

2023 EVENT AUDIT REPORT

AUDIT AND COMPLIANCE
DEPARTMENT

NGB NAME:
USA Badminton

EVENT NAME:
U.S Junior selection for 2023 Pan Am Junior and World Junior Championships

EVENT SITE:
Frisco Badminton Center – Frisco, TX

EVENT DATE:
April 7, 2023

BACKGROUND AND AUDIT PURPOSE

The U.S. Center for SafeSport (the Center) is working to build a sport community in which everyone can work and learn together in an atmosphere free of emotional, physical, and sexual abuse and misconduct. Federal law 36 U.S.C. §220541 authorizes the Center to develop and enforce abuse prevention policies and procedures that the U.S. Olympic & Paralympic Committee (USOPC) and its National Governing Bodies (NGBs) must implement.

In accordance with that law, the Center has been granted authority to annually complete regular and random audits of NGBs and the USOPC. The Center objectively evaluates adherence and level of compliance to the requirements set forth in the SafeSport Code and the Minor Athlete Abuse Prevention Policies (MAAPP).

AUDIT SCOPE

This 2023 audit is based on Event Audit Standards articulated in the U.S. Center for SafeSport Audit and Compliance Manual.

The audit covered the following areas:

- > **EDUCATION AND TRAINING**
- > **COMMUNICATION AND REPORTING**
- > **QUALITY CONTROL**
- > **RESPONSE & RESOLUTION**
- > **MAAPP RISK ASSESSMENT**

AUDIT METHODOLOGY

During the audit, the Center:

- Reviewed policies and procedures
- Evaluated processes
- Administered implementation fidelity testing
- Conducted on-site inspections
- Interviewed individuals at the event site

SCORING SUMMARY

STANDARD	SCORE
EDUCATION AND TRAINING	IMPLEMENTED
COMMUNICATION AND REPORTING	PARTIALLY IMPLEMENTED
QUALITY CONTROL SYSTEM	IMPLEMENTED
RESPONSE & RESOLUTION	PARTIALLY IMPLEMENTED

AUDIT AREA: EDUCATION AND TRAINING

REQUIREMENTS:

1. Organization representative or Event Director must provide to the Center a list of all individuals who will be at the event and are in a role that would require them to complete SafeSport training; these roles include (but are not limited to) event staff, adult athletes, adults having regular contact with or authority over amateur athletes who are minors, coaches, referees/officials, volunteers, medical staff, contractors, or others. The list must also include all NGB board and staff members, **regardless of whether they were at the event**. Organization must ensure that:
 - a. those at the event required to be SafeSport Trained are current in their training within the previous 12 months
 - b. the list provided is inclusive of all individuals at the event who should be SafeSport Trained
 - c. training is current for NGB board and staff
2. Organization must provide copy of a direct communication (email or newsletter), sent to membership annually (every 12 months), that offers training for parents and Minor Athletes regarding prevention and reporting of child abuse.

SCORE:

Implemented

RATIONALE:

Requirement No. 1a is satisfied. USA Badminton (USAB) provided a list of individuals at the event who are required to be SafeSport Trained. Of the 60 individuals randomly selected for testing, 60 (100%) had completed SafeSport training within the previous 12 months and prior to participating in the event.

Requirement No. 1b is satisfied. Of the 10 individuals randomly selected for testing, 10 (100%) were properly included on the list of individuals who were required to be SafeSport Trained.

Requirement No. 1c is satisfied. Of the 6 staff and board members randomly selected for testing, 6 (100%) were current with their annual SafeSport training. However, 2 board members and 1 staff member had unjustified lapses in their training in 2022. This finding did not impact the score.

Requirement No. 2 is satisfied. On December 12, 2022, USAB offered, via newsletter to all members, instructions about how to take the Center's parent and Minor Athlete training. The communication was within 12 months of the previous, November 7, 2022, communication.

CORRECTIVE ACTIONS:

1. USAB must ensure that all staff and board members are SafeSport trained by June 19, 2023.

MANAGEMENT RESPONSE

RESPONSIBLE INDIVIDUAL: Rachel Bui

DEADLINE: June 19, 2023

CORRECTIVE PLAN:

1. USAB will ensure that staff and board members are SafeSport trained by June 19, 2023.

AUDIT AREA: **COMMUNICATION AND REPORTING**

REQUIREMENTS:

1. Organization representative or Event Director must provide copy of a direct communication (either by email, newsletter, hard copy, or other electronic medium) made available to all event participants, including day-of registrants. Communication must include:
 - a. 2022 MAAPP requirements (either full policy or summary)
 - b. protocol for reporting all concerns involving alleged or suspected sexual misconduct, physical misconduct, emotional misconduct, or violations of the MAAPP.
2. Provide the Organization’s written protocol for communicating—for all sanctioned events, to all event participants within the Organization—Center-approved Education and Training Policy and Required Prevention Policies and reporting protocols for all concerns involving alleged sexual misconduct, physical misconduct, emotional misconduct, or violations of the MAAPP.
3. Provide proof of communication of Quality Control System sent to all event directors of sanctioned events within current membership cycle.

SCORE:

Partially Implemented

RATIONALE:

Requirement Nos. 1a and b are satisfied. USAB provided proof that the full USAB Minor Athlete Abuse Prevention Policies (MAAPP) document and reporting protocols for all concerns involving alleged or suspected sexual misconduct, physical misconduct, emotional misconduct, or violations of the MAAPP were provided to all event participants on April 4, 2023, and April 6, 2023. USAB confirmed that there were no day-of participants or last-minute substitutions allowed for this event.

Requirement No. 2 is satisfied. USAB has a protocol within its Quality Control System (QCS) policy that requires USAB to send the MAAPP and reporting protocols to all event participants who registered or were selected prior to the event. The policy also includes a protocol to provide a “summarized MAAPP document” and reporting protocol to last-minute participants (this includes ‘technical official’ substitutions and any day-of participants). However, in a separate paragraph of the policy, it states that last-minute substitutions “will receive the full Reporting policy and either the full MAAPP or the Center’s “MAAPP-at-a-glance” resource”. This does not impact the score. Lastly, the USAB policy states that day-of registration or on-site registration/participation of athletes, coaches, or officials are not permitted.

Requirement No. 3 is partially satisfied. USAB provided proof that the NGB sent the Quality Control System policy to this event’s Tournament Director and Referees prior to the event on March 23, 2023. USAB has a written internal protocol to send the QCS to Tournament Directors and Referees once an event sanction has been approved by USAB. However, the auditor confirmed that USAB did not provide the QCS to Tournament Directors at USAB-sanctioned events that took place prior to the March 23, 2023, sanctioned event.

CORRECTIVE ACTIONS:

1. USAB must update its policy to state that all day-of/last-minute participants, not just last-minute substitutions, will receive the full Reporting policy and either the full MAAPP or the Center’s “MAAPP-at-a-glance” resource.

AUDIT AREA: **COMMUNICATION AND REPORTING**

2. USAB must update its SafeSport/MAAPP Checklist, which is sent to Tournament Directors prior to sanctioned events, so that it is consistent with the communication protocol included in the QCS and state that the Tournament Director must include the full MAAPP policy or include the Center's "MAAPP at-a-glance" resource and the full reporting policy at the check-in table for all day-of/last-minute participants.
3. USAB must update its QCS policy to include a written protocol for communicating the QCS policy to Tournament Directors upon approval of a sanction and must also show proof that the QCS was communicated to all sanctioned event Tournament Directors for this membership cycle by June 19, 2023.

MANAGEMENT RESPONSE

RESPONSIBLE INDIVIDUAL: Rachel Bui

DEADLINE: June 19, 2023

CORRECTIVE PLAN:

1. USAB will update its policy to state that all day-of/last-minute participants, not just last-minute substitutions, will receive the full Reporting policy and either the full MAAPP or the Center's "MAAPP-at-a-glance" resource.
2. USAB will update its SafeSport/MAAPP Checklist, which is sent to Tournament Directors prior to sanctioned events, so that it is consistent with the communication protocol included in the QCS and state that the Tournament Director must include the full MAAPP policy or include the Center's "MAAPP at-a-glance" resource and the full reporting policy at the check-in table for all day-of/last-minute participants.
3. USAB will update its QCS policy to include a written protocol for communicating the QCS policy to Tournament Directors upon approval of a sanction and must also show proof that the QCS was communicated to all sanctioned event Tournament Directors for this membership cycle by June 19, 2023.

AUDIT AREA: **QUALITY CONTROL SYSTEM**

REQUIREMENTS:

1. Organization or Event Director must implement a Quality Control System to ensure that individuals on the Organizational Exclusion List are unable to participate in any event, program, activity, or competition authorized by, organized by, or under the auspices of the Organization. The Quality Control System must also ensure that individuals who are required to be but are not SafeSport Trained are either prevented from participating or are in a role that does not include regular contact with or authority over amateur athletes who are minors.
2. The Quality Control System must include the Organization's written implementation protocol—clear action steps to effectuate policies—pertaining to all participant registration and onsite check-in. This written protocol must include and address the following:
 - a. One-day/short-term memberships
 - b. Day-of/on-site participant registration/substitutions (of athletes, staff, volunteers, vendors, coaches, officials, etc.)
 - c. Oversight procedures by the Organization when their staff is not on site at sanctioned events

SCORE:

Implemented

RATIONALE:

Requirement No. 1 is satisfied. USA Badminton (USAB) implements a Quality Control System (QCS) at all sanctioned events to ensure individuals who are included on the USAB organization exclusion list (OEL) are unable to participate. The protocol requires that USAB check all registered and selected event participants against the OEL (the OEL includes USAB's banned and suspended list and Administrative Hold list) prior to the event. An additional cross-check of event participants against the OEL is conducted at check-in. The policy also requires that any last-minute participant on the OEL will not be allowed to participate in the event. However, the quality control policy does not include a specific protocol to immediately notify the Center if a person who is on an Administrative Hold attempts to participate. This finding does not impact the audit score.

USAB also implements a QCS to ensure that adults who are required to be but are not SafeSport Trained are prevented from participating in the event. The protocol requires the above for all sanctioned events that involve Minor Athletes. USAB obtains a list of all confirmed adult event participants from the Coordinator of Events, the Tournament Director, and the Referee prior to the event. USAB confirms the individuals on the list provided have a USAB membership, have a green light background check, and have a current SafeSport training certificate. The policy also states that USAB will "contact any participant not in compliance to inform that participant that they immediately need to take SafeSport training and unless completed prior to the event, that they will not be allowed to participate." At check-in, a secondary check against the list of compliant individuals occurs before USAB provides a credential to event participants who are required to be SafeSport Trained. The policy also requires that last-minute participants (see 2b) must be checked for compliance (includes a check for USAB membership, a green light background check, and a current SafeSport Certificate).

Requirement No. 2a is not applicable. USAB does not allow one-day/short-term membership.

Requirement No. 2b is satisfied. USAB's QCS policy includes a written protocol to check day-of participants and-technical official substitutions against the OEL, confirm they have a USAB membership and ensure they have current SafeSport training. While the protocol states that day-of participation is not allowed for athletes, coaches, or officials, it does not expressly state that volunteers are allowed as a day-of participant. This finding does not impact the audit score.

AUDIT AREA: **QUALITY CONTROL SYSTEM**

Requirement No. 2c is satisfied. USAB's QCS policy includes oversight procedures for when the USAB is not on site at sanctioned events. The policy requires that if USAB is not on-site, a USAB staff member will be on call for the event if the Tournament Director and/or Referee needs assistance. Also, if last-minute participants (technical official substitution or a day-of participant) need to be checked for compliance, the policy states that the Tournament Director and/or Referee will provide a list of last-minute participants to USAB staff and that the USAB staff will check last-minute participants' compliance. USAB will then relay the participants' compliance to the Tournament Director and/or Referee.

CORRECTIVE ACTIONS:

1. USAB must update their quality control policy to include a protocol that if an individual with an Administrative Hold attempts to participate, USAB will notify the Center immediately.
2. USAB must update its QCS policy to expressly state which categories of event participant may participate as day-of participants at USAB sanctioned events.

MANAGEMENT RESPONSE

RESPONSIBLE INDIVIDUAL: Rachel Bui

DEADLINE: June 19, 2023

CORRECTIVE PLAN:

1. USAB will update their quality control policy to include a protocol that if an individual with an Administrative Hold attempts to participate, USAB will notify the Center immediately.
2. USAB will update its QCS policy to expressly state which categories of event participant may participate as day-of participants at USAB sanctioned events.

AUDIT AREA: **RESPONSE & RESOLUTION**

REQUIREMENTS:

(Summarized here: see Appendix B for full requirements effective Jan. 1, 2023):

1. Organization must provide its Response & Resolution policies to the Center.
2. Organization must post Center-specified Response & Resolution policy elements—and corresponding details—to its public website no later than Jan, 1, 2023. These elements include:
 - a. Reporting Mechanism
 - b. Referral of Reports to the Center
 - c. Jurisdiction Notifications
 - d. Mandatory Reporting
 - e. Prohibition of Retaliation
 - f. Response & Resolution of Reported Allegations
 - g. No Interference
3. Organization must ensure:
 - a. policies include language preventing Organization from interfering with any Center investigation.
 - b. requests from the Center are responded to within 72 hours
 - c. Organization has an assigned contact person responsible for replying to requests from the Center
4. Organization must provide the Center its written policy for collecting Data of Matters Addressed by the Organization, encompassing all elements listed in Appendix B Section 5.
 - a. Policy must also include Organization’s protocol to collect such data from LAOs, if applicable

SCORE:

Partially Implemented

RATIONALE:

Requirement No. 1 is satisfied. USA Badminton (USAB) provided documentation that its Response and Resolution Procedures document was publicly posted to its website on December 31, 2023.

Requirement No. 2a is satisfied. USAB has a public reporting mechanism on the ‘USAB Safe Sport’ webpage. The reporting form on the web page has contact information to report to USAB directly. Instructions on how to report to the Center any allegations of sexual misconduct or sexual abuse are also included on the ‘USAB Safe Sport’ webpage. There is language included on the “USAB Safe Sport” webpage that provides users an option to report alleged emotional misconduct, physical misconduct, bullying, stalking, harassment, hazing, and any other violations of the MAAPP directly to USAB. The auditor found that reports can be made at no cost. Additionally, the USAB SafeSport Policy document states, “In an attempt to encourage reporting, a report initiated as set forth in this Policy will be considered to be filed properly (i.e., such a filing does not have to follow the filing requirements of USAB Bylaw, Section 15).” Section 15 states the policy for what fees are charged to file a grievance or complaint of the following kind; Administrative, Right to Participate, NGB Compliance and Field of Play. There is also language that refers to the jurisdictional authority of the Center on the ‘USAB Safe Sport’ webpage. Instructions on how to report anonymously to USAB are included on the reporting form.

Requirement No. 2b is satisfied. USAB has a policy to refer any reports that fall under the Center’s exclusive jurisdiction directly to the Center. The NGB’s policy does not require reports to be referred to the Center ‘immediately and no later than 24 hours’. This finding does not impact the audit score.

AUDIT AREA: **RESPONSE & RESOLUTION**

Requirement No. 2c is satisfied. USAB has a protocol that requires USAB to “determine jurisdiction and notify the Claimant or Reporting Party” of the jurisdictional determination regarding their report; communicating that the matter either is being referred to the U.S. Center for SafeSport or if the matter is being addressed internally by USAB. However, there is no language requiring USAB to notify a reporting party if their report is being referred to an LAO. This finding does not impact the audit score.

Requirement No. 2d is satisfied. USAB has a mandatory reporting policy in the ‘Response and Resolution Procedures’ and ‘SafeSport Policy’ documents that fully comport with the mandatory reporting of child abuse, including child sexual abuse, as listed in the SafeSport Code.

Requirement No. 2e is partially satisfied. USAB has a ‘Whistle Blower and Anti-Retaliation Policy’ and a ‘Whistleblower Policy’ found in Section 5.8 of the USAB SafeSport Policy document that expressly prohibits retaliation if the process of resolving an allegation is being led by USAB. The policy does not expressly prohibit retaliation if the process of resolving an allegation is being led by the Center. The policy also does not expressly prohibit retaliation “before, during or after the process of resolving an abuse or misconduct allegation”.

Requirement No. 2f is satisfied. In Sections VI. B, VII, XI, XII, XIII and XIV of the Response and Resolution Procedures document, USAB has a policy clearly stating how the Organization will respond to, investigate, and resolve any reported allegations of abuse and misconduct that fall within USAB’s jurisdiction and those reports for which the Center declines jurisdiction. USAB demonstrated proof of a tracking system, however there is no policy or protocol for how USAB will track alleged MAAPP violation cases that USAB (in its discretion) refers to Local Affiliate Organizations (LAOs). The policy does include designated representatives at USAB to ensure that the Response and Resolution Procedures are being followed.

Requirement No. 2g is satisfied. USAB has a policy that expressly prohibits interference in, an attempt to interfere in, or an attempt to influence the outcome of any Center investigation.

Requirement Nos. 3a is satisfied. See requirement No. 2g above.

Requirement No. 3b is partially satisfied. USAB did not provide a written policy that requires USAB to respond to requests from the Center regarding an individual’s participant status or any organization-imposed temporary measures or safety plans within 72 hours. Testing was conducted for requests made from the Center between January 1, 2023, and the audit date. Out of 3 Center requests, 3 (100%) were responded to within 72 hours.

Requirement No. 3c is satisfied. USAB has a designated person who is responsible for responding to requests from the Center; it is the USAB Member Services Manager.

Requirement No. 4 is partially satisfied. USAB has policy within the ‘Response and Resolution Procedures’ document that states “USAB will submit to the Center “Data of Matters Addressed by the Organization” on an annual basis. This will include reports of emotional or physical misconduct, reports that a Participant violated the MAAPP, and reports that a Participant engaged in retaliation, made to the Organization or its Local Affiliated Organizations (LAO).” This also includes any case over which the Center has discretionary jurisdiction, but declines to take up jurisdiction to investigate and resolve the allegation. However, the policy did not include all components of ‘Data of Matters Addressed’ as listed in Appendix B, page 14. USAB’s policy states that “USAB, in its discretion, may allow Reports of isolated violations of the USA Badminton MAAPP to be resolved informally by the Member Club.” And the policy states that any “informal resolution” must be reported back to USA Badminton. However, as stated above, the policy did not state how USAB will collect from and submit to the Center annually all components of Data of Matters occurring within its Local Affiliate Organizations (Member Clubs).

AUDIT AREA: **RESPONSE & RESOLUTION**

CORRECTIVE ACTIONS:

1. USAB must update its 'Response and Resolution Procedures' document to state that USAB will refer any reports that fall under the Center's exclusive jurisdiction directly to the Center "immediately and no later than 24 hours".
2. USAB must update Section B. 2 of the 'Response and Resolution Procedures' document explicitly state that USAB will inform an identified Reporting Party whether the matter is being referred to the Center, is being addressed by USAB, or is being referred to a Member Club.
3. USAB must update Section 2 of its 'Whistle Blower and Anti-Retaliation Policy' and Section 5.8 of its 'SafeSport Policy' document to expressly state that retaliation is prohibited "before, during or after the process of resolving an abuse or misconduct allegation, whether led by USAB or the Center".
4. USAB must update its 'Reported Allegations Tracker' to ensure they are sufficiently tracking any alleged MAAPP violations referred to LAOs, including how allegations were responded to by the LAOs and the respective outcomes resolved by LAOs.
5. USAB must create a written policy that requires USAB to respond to requests from the Center regarding an individual's participant status or any organization-imposed temporary measures or safety plans within 72 hours and include in the policy the information for a designated person who is responsible for responding to requests from the Center.
6. USAB must update its 'Response and Resolution Procedures' document to include the requirement to collect and submit to the Center annually all components of 'Data of Matters Addressed' (see appendix B) by USAB and its LAOs.
7. USAB must update its 'Response and Resolution Procedures' document to state that "USA Badminton in its discretion may allow reports of violations of the USA Badminton MAAPP to be resolved by the Member Club. Any resolution by the Member Club must include notice to the family of the affected Minor Athlete and must be reported back to USA Badminton."

MANAGEMENT RESPONSE

RESPONSIBLE INDIVIDUAL: Rachel Bui

DEADLINE: June 30, 2023

CORRECTIVE PLAN:

1. USAB will update its 'Response and Resolution Procedures' document to state that USAB will refer any reports that fall under the Center's exclusive jurisdiction directly to the Center "immediately and no later than 24 hours".
2. USAB will update Section B. 2 of the 'Response and Resolution Procedures' document explicitly state that USAB will inform an identified Reporting Party whether the matter is being referred to the Center, is being addressed by USAB, or is being referred to a Member Club.
3. USAB will update Section 2 of its 'Whistle Blower and Anti-Retaliation Policy' and Section 5.8 of its 'SafeSport Policy' document to expressly state that retaliation is prohibited "before, during or after the process of resolving an abuse or misconduct allegation, whether led by USAB or the Center".

AUDIT AREA: **RESPONSE & RESOLUTION**

4. USAB will update its 'Reported Allegations Tracker' to ensure they are sufficiently tracking any alleged MAAPP violations referred to LAOs, including how allegations were responded to by the LAOs and the respective outcomes resolved by LAOs.
5. USAB will create a written policy that requires USAB to respond to requests from the Center regarding an individual's participant status or any organization-imposed temporary measures or safety plans within 72 hours and include in the policy the information for a designated person who is responsible for responding to requests from the Center.
6. USAB will update its 'Response and Resolution Procedures' document to include the requirement to collect and submit to the Center annually all components of 'Data of Matters Addressed' (see appendix B) by USAB and its LAOs.
7. USAB will update its 'Response and Resolution Procedures' document to state that "USA Badminton in its discretion may allow reports of violations of the USA Badminton MAAPP to be resolved by the Member Club. Any resolution by the Member Club must include notice to the family of the affected Minor Athlete and must be reported back to USA Badminton."

AUDIT AREA: **RISK ASSESSMENT**

REQUIREMENTS:

During the Event Audit, the auditor also conducts a MAAPP Risk Assessment, which includes on-site observations, interviews of select individuals at the event and review of policies and procedures relative to the implementation of the 2022 MAAPP Required Prevention Policies. The Assessment focuses on:

1. General Observations
 - a. Event space/Event layout
 - b. Communications to participants
 - c. Credentialing system
2. Required Prevention Policies
 - a. How NGB has attended to the seven (7) prevention policies within the 2022 MAAPP
3. Response and Resolution
 - a. Specific policy items NGB is required to have posted publicly
 - b. How NGB addresses and tracks reports of misconduct that are not in the Center's jurisdiction

This section of the Audit Report details areas observed during the audit that were related to the Risk Assessment and were found to reflect increased risk to athlete safety and well-being.

RATIONALE:

There were no qualifying findings observed during the two-day event audit applicable to this section of the report.

CORRECTIVE ACTIONS:

No Corrective Actions required.

MANAGEMENT RESPONSE

RESPONSIBLE INDIVIDUAL: N/A

DEADLINE: N/A

CORRECTIVE PLAN: No Management Response required.

NOT IMPLEMENTED

A finding of this type indicates a minimal reduction in risk to Minor Athletes and reveals what is determined to be a poor environment of safety and well-being for Minor Athletes. This can result from, but is not limited to, the following:

- Complete absence of policies and/or relevant and supporting documentation where required
- Complete absence of communication to Adult Participants regarding specific policy/requirements
- Complete absence of reporting and oversight structure for Required Prevention Policy violations
- Less than 70% compliance on Education & Training requirements
- Failure to identify or track two or more categories of individuals required to be SafeSport trained
- Failure to check against two or more categories of individuals in Organization's Quality Control System at event

PARTIALLY IMPLEMENTED

A finding of this type indicates a moderate reduction in risk to Minor Athletes and reveals what is determined to be a limited environment of safety and well-being for Minor Athletes. This can result from, but is not limited to, the following:

- Presence of policies but missing relevant and supporting documentation
- Presence of policies that do not meet the mandatory minimum requirements of the MAAPP
- Not adequately or consistently providing communication to Adult Participants regarding policy/requirements
- Lack of an adequate reporting and oversight structure for Required Prevention Policy violations.
- Above 70% and below 90% compliance on Education & Training requirements
- Failure to identify or track one or more categories of individuals required to be SafeSport trained
- Failure to check against one category of individuals in the Organization's Quality Control System at event

IMPLEMENTED

A finding of this type indicates a significant reduction in risk to Minor Athletes and reveals what is determined to be a satisfactory environment of safety and well-being for Minor Athletes. This can result from, but is not limited to, the following:

- Presence of policies and all relevant and supporting documentation provided where required
- Adequate and consistent communication to Adult Participants
- Adequate reporting and oversight structure for Required Prevention Policy violations
- 90% or higher compliance on Education & Training requirements
- Adequate tracking and inclusion of all individuals in all required categories in the Organization's Quality Control System at event

- 1) Organization's Response & Resolution standards must be posted on Organization's website no later than January 1, 2023.
- 2) Organization's Internal Response & Resolution Policies and Process:
 - a. **Reporting Mechanism:** The Organization must have a mechanism on their public website (such as a form or contact info for an athlete safety liaison) enabling individuals to report all concerns involving alleged sexual misconduct, physical misconduct, emotional misconduct, or violations of the MAAPP. The mechanism must:
 - i. Have no associated costs, fees, or other financial barriers attached to submitting a report
 - ii. Provide the option to report anonymously
 - iii. Clearly define for end users and provide online reporting mechanisms for the respective jurisdictional authority of the Center and the Organization (i.e., the Center has exclusive jurisdiction over allegations of sexual misconduct) and include a link to the Center's reporting portal (at uscenterforsafesport.org/report-a-concern)
 - b. **Referral of Report to the Center:** Any report received by the Organization of an allegation that falls within the Center's exclusive jurisdiction must be referred by the Organization directly to the Center immediately and no later than within 24 hours.
 - c. **Jurisdiction Notification:** The Organization must promptly inform an identified reporting party of its jurisdictional determination regarding their report to the Organization, communicating that the matter either is being referred to the Center, is being addressed by the Organization, or is being referred to a local affiliated organization.
 - d. **Mandatory Reporting:** The Organization must have a mandatory reporting policy that comports with the mandatory reporting of child abuse provisions in the SafeSport Code, including mandatory reports to law enforcement, compliance with any other applicable reporting requirements under state law, and mandatory reports to the Center.
 - e. **Prohibition of Retaliation:** The Organization must have a policy expressly prohibiting retaliation before, during, and after the process (whether led by the Organization or by the Center) of resolving an abuse or misconduct allegation.
 - f. **Response and Resolution of Reported Allegations:** The Organization must establish a policy that clearly states how the Organization and its local affiliated organizations will respond to and resolve reported allegations of abuse and misconduct that fall within its jurisdiction, as well as those over which the Center declines jurisdiction. It should include:
 - i. A mechanism/system for tracking reported allegations within the Organization's (or its local affiliated organization's) jurisdiction, reflecting how allegations were responded to, and their respective outcomes
 - ii. The designation of a representative at the Organization who ensures the Response and Resolution policy is being followed
 - g. **No Interference:** The Organization shall not interfere in, attempt to interfere in, or attempt to influence the outcome of, any Center investigation.
- 3) **Responsiveness to Requests from the Center:** The Organization must have a designated representative(s) and an established policy to respond to requests from the Center within 72 hours for:
 - a. The eligibility status of a Participant
 - b. The existence of Organization-imposed temporary measures or safety plans

4) Policy to Enforce Sanctions and Temporary Measures:

The Organization must have a Quality Control System meeting U.S. Center for SafeSport standards that prohibits individuals with sanctions or temporary measures (issued by the Center or the Organization) from participating in any event, program, activity, or competition authorized by, organized by, or under the auspices of the Organization. The Quality Control System also must ensure that individuals who are required to be but are not SafeSport Trained are either prevented from participating or are in a role that does not include regular contact or authority over amateur athletes who are minors.

5) Policy to submit to the Center “Data of Matters Addressed by the Organization”

The Organization must annually submit to the Center data regarding:

- a. Reports of emotional or physical misconduct made to the Organization or its local affiliated organizations
 - i. Total reported incidents of alleged emotional misconduct
 - ii. Total reported incidents of alleged physical misconduct
 - iii. Total number of investigations of alleged emotional misconduct
 - iv. Total number of investigations of alleged physical misconduct
 - v. Total number of violations for emotional misconduct adjudicated by the Organization, separated by cases adjudicated by NGB and cases adjudicated by its LAOs
 - vi. Total number of violations for physical misconduct adjudicated by the Organization, separated by cases adjudicated by NGB and cases adjudicated by its LAOs
- b. Reports to the Organization or its local affiliated organizations that a Participant violated the Minor Athlete Abuse Prevention Policies (MAAPP)
 - i. Total reported incidents of alleged violations of the MAAPP, by policy type
 - ii. Total number of investigations of alleged violations of the MAAPP
 - iii. Total number of violations of the MAAPP, separated by cases adjudicated by NGB and cases adjudicated by its LAO
- c. Reports to the Organization or its local affiliated organization that a Participant engaged in retaliation
 - i. Total reported incidents of alleged retaliation
 - ii. Total number of investigations of alleged retaliation
 - iii. Total number of violations of retaliation policy separated by cases adjudicated by NGB and cases adjudicated by its LAOs