able to enter without the Minor Athlete's permission. This could be a single restroom or family restroom, where the Minor Athlete can change alone and lock the door.

Designated Locker rooms or changing areas must be monitored with random sweeps at any facility in a USA Gymnastics sanctioned event or Member Club to ensure compliance with policy. Monitoring should occur at all facilities partially or fully under the jurisdiction of USA Gymnastics to include Member Clubs, meets, camps, and other In-Program events.

Meet Directors must communicate the availability of restrooms and changing areas for Minor Athletes and may encourage athletes and meet personnel to come dressed for the competition. Please see "[Safe Sport Protocol for Sanctioned and Premiere Events](#)," for further information.

Practices to Mitigate Risk

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| Member Clubs should post locker room policies specific to their facility | Member Clubs are encouraged to post rules related to athlete behavior in the locker room to minimize bullying and harassment |
| When having club sleepovers or overnight events, a specific set of guidelines should be posted for changing times based on age and gender | Member Clubs are encouraged as part of their locker room and changing area policy to add a "no loitering" rule |



Gifting

Personal or Individual gifts are not permitted to be given to athletes by Adult Participants. Member Clubs may set their own guidelines for a reward system that equally applies to all athletes. Gifts must serve a legitimate motivational, inspirational or educational purpose. The reward system must be:

1. set by the Member Club administration;
2. clearly defined for the coaches and parents;
3. accessible to all individual members in a group or team;
4. given without conditions or restrictions regarding the relationship between the athlete and Member Club; and
5. given in the presence of at least one other adult and within guidelines set by the Member Club.

Practices to Mitigate Risk

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| Consider setting a monetary limit for gifts from parents to coaches. | The Gifting Policy should be made publicly available for all club personnel, parents, and participants and reviewed specifically around holidays and end of season events. |
| Member Clubs are encouraged to create a disclosure policy where coaches disclose in writing any gift that a reasonable person would think might unduly show favor to the giver or the giver's child, or be influenced by the giver. | Booster clubs or parent groups should be encouraged to give input on motivational, holiday or end of season gifts. |

PREVENTION POLICIES



Medical Modalities, Athletic Training, Massages, and Medical Orders

All In-Program medical modalities, massages, or rubdowns of a Minor Athlete must adhere to the following general conditions. There are no exceptions to this policy. The below requirements apply to all medical modalities, athletic training and massages. Additional requirements for Massages and Medical Orders are listed separately as a part of this policy:

- Observable and interruptible, with another Adult Participant physically present and in full sight of the treatment at all times;
- Performed with the Minor Athlete fully or partially clothed, ensuring that the breasts, buttocks, groin, or genitals are always covered; and
- Allow parents/guardians in the room as an observer, except for competition or training venues that limit credentialing.
- Only licensed professionals who are hired to specifically perform such duties are permitted to perform any medical modality or massage beyond immediate pain mitigation on the competition or training floor.
- In the event of an emergency where medical care is necessary to stabilize a condition, the parent or guardian of a Minor Athlete must be notified and if not onsite, should be notified as soon as reasonably possible to approve any further non-emergency medical treatments.

Consent

The following consent procedures must be adhered to before any medical modality is offered:

- Providers of medical or athletic training modalities, massages, and rubdowns or USA Gymnastics/ Member Club, when applicable, must obtain written consent at least annually from Minor Athletes' parents/guardians before providing any medical or athletic training modalities, massages, or rubdowns.
- A detailed treatment plan including specific areas and method of each treatment must be presented verbally to the athlete before each treatment is offered.
- Athletes and/or parent/guardian may withdraw consent at any time and without explanation.

Massaging

The following conditions are in addition to the above requirements to perform massaging services at any USA Gymnastics sanctioned event or USA Gymnastics Member Club, along with all general conditions and consent procedures listed above:

- Coaches, regardless of whether they are licensed massage therapists, may not massage Minor Athletes.
- Member Clubs must develop and publish a massaging policy consistent with USA Gymnastics Policy before providing massaging services in the Member Club.
- An onsite method of reporting misconduct or any deviation of this policy must be offered.
- Any contact with genitalia, is explicitly forbidden and must be reported to legal authorities and the Center. Contact with buttocks or the chest area should be limited to the area of the chest above the breast (approximately one hands' breadth underneath the clavicle) in females and to the anterior, lateral or posterior hip area.

Icing and Taping

The following conditions are in addition to the above requirements to perform icing and taping services at any USA Gymnastics sanctioned event or USA Gymnastics Member Club, along with the general conditions and consent procedures listed above:

- Icing or taping of the breasts, buttocks or genitalia of an athlete by an Adult is expressly forbidden and must be reported.
- If ice must be applied to these areas, the athlete must self-apply the ice.

Medical Orders and Follow-up

Adult Participants must adhere to any and all restrictions placed on the athlete for practice and/or competition. To include, but not limited to:

- A time frame for how long the medical provider wants the restrictions placed on the athlete;
- Any training modifications that the medical provider feels will benefit the athlete; and
- Any alternative forms of conditioning that may be acceptable during practice (i.e. lower body conditioning only, in place of full body conditioning)

STANDARDS OF CARE



Stretching and Spotting

The USA Gymnastics Stretching, Spotting, and Conditioning Standards of Care are intended to identify areas of risk, decrease the likelihood of injury, and eliminate inappropriate conditioning practices.

Stretching

Participants should take care to prevent and avoid any compromising positions while stretching or closely interacting with athletes during stretch. While recognized standards of practice include some contact during stretching activities, the following is discouraged:

- Laying or sitting on top of the athlete;
- Facing and being in close proximity to an athlete in a static straddle or similar position

Spotting

Participants should be attentive during spotting to mitigate the risk of injury, ensure accepted standards of practice and professional boundaries are maintained. Participants should take the following measures to mitigate risk:

- Ongoing communication with the athlete;
- Respect personal boundaries of the athlete; and
- Understand physical limitations of both the spotter and the athlete.

10% Rule

USA Gymnastics recommends the use of the “10 percent rule”. The 10 percent rule is often used as a standard rate of progression for youth fitness programs. Each week there is no more than a 10 percent increase in the amount of training time, distance covered, or weight used in an activity. Conditioning to improve strength on a skill should be specific to that skill and should not exceed the 10% rule. For example, if a gymnast typically does 20 push-

ups during daily conditioning, then having a gymnast do 22 in the first week to improve arm strength would be appropriate.

In the second week, 24 would be appropriate. 50 push-ups in the first week would be inappropriate and could lead to an overuse injury. If a gymnast is having difficulty with a bar skill, assigning them to “run the stairs” is probably not appropriate as there is likely to be little correlation between cardiovascular gains or leg strength gained during stair runs and strength needed for skills acquisition on the bar. Additionally, each gymnast has different needs in order to be successful and injury free in reaching their highest potential. Any activity that induces vomiting, heat related illnesses, acute physical pain or obvious visible distress must be ended immediately.

ALCOHOL AND DRUG USE



Any Adult Participant authorized to interact with Minor Athletes during In-Program Contact is expressly forbidden from engaging in any of the following while under the influence of drugs or alcohol, regardless

of level of impairment or intoxication.

This includes:

- Instructing or spotting athletes;
- Being present on the competition floor;
- Team travel in the presence of athletes and when directly responsible for the supervision of Minor Athletes; or
- Transporting athletes;
 - “Impairment” and “under the influence of” drugs or alcohol may be determined by observable behavior and conditions along with other relevant considerations.
 - Deference will be given to the good faith opinions of Meet Directors and other Adult Participants who intervene when they have identified a safety concern.
 - Member Clubs may establish prescription or over-the-counter-medication policies as allowed by law.

CONTACT

US WITH QUESTIONS

usagymsafesport@usagym.org

Safe Sport Helpline: 833.844.7233

Member Services: 800.345.4719

Appendix A

REGULAR CONTACT AND AUTHORITY OVER MINOR ATHLETES

USA Gymnastics members and personnel at Member Clubs or sanctioned events who have been recognized as having either “Regular Contact and/or Authority Over Minor Athletes” must take U110: SafeSport Core Course and pass a background check before contact with Minor Athletes is granted.

| Adult Participants | Regular Contact | Authority Over |
|--|-----------------|----------------|
| USA Gymnastics | | |
| USA Gymnastics Staff and Interns | X | X |
| USA Gymnastics Board | | X |
| Chaperones assigned to oversee minor athletes | X | X |
| Standing committee and task forces authorized by USAG | | X |
| Event Staff | | |
| Meet/Event Directors | X | X |
| Judges | X | X |
| Event staff with specific duty assigned to monitor locker rooms and bathrooms | X | X |
| Event officials w/direct responsibility to manage athlete movements | X | X |
| Medical staff to include athletic trainers, physicians, nurses, physical therapists (Emergency personnel not included) | X | X |
| Independent Photographers | X | |
| Security contractors paid on a services agreement | X | X |
| Member Club | | |
| Member Club Owners | X | X |
| Office staff and other non-coaching staff | X | X |
| Competitive Gymnastics Coaches | X | X |
| Recreation Gymnastics Coaches | X | X |
| Non-gymnastics coaches such as cheer, dance, or ninja that offer classes in Member Clubs | X | X |
| Adult Athletes who coach | X | X |
| Guest choreographers, clinicians, coaches | X | X |
| Athletic Trainers | X | X |
| In-house Medical Staff | X | X |
| Safety Champion | X | |
| Board Members of Booster Organizations in Member Clubs | | X |
| Personal Care Assistants hired by the Member Club or who assist more than one Minor Athlete | X | X |

Appendix A

REGULAR CONTACT AND AUTHORITY OVER MINOR ATHLETES

Incidental Contact with Minor Athletes

Personnel who have been identified as having “incidental contact” with Minor Athletes, are exempt from taking the U110: SafeSport Core Course and background check requirements. All personnel regardless of role are strongly encouraged to take U110 to learn more about abuse in sport.

| Person's considered to have incidental contact | Example |
|--|---|
| Covid Monitors | Mask and social distance monitors |
| Emergency personnel | Paramedics |
| Equipment installer/assemblers | Spieth, AAI |
| Media | Reporters, tv personnel |
| Parent volunteers at a meet | Concessions, ticket sales, program sales |
| Sound personnel at a meet | DJ/Announcer |
| Supply service personnel for events | Decorators, truck drivers, AV installer, AV maintenance |
| Third party janitorial staff | Company hired to perform cleaning services in a public space |
| Third party photography | Photographers with no direct access to minor athletes |
| Vendors stationed outside competition areas | Tee shirt sales, souvenirs |
| Venue staff | Food service, hotel personnel, venue security w/no access to minors |
| Volunteers through organizing committee | No 1:1 access to minor athletes or athlete areas |

This list is NOT necessarily inclusive of all categories or participants who are required to be trained. For questions or concerns please contact usagymsafesport@usagym.org.

Appendix B

CONSENT FORM REQUIREMENT OVERVIEW

Within the Required Prevention Policies, there are several situations where parental consent is required. The following chart contains an overview of all policy consent information, including the consent type and associated requirements. Please see the Policy for detailed information on the required components of each section.

| Policy or Exception | Consent Type | How Often | Location in Policy |
|---|---|--|---|
| General Exceptions | | | |
| Personal Care Assistant | Written | Annually | One-on-One Interactions, Transportation, Lodging, Locker Rooms/Changing Areas |
| Dual Relationship | Written | Annually | One-on-One Interactions, Transportation, Lodging, Locker Rooms/Changing Areas, Electronic Communications and Social Media |
| Close-in-age | Written | Each instance for Lodging w/ minor | One-on-One Interactions, Transportation, Lodging, Locker Rooms/Changing Areas, Virtual Training, Electronic Communications and Social Media |
| Policy Exceptions | | | |
| Individual Training Session | Consent for 1:1 in closed environment not allowed | Written consent given annually for all individual training sessions with a minor | One-on-One Interactions |
| Medical Modalities | Written and verbal | - Written consent given annually - Verbal upon each instance | Medical Modalities, Athletic Training, Massages, and Medical Orders |
| Massages and Rubdowns | Written and verbal | - Written consent annually - Verbal upon each instance | Medical Modalities, Athletic Training, Massages, and Medical Orders |
| Media and Championship Celebrations in Locker Rooms | Not allowed | N/A | Locker Rooms/Changing Areas |

Appendix B

CONSENT FORM REQUIREMENT OVERVIEW

| Travel | | | |
|--|---------|---|--------------------------|
| 1:1 Transportation – Adult Participant / Minor Athlete | Written | - Annually for local travel - Annually for overnight trip - Indemnification | Transportation |
| Transportation Sanctioned by Organization | Written | Parents of minors must sign transportation consent annually | Transportation |
| Shared Hotel Room for Close in age exception, PCA exception, and Dual Relationship exception | Written | Upon each instance | Lodging |
| Lodging and transportation organized by USA Gymnastics or Member Club | Written | Lodging Policy signed annually by Adult Participants participating in travel | Lodging |
| Other Policy Consent | | | |
| Social media content created on behalf of athlete | Written | Annual | Electronic Communication |

For all lodging and transportation authorized or funded by the Member Club or USA Gymnastics, Adult Participants traveling with the Organization must agree to and sign the Organization's lodging policy at least annually.

Appendix C

ONE-ON-ONE EXCEPTIONS OVERVIEW

The exceptions below apply to specific policies that address allowable one-on-one contact between an Adult Participant and Minor Athlete:

- When there is an emergency.
- When there is a Dual Relationship.
- Where there is a Close-in-Age Exception that applies.
- If the Minor Athlete needs a Personal Care Assistant and all the requirements have been met for Personal Care Assistants.

Please see the Policy for further explanation of each policy.

| Policy | Close-in-Age | Personal Care Assistant | Dual Relationship | Location in Policy |
|--|--------------|---------------------------|-------------------|--|
| One-on-one | Allowed | Allowed | Allowed | One-on-One Interactions Pg. 21 |
| Meetings w/Licensed Health Care Provider or Mental Health Professional | Not Allowed | Not Allowed | Not Allowed | One-on-One Interactions Pg. 21 |
| Athletic Training/Massage/Medical | Not Allowed | Not Allowed | Not Allowed | Medical Modalities and Medical Orders Policy Pg. 33 |
| Individual Training Sessions | Allowed | Not Allowed | Familial only | One-on-One Interactions Pg. 21 |
| Locker Room 1:1 | Allowed | Allowed | Allowed | Locker Rooms/Changing Areas Policy Pg. 31 |
| Locker Room Shower | Allowed | No-Can assist when needed | Allowed | Locker Rooms/Changing Areas Policy Pg. 31 |
| Electronic Communication | Allowed | Allowed | Allowed | Electronic Communications and Social Media Pg. 27 |
| Transportation | Allowed | Allowed | Allowed | Transportation Policy Pg. 24 |
| Lodging | Allowed | Allowed | Familial only | Lodging Policy Pg. 26 |
| Virtual Training | Allowed | Not Allowed | Allowed | Virtual Training Policy Pg. 29 |

Appendix D

PROFESSIONAL PHOTOGRAPHY, VIDEO AND MEDICAL PERSONNEL REQUIREMENTS AT SANCTIONED EVENTS

The following chart identifies those persons whom Meet Directors or Member Clubs recognize as providing services related to photography, videography, and medical care.

| Status/Role | U110/Medical SafeSport Course | Background Check | PIM/Suspended List Check | Membership | Current License |
|---|-------------------------------|------------------|--------------------------|------------|-----------------|
| Independent Photographer/Videographer | X | X | X | X | |
| Third Party Photography/Videography Vendor Owner or Manager | X | X | X | X | |
| Third Party Photographers | | X | X | | |
| Independent Medical Providers | X | X | X | X | X |
| Third Party Medical Vendors | X | X | X | | X |

Photographer/Videographer

All Photographers/videographers deemed to have Regular Contact or Authority over any amateur athlete(s) who is a minor must complete U110: Safe Sport Core course and pass a background check.

All photographers/videographers must not be listed on the USA Gymnastics Permanently Ineligible and Ineligible Members and Participants List or as suspended from all contact on the USA Gymnastics List of Suspended and Restricted Persons.

Photographers/videographers must be identified on the USAG Safe Sport Event Checklist submitted to USA Gymnastics with the sanction report forms within 72 hours of the conclusion of a USA Gymnastics sanctioned events.

Independent Photographers

- All independent photographers and videographers who are not associated with a third-party photography company must register for a Photographer/Videographer Membership with USA Gymnastics, complete U110: Safe Sport Core course, and pass a background check. Membership information for photographers and videographers can be found [here](#).
- Event Directors are required to confirm that the independent photographer/videographer is a member of USA Gymnastics.
- The Event director and/or host club are responsible for notifying clubs, parents, and athletes of intent to

photograph. Parents/guardians or the athletes have the right to request that photographs not be taken and all requests must be honored.

- The Event Director and/or host club should have a written agreement directly with the individual photographer/videographer that describes their role and expectations for the event.

Third Party Photography/Videography Vendor

Third-party photography/videography vendors are defined as companies that have contracted with an event director and/or host club to provide photography/videography services and assign staff to provide services at a USA Gymnastics-sanctioned event.

- Third-party photography/videographer vendors must have at least one owner or managing director obtain a USA Gymnastics Membership, which requires completion of a USA Gymnastics background check and U110: SafeSport Core Course.
- The staff assigned by the third-party photography/videography vendor to provide services at a USA Gymnastics-sanctioned event, are not required to become members of USA Gymnastics. However, the Third-party photography/videography vendor must ensure, and show proof upon check-in at the event that all staff assigned to such events have identification, have successfully passed a background check screening consistent with [USA Gymnastics Criminal Background Screening Policy](#), and do not appear on the USA Gymnastics Permanently Ineligible and Ineligible Members and Participants List or as suspended from all contact

Appendix D

PROFESSIONAL PHOTOGRAPHY, VIDEO AND MEDICAL PERSONNEL REQUIREMENTS AT SANCTIONED EVENTS

on the USA Gymnastics List of Suspended and Restricted Persons, and has been provided with USA Gymnastics one-on-one prevention policies.

- The Event Director and/or host club must have a written agreement directly with the third-party photography/videography vendor that explains their role and expectations for the event.
- The third-party photography/videography vendor and Event Director and/or host club are responsible for notifying clubs, parents, and athletes of intent to photograph athletes.

** Event Directors reserve the right to deny entry to the event for any photographer who does not meet the above requirements.*

Please note, USA Gymnastics cannot conduct a background check screening on anyone not a member of USA Gymnastics. Rather, the vendor is responsible for ensuring that they, as a business practice, have completed a background check screening on their employees. Vendors who do not currently conduct background check screenings on their employees, are encouraged to seek background check screening services to establish a program for their business.

Photo/Video Equipment Usage by Spectators Attending a Local/Invitational Sanctioned Event

USA Gymnastics does not set rules and regulations regarding photography/videography equipment used by spectators at non-premier USA Gymnastics event; e.g., local/invitational sanctioned events. Event Directors have and are given the authority to set photography/videography policies depending on the individual environmental conditions of each USA Gymnastics-sanctioned event for which they serve as the Event Director.

Medical Personnel Policy at a Sanctioned Events

Independent Medical Providers

Independent medical providers are individual medical providers who enter into an agreement directly with the Event Director and/or host club to provide medical services at a USA Gymnastics-sanctioned event.

- All medical personnel who are not associated with a third-party medical company such as a hospital or medical group must obtain a Medical membership with USA Gymnastics (there is no cost for this), complete the SafeSport for Medical Professionals

course, and pass a background check. Membership information for medical personnel can be found [here](#).

- **Independent** medical providers must submit to the Event Director proof of membership and appropriate medical licenses and credentials.
- **Athletic trainers** hired through third party websites such as Go 4 Ellis, are considered independent medical providers and must adhere to the standards for independent providers.

Third Party Medical Vendors

Third-Party medical vendors are organizations/licensed businesses that have entered into a written agreement with an Event Director and/or host club to provide medical services and assign staff to provide said services at a USA Gymnastics-sanctioned meet.

- The staff assigned by the third-party medical vendors to provide services at a USA Gymnastics-sanctioned event, are not required to become members of USA Gymnastics. However, the third-party medical vendors must ensure that all assigned staff who will be offering massaging, icing or taping have successfully passed a background check consistent with [USA Gymnastics Criminal Background Screening Policy](#), have taken SafeSport for Medical Professionals training, do not appear on the USA Gymnastics Permanently Ineligible and Ineligible Members and Participants List or as suspended from all contact on the USA Gymnastics List of Suspended and Restricted Persons, and are appropriately licensed.
- The Event Director and/or host club must have a written agreement directly with the third-party medical vendor that describes their role and expectations for the event. The agreement must include requirements for background checks, completion of SafeSport for Medical Professionals training, adherence to the USA Gymnastics Safe Sport Policy, and a guarantee that assigned staff do not appear on the USA Gymnastics Permanently Ineligible and Ineligible Members and Participants List or as suspended from all contact on the USA Gymnastics List of Suspended and Restricted Persons, and are appropriately licensed.

** All medical personnel must be identified on the [USAG Safe Sport Event Checklist](#) submitted to USA Gymnastics with the Sanction Report Forms within 72 hours of the conclusion of all USA Gymnastics-sanctioned events.*

Appendix E

USA GYMNASTICS SAFE SPORT PROTOCOL FOR SANCTIONED AND PREMIER EVENTS

In accordance with the U.S. Center for SafeSport and the 2021 USA Gymnastics Safe Sport Policy, events sanctioned or organized by USA Gymnastics must adhere to the USA Gymnastics Safe Sport Protocol for Sanctioned and Premier Events which can be found [here](#).

The following policies and procedures can be found [here](#) in the USAG Safe Sport Protocol for Sanctioned and Premier Events Document.

1. Meet Reservation System
2. Regular Contact and/or Authority Over List
3. Permanently Ineligible and Suspended Members Check
4. Safe Sport Policy Communication
5. Bathrooms and Changing Areas Protocol
6. Required Signage
7. Photography and Medical Staff Safe Sport Check Requirements
8. Misconduct at a Competition or Event
9. Post Event Documentation

USA Gymnastics may update event policies at any time and unless otherwise stated, changes are effective immediately upon publication. USA Gymnastics reserves the right to audit sanctioned events for purposes of verifying compliance with USA Gymnastics Safe Sport Policy including prevention policies.

For a complete description of the prevention policies, review pages 18-27 of the USA Gymnastics 2021 Safe Sport Policy.

Appendix F

USA GYMNASTICS COMPLIANCE WITH THE U.S. CENTER FOR SAFESPORT

USA Gymnastics will adopt the Minor Athlete Abuse Prevention Policy (MAAPP) and produce a policy consistent with the MAAPP as approved by the U.S. Center for SafeSport. All Member Clubs will be required to adopt and implement these policies in full at all sanctioned events and facilities under USA Gymnastics jurisdiction. All USA Gymnastics sanctioned competitions will adopt these policies in full.

To monitor compliance of SafeSport Core (U-110), U.S. Center for SafeSport Refresher and the Background Check Policy, USA Gymnastics will track whether Adult Participants under its jurisdiction complete the required training and send updated notifications to remind the Member of necessary annual requirements and if expired, place the member in a pending status until all requirements are completed or updated.

USA Gymnastics has an established communication plan to notify individuals of the requirement:

- Monthly reminders to individuals of either their need to renew or obtain the certification.
- Dedicated section in each monthly newsletter that remind professionals and clubs of the requirement of the courses.
- Notification to the parents of 17-year-old members who will reach 18 during the season, with instruction on how to register and enroll their child for the course. Please note, the U.S. Center for SafeSport requires parental consent to anyone under the age of 18.

USA Gymnastics, will on an annual basis offer and subject to parental consent, give training to Minor Athletes and parents on the prevention and reporting of child abuse. USA Gymnastics will track a description of the training and how the training was offered and provided to Minor Athletes.

Required Prevention Policies and Implementation

USA Gymnastics will develop Minor Athlete abuse prevention policies that contain the mandatory components of the Center's model policies. These model policies cover:

1. One-on-one
2. Meetings and training sessions
3. Athletic training modalities, massages, and rubdowns
4. Locker rooms and changing areas
5. Electronic communications
6. Transportation
7. Lodging

USA Gymnastics must implement these policies for all In-Program Contact.

1. At sanctioned events and facilities partially or fully under its jurisdiction, the organization must take steps to ensure the policies are implemented and followed.
2. For In-Program Contact that occurs outside an Organization's sanctioned event or facilities, implementing these policies means:
 - Communicating the policies to individuals under its jurisdiction;
 - Establishing a reporting mechanism for violations of the policies;
 - Investigating and enforcing violations of the policies

USA Gymnastics policies must be approved by the Center as described below. The policies may include the recommended components in Part III and the recommended policies in Part IV of the Center's Model MAAPP.

USA Gymnastics will have a reporting mechanism to accept reports that an Adult Participant is violating the minor athlete abuse prevention policies. USA Gymnastics will 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.

Policy Submission Process

USA Gymnastics adapted the MAAPP to fit its needs and submitted its policies to the Center at compliance@safesport.org for review and approval in January, 2021. The Center approved, the policies set forth in this document.

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