

Use this fact sheet to learn about our Response and Resolution Process. For more detailed information, please visit the [Response and Resolution](https://uscenterforsafesport.org/response-and-resolution-process/) page (uscenterforsafesport.org/response-and-resolution-process/).



WE RECEIVE A REPORT OF ABUSE OR MISCONDUCT IN SPORT.

Reports can be made by phone **833-5US-SAFE** (587-7233) or through the online form at uscenterforsafesport.org/report-a-concern.



WE SEE IF WE HAVE JURISDICTION—THE OFFICIAL POWER TO INVESTIGATE AND RESPOND.

The Center has jurisdiction if:

- The SafeSport Code prohibits the reported misconduct

AND

- The **Respondent** (a person reported to have caused harm) is a member or Participant in the U.S. Olympic and Paralympic Movement (“the Movement”).

We handle all allegations of sexual misconduct and child abuse. We also report all allegations of child abuse, including child sexual abuse, to law enforcement. We refer most emotional and physical abuse cases to the National Governing Body (NGB) for resolution. They may conduct their own investigation.

If we do not have jurisdiction, we may send the information to law enforcement or other appropriate parties.



WE GATHER PRELIMINARY INFORMATION AND EVIDENCE.

The Center's Intake Administrators get basic information about the case and the Respondent. The Center's Intake Coordinators typically speak to the **Claimant** (a person reported to have experienced harm) to get information and determine how the case will proceed.



WE TAKE STEPS TO PROTECT ATHLETES AND OTHERS IN THE MOVEMENT.

If our information suggests the Respondent may pose a risk, we set Temporary Measures to protect those in sport. For example, we may alter a Respondent's training schedule, limit their contact with others within the Movement, or temporarily suspend them from participating in the Movement. The Center may set and modify Temporary Measures at any point in the process. Respondents with Temporary Measures that limit their participation have the option to arbitrate.



WE MAY START A FORMAL INVESTIGATION.

One of the Center's experienced investigators conducts interviews and gathers evidence. There must be a "preponderance of the evidence" to find that a Respondent violated the Code—meaning it is "more likely than not."

After the investigation is complete, Respondents and Claimants have 14 days to review the evidence and submit any additional information. They can send the investigator any additional written information they believe is relevant to the case.

Investigators compile the evidence in a Formal Investigation Report. They share the report with a committee of reviewers, including their supervisor and the legal team. If a member of Center staff investigates a case, they cannot be on that case's review committee. No member of the committee is involved with investigating the cases they review.



WE LOOK AT THE EVIDENCE TO DECIDE THE APPROPRIATE OUTCOME.

A **resolution** closes the case. We choose an appropriate response, which may include sanctions (consequences). There are four categories of resolutions:

- **Formal Resolution** – We share the results of the investigation, Notice of Decision, and any sanctions with the Respondent, Claimant(s), the NGB, and the USOPC (United States Olympic & Paralympic Committee). Examples of sanctions are: receiving a written warning, writing an apology letter, getting SafeSport education, and being suspended or barred from the Movement.
- **Informal Resolution** – The Respondent agrees to accept responsibility for their actions and any consequences the Center may set. Respondents cannot appeal an Informal Resolution.
- **Conditional Resolution** – We may offer these to Respondents who were under age 13 at the time of the alleged misconduct. Respondents who accept a Conditional Resolution are not admitting to misconduct. The Center determines the appropriate response which may include safety conditions or educational requirements.
- **Alternative Resolution** – We may offer these to Respondents who were between ages 13 - 17 at the time of the alleged misconduct. This offer does not mean there has been a Code violation, but Respondents must acknowledge their behavior may have violated the Code. The Center may set safety conditions or educational requirements.

An **administrative hold or closure** means the investigation is not moving forward at this time. However, we can re-open the case if the situation changes or we get more evidence. There are three categories of holds and closures:

- **Jurisdictional Hold** – The Respondent is not currently a member or Participant of the Movement but was in the past. We hold the case until the Respondent rejoins the Movement.
- **Administrative Hold** – The Center does not have enough information to continue investigating or the Claimant cannot be identified. For example, we may stop because the Claimant does not respond or want to participate at this time.
- **Administrative Closure** – We may close a case for multiple reasons. For example, the reported misconduct does not violate the Code or an NGB policy or the Respondent is deceased. In some cases, the Administrative Closure includes a Letter of Admonishment (for Adult Respondents) or a Letter of Concern (for Minor Respondents). In both circumstances, we have an educational conversation with the Respondent.



WE ISSUE A NOTICE OF DECISION.

The Claimant, Respondent, NGB, and USOPC receive a Notice of Decision. The Claimant and Respondent also receive a link to the Investigation Report. NGBs also receive a Summary of Decision they can share with leaders at the local club.

The Respondent may accept the final decision or request Arbitration from an independent arbitrator. The arbitrator may receive additional evidence from the Respondent and the Center. They determine whether there was a violation of the SafeSport Code and/or what sanctions are imposed. The arbitrator's decision is final.



WE SHARE THE OUTCOME OF OUR INVESTIGATION AND ANY CONSEQUENCES.

In accordance with federal law, the Center publicly posts sanctions that limit an Adult Respondent's ability to participate in the Movement, such as a suspension or ineligibility. We publish and regularly update this information in the **Centralized Disciplinary Database (CDD)** (uscenterforsafesport.org/response-and-resolution/centralized-disciplinary-database/). Sanctions for Minor Respondents are not posted publicly.

Claimants and Respondents are also free to discuss the incident, their participation in our process, and its outcome. We ask that you do so accurately and carefully. Claimants and Respondents may not share confidential documentation, including the Notice of Decision, Investigation Report, or Arbitration Decision, if any.

The SafeSport Code prohibits Retaliation against someone for reporting a SafeSport concern or participating in a SafeSport investigation. Please know that your club and/or NGB can make employment, rostering, and membership decisions as they see fit.



CONTACT US

If you have questions about the Response and Resolution Process, our Process Navigators can help. They can connect you with support resources, such as mental health care, educational materials, and legal representation. They offer services in both English and Spanish.

- Send us an email: process.navigators@safesport.org
- Leave us a voicemail: **720-531-9024**