



Policy Name: USAV Safe Sport Response and Resolution Standards

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Policy Owner: General Counsel and USAV Safe Sport Department

Applies to: All USA Volleyball Members

Purpose:

As a National Governing Body (“NGB”), USA Volleyball (“USAV”) and its forty (40) Regional Volleyball Associations (“Regions”) adhere to the codes, policies, and standards of The U.S. Center for SafeSport (“Center”). The Center works to receive and resolve allegations of abuse affecting the U.S. Olympic and Paralympic Movement. While the Center exercises jurisdiction in some cases, including all cases of sexual abuse and misconduct, per the SafeSport Code, USAV and/or its Regions may lead many of the investigations into allegations of emotional or physical abuse and misconduct or violations of the Minor Athlete Abuse and Prevention Policy (“MAAPP”).

These Response and Resolution Standards (“Standards”) are in place to provide the uniform process by which USAV and/or its Regions generally respond to investigations involving emotional or physical abuse and misconduct.

Process:

I. USAV’s Internal Response & Resolution Policies and Process

1. Reporting Mechanism: The U.S. Center for SafeSport’s online reporting form is www.uscenterforsafesport.org/report-a-concern (or by Phone at 720- 531-0340, during regular business hours (Monday-Friday, 9:00 AM MT – 5:00 PM MT.) or toll-free at 1-833- 5US-SAFE (24-hours per day, 7-days per week). USAV maintains a Safe Sport reporting form on its website. <https://usavolleyball.org/safesport/> This form provides a mechanism for individuals to report all concerns involving alleged sexual misconduct, physical misconduct, emotional misconduct, or violations of the MAAPP. USAV is committed to the following principals regarding this reporting form:

721- There will never be a cost, fee, or other financial barrier attached to submitting a report.

722- There will always be the option to report anonymously.

723- It will always, clearly define for users the jurisdiction of matters and provide online reporting mechanisms for the Center with a link to the Center’s reporting portal (at uscenterforsafesport.org/report-a-concern). For the avoidance of doubt, those matters that involve sexual abuse are the

exclusive jurisdiction of the Center. Those matters involving sexual misconduct remain the exclusive jurisdiction of the Center. Those matters involving allegations of emotional or physical abuse and misconduct may fall under the discretionary jurisdiction of the Center. In those instances where the Center denies jurisdiction of any of these matters, USAV will provide the Region(s) with jurisdiction over the parties involved with all reported information for the Region. The Region Safe Sport coordinator shall follow its Region public-facing due process to investigate and adjudicate such matters. USAV will follow up with the Region(s) on these matters as further defined in this policy. In those instances involving a USAV national team member, national team coach, national team referee or other USAV staff, USAV may retain jurisdiction over the matter.

2. Reporting Requirements to the Center
 - i. Reporting requirements related to Child Abuse, including Child Sexual Abuse
 - a. An Adult Participant who learns of information or reasonably suspects that a child has suffered an incident of child abuse, including sexual abuse, must immediately:
 1. Make a report to law enforcement⁵ AND
 2. Make a report to the U.S. Center for SafeSport, AND
 3. Comply with any other applicable reporting requirements under state law.
 - b. Reporting to the Center alone is not sufficient. You must report to both the Center and to law enforcement and comply with any other applicable state or federal laws.
 - c. Child Abuse includes incidents that involved a victim who is a minor at the time of the alleged incident, even if the victim is now an adult.
 - ii. Reporting Requirements Relating to Sexual Misconduct
 - a. An Adult Participant who learns of information or reasonably suspects that an incident(s) of Sexual Misconduct has occurred, must immediately report the incident(s) directly to the Center.
 - b. This reporting requirement applies regardless of whether the suspected victim is an adult or minor.
 - c. If the Sexual Misconduct involves a minor, it must be reported as child abuse pursuant to above.
 - iii. Additional Misconduct that must be reported to the Center:
 - a. Criminal Charge(s) or Disposition(s) involving sexual misconduct or misconduct involving Minors.
 - b. Misconduct related to the Center's process, including suspected incident(s) of:
 1. Aiding and Abetting
 2. Abuse of Process
 3. Retaliation

3. Reporting to USAV.
 - i. Emotional & Physical Misconduct
 - a. An adult who learns of information or reasonably suspects that an incident(s) of emotional or physical misconduct (including bullying, stalking, hazing, and harassment) prohibited under the SafeSport Code has occurred must report it to USAV and/or the relevant USAV Region.
 - b. An adult who learns of information or reasonably suspects a violation of the Minor Athlete Abuse Prevention Policies or other proactive policies must report it to USAV and/or the relevant USAV Region.
 - c. In lieu of reporting to USAV and/or the relevant USAV Region, an adult can satisfy the reporting requirements by reporting to the Center.
 - ii. Anonymous Reports. Reports may be made anonymously to USAV, a USAV Region or the Center. Anonymity means these groups will not know the personally identifying information of the reporter. It does not mean that the underlying information will be protected. However, an anonymous report may limit USAV, a USAV Region and/or the Center's ability to investigate and respond to a report, and if someone reports anonymously, it may not be possible to verify that mandatory reporting obligations have been satisfied. Consequently, individuals are strongly encouraged to provide their name and contact information when reporting.

3. Referral of Report to the Center: Any report received by USAV of an allegation that falls within the Center's exclusive jurisdiction will be referred by the USAV Safe Sport department directly to the Center immediately and no later than within 24 hours. Please see the SafeSport Code for all reporting requirements, however, the below defines reporting some responsibilities.

4. Jurisdiction Notification: USAV will promptly inform an identified reporting party of its jurisdictional determination regarding the party's report, communicating that the matter either is being referred to the Center, is being addressed by USAV, or is being referred to the relevant Region.

5. Mandatory Reporting: As to matters involving mandatory reporting, USAV will always abide by the following:
 - i. To comply with federal law, including that Adult Participants report allegations or reasonable suspicion of child abuse, including child sexual abuse, to law enforcement immediately after becoming aware of the allegation(s).
 - ii. To comply with the SafeSport Code, including that Adult Participants report allegations or reasonable suspicion of child abuse, including child sexual abuse, and sexual misconduct, or retaliation to the Center

- immediately after becoming aware of the allegation(s).
 - iii. To comply with any applicable state laws on the mandatory reporting of child abuse or sexual misconduct.
 - 6. Prohibition of Retaliation: USAV and its Regions expressly prohibit retaliation before, during, and after the reporting, investigative and conclusion process (whether such are led by USAV, its Regions, or by the Center) of resolving an abuse or misconduct allegation.
 - 7. Response and Resolution of Reported Allegations: USAV and its Regions will respond to and resolve reported allegations of abuse and misconduct that fall within their jurisdiction, as well as those over which the Center declines jurisdiction. To the end, the following steps will be taken:
 - i. USAV shall maintain a chart of cases for tracking reported allegations within USAV's or its Regions' jurisdiction. Such chart of cases will be maintained by the USAV Safe Sport department and shall reflect how allegations were responded to and their respective outcomes. The Region Safe Sport coordinator shall be responsible for reporting case status and disposition to the USAV Safe Sport department on a regular and recurring basis, and at minimum upon case resolution. In addition, the USAV Safe Sport Manager or other USAV Safe Sport department designee shall request case status from the Regions at least quarterly.
 - ii. USAV shall, at all times, designate a SafeSport department with at least one dedicated employee (the USAV Manager, Safe Sport) who will ensure the Standards are being followed.
 - 8. No Interference: USAV and its Regions shall not interfere in, attempt to interfere in, or attempt to influence the outcome of, any Center investigation.
- II. Responsiveness to Requests from the Center: USAV will maintain at least one dedicated SafeSport employee and an established policy to respond to requests from the Center within 72 hours for:
 - 1. The eligibility status of a USAV Participant.
 - 2. The existence of USAV and/or its Regions-imposed temporary measures or safety plans.
- III. Policy to Enforce Sanctions and Temporary Measures: USAV has established a Quality Control System ("QCS") meeting Center standards that prohibits individuals with sanctions or temporary measures (issued by the Center, USAV, or its Regions) from participating in any event, program, activity, or competition authorized by, organized by, or under the auspices of USAV or its Regions. The QCS ensures 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.

- IV. Policy to Submit to the Center the Data of Matters Addressed by USAV. Regions shall regularly submit data, not less than quarterly, through USAV's case collection chart to USAV, and USAV will annually submit to the Center data regarding:
1. Reports of emotional or physical misconduct made to USAV or its Regions, including:
 - a. Total reported incidents of alleged emotional misconduct;
 - b. Total reported incidents of alleged physical misconduct;
 - c. Total number of investigations of alleged emotional misconduct;
 - d. Total number of investigations of alleged physical misconduct;
 - e. Total number of violations for emotional misconduct adjudicated, separated by cases adjudicated by USAV and cases adjudicated by its Regions;
 - f. Total number of violations for physical misconduct adjudicated, separated by cases adjudicated by USAV cases adjudicated by its Regions.
 2. Reports to USAV or its Regions that a Participant violated the MAAPP, including:
 - a. Total reported incidents of alleged violations of the MAAPP, by policy type;
 - b. Total number of investigations of alleged violations of the MAAPP; and,
 - c. Total number of violations of the MAAPP, separated by cases adjudicated by USAV and cases adjudicated by its Regions.
 3. Reports to USAV or its Regions that a Participant engaged in retaliation, including:
 - a. Total reported incidents of alleged retaliation;
 - b. Total number of investigations of alleged retaliation; and,
 - c. Total number of violations of retaliation policy separated by cases adjudicated by USAV and cases adjudicated by its Regions.