Waupun Hockey Association
PO Box 285 510 East Spring Street Waupun, WI 53963
www.waupunhockey.com
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Waupun Hockey Association Policy on Abuse and Reporting

WHA adopts USA Hockey abuse policies and operates in accordance with USA Hockey abuse policies.

Waupun Hockey Association is committed to creating a safe and positive environment for its participants' physical, emotional, and social development and ensuring it promotes an environment free from abuse and misconduct. As part of this program Waupun Hockey has implemented policies below addressing certain types of abuse and misconduct, certain policies intended to reduce potential misconduct, to monitor and govern the areas where potential abuse and misconduct might occur, and certain policies pertaining to the procedures and interactions with the Center.

The Policies below address the following types of abuse and misconduct and set forth boundaries for appropriate and inappropriate conduct:

- Sexual Misconduct and Child Abuse
- Physical Misconduct
- Emotional Misconduct
- Bullying
- Threats
- Harassment
- Hazing
- Abuse of Process & Other Misconduct

The Policies below are implemented to incorporate protections to reduce the risks of potential abuse and are intended to incorporate the applicable Center MAAPP requirements into the requirements for USA Hockey programs:

- One-on-One Interactions
- Locker Room Policy
- Athletic Training Modalities Policy
- Social Media & Electronic Communications Policy
- Transportation/Lodging Policy
- Billeting Policy

All USA Hockey Participants shall familiarize themselves with each form of misconduct and the policies herein and in the SafeSport Code and shall refrain from engaging in misconduct and/or violating any of these policies.

In the event that any Waupun Hockey Association Adult Participants observe inappropriate behaviors (i.e., policy violations), suspected physical or sexual abuse, or any other type of abuse or misconduct, it is the personal responsibility of each such person to immediately report their observations to the appropriate person as described in Section IV of this Handbook. USA Hockey, all Affiliates, all Member Programs, and all Adult Participants are required to promptly report any alleged violations of the Sexual Misconduct Policy to the Center and to the appropriate law enforcement authorities and are strongly encouraged to promptly report any alleged violations of the Sexual Misconduct Policy to USA Hockey as set forth in Section IV below. In the event USA Hockey receives a report of a violation of the Sexual Misconduct Policy that has not been reported to the Center, USA Hockey will make such report.

In addition to reporting within USA Hockey and the Center, such persons must also report suspected Child Abuse or Sexual Misconduct to appropriate law enforcement authorities when required under USA Hockey's Safe Sport Handbook, the SafeSport Code, and/or under applicable law. Employees and volunteers should not attempt to evaluate the credibility or validity of Child Abuse or Sexual Misconduct allegations as a condition for reporting to appropriate law enforcement authorities or the Center.

USA Hockey has **ZERO TOLERANCE** for abuse and misconduct. How USA Hockey and its Member Programs respond to an allegation of abuse or misconduct is described in Section V of this Handbook.

SEXUAL MISCONDUCT AND CHILD ABUSE

U.S. Center for SafeSport

The USA Hockey Board of Directors has determined that USA Hockey's policies prohibiting Sexual Misconduct and Child Abuse shall be the same as the applicable policies of the Center, and all persons within the jurisdiction of USA Hockey shall comply with the Sexual Misconduct and Child Abuse policies of the Center. All capitalized terms not defined herein shall have the meaning set forth in the SafeSport Code.

As the National Governing Body for ice hockey in the United States, USA Hockey has adopted the policies prohibiting Sexual Misconduct and Child Abuse as set forth in the SafeSport Code, which may be found at uscenterforsafesport.org. Any violation of the Sexual Misconduct or Child Abuse policies of the Center by a Participant shall subject such person to appropriate disciplinary action by the Center and/or USA Hockey, including but not limited to suspension, permanent suspension, and/or referral to law enforcement authorities.

Reporting Obligations

As set forth in more detail in Section IV, below, any Adult Participant, is considered a mandatory reporter.

- If an Adult Participant reasonably suspects that an incident(s) of Sexual Misconduct has occurred, they must immediately (within 24 hours) report the incident(s) to the Center.
- If an Adult Participant reasonably suspects that Child Abuse or child sexual abuse has occurred, they must immediately (within 24 hours) report the incident(s) to both the Center and to applicable law enforcement authorities. An adult Participant's failure to report may subject such person to disciplinary action by the Center and/or USA Hockey.
- USA Hockey may not be aware of a report made to the Center or law enforcement and may not know the circumstances or allegations being made regarding a member of USA Hockey. Accordingly, in addition to any report to the Center and law enforcement authorities, all Adult Participants are requested and strongly encouraged to promptly report any alleged violations of this Sexual Misconduct and Child Abuse Policy to USA Hockey as set forth in Section IV below so that USA Hockey can take immediate action when appropriate to protect USA Hockey Participants.

The duty to report to the Center and USA Hockey and the Center's jurisdiction to investigate shall not supersede any local, state, or federal reporting requirements or jurisdiction, and shall not affect or impair the ability of any person that reports to the Center from also reporting to the appropriate local, state or federal authorities.

Prohibited Conduct and Jurisdiction

It is a violation of the SafeSport Code for a Participant to engage in Sexual Misconduct. The Center shall have authority and jurisdiction over the investigation and resolution of any allegations of violations by any Participant of the Sexual Misconduct policies set forth in the SafeSport Code. Sexual Misconduct offenses include, but are not limited to: (as such terms are defined in the SafeSport Code):

- Sexual or Gender-related Harassment;
- Non-consensual Sexual Contact (or attempts to commit the same);
- Non-consensual Sexual Intercourse (or attempts to commit the same);
- Sexual Exploitation;
- Bullying or Hazing or Other Inappropriate Conduct of a sexual nature, including:
  — an adult Participant engaging in an intimate or romantic relationship where a Power Imbalance exists,
  — an adult Participant intentionally exposing a minor to content or imagery of a sexual nature, including but not limited to pornography, sexual comment(s), sexual gestures, and/or sexual situation(s).
  — an adult Participant intentionally exposing private areas, or inducing another to do so, to an adult where there is a Power Imbalance, or to a minor, or
  — an adult Participant engaging in inappropriate physical contact with a Participant where a Power Imbalance exists.

The Center shall also have exclusive jurisdiction to investigate and resolve allegations that a Participant has a Criminal Charge or Disposition involving Child Abuse or Sexual Misconduct. The behaviors or conduct prohibited by the SafeSport Code may be found at uscenterforsafesport.org.

The Center shall also have authority and jurisdiction over the investigation and resolution of reports or allegations of the USA Hockey Safe Sport policies other than Sexual Misconduct (e.g., Physical Misconduct, Bullying, Locker Room Policy, etc.) where such conduct is reasonably related to and accompanies a report or allegations involving Sexual Misconduct.

Notwithstanding the jurisdiction of the Center as set forth above, prior to the Center expressly exercising such jurisdiction, USA Hockey and Member Programs retain the authority to address any allegations of sexual abuse or misconduct on an interim/temporary basis, including through the issuance of a summary suspension over such Participant. Upon the Center's issuance of a Notice of Exercise of Jurisdiction, any temporary suspension, discipline, or other measures previously imposed by USA Hockey, an Affiliate or Member Program will be automatically and immediately adopted by the Center as its own, will be applicable throughout the Center's jurisdiction, and will remain in effect unless and until the Center modifies those measures. Once the Center exercises jurisdiction over particular allegations regarding a particular Participant, neither USA Hockey nor any Member Program may issue a new suspension in response to those allegations. However, USA Hockey and Member Programs may still put in place any

necessary safety plan(s) or interim measure(s) short of those measures that may deny or threaten to deny a Participant's opportunity to participate.

PHYSICAL MISCONDUCT

It is the policy of USA Hockey that there shall be no Physical Misconduct of any Participant involved in any of its Member Programs by any other Participant.

Physical Misconduct is any intentional contact or non-contact behavior by a Participant that occurs within a context that is reasonably related to hockey and that causes, or reasonably threatens to cause, physical harm to another person. Examples of Physical Misconduct may include, without limitation:

a. Contact violations. Punching, beating, biting, striking, strangling or slapping another; intentionally hitting another with objects, such as sporting equipment; encouraging or knowingly permitting a hockey player or referee to return to play prematurely following a serious injury (e.g., a concussion) and without the clearance of a medical professional. The activity known as "Locker Boxing" (i.e., fighting with helmet and gloves) is not accepted as part of hockey and constitutes Physical Misconduct that can produce head trauma in children and young adults and is prohibited in any USA Hockey Member Program.

b. Non-contact violations. Isolating a person in a confined space, such as locking a Participant in a small space; forcing a Participant to assume a painful stance or position for no athletic purpose (e.g., requiring an athlete to kneel on a harmful surface); withholding, recommending against, or denying adequate hydration, nutrition, medical attention or sleep; providing alcohol to a person under the legal drinking age; providing illegal drugs or non-prescribed medications to another.

c. Criminal Conduct. Physical Misconduct includes any act or conduct described as physical abuse or misconduct under federal or state law (e.g., child abuse, child neglect, assault).

d. Exclusion. Physical Misconduct does not include professionally accepted coaching methods of skill enhancement (i.e. methods that are reasonably designed to coach, teach, demonstrate or improve a hockey skill), physical conditioning, team building, appropriate discipline, or improved athletic performance. In hockey, for example, Physical Misconduct does not include, in addition to other permitted physical conduct, appropriately shooting pucks at a goaltender, demonstrating checking and other hockey skills, and communicating with or directing participants during a game or practice by touching or moving them in a non-threatening, non-sexual manner. Physical Misconduct also does not include conduct reasonably accepted as part of ice hockey and/or conduct reasonably accepted as part of Participant's participation in ice hockey.

Physical Misconduct also does not include conduct between opponents that occurs during or in connection with a game that is covered by the USA Hockey Playing Rules. Such conduct should be addressed under the Playing Rules.

Any conduct defined as Physical Misconduct in the SafeSport Code that is not expressly included in the definition of Physical Misconduct above, is prohibited and shall be a violation of this Policy. Any Participant who engages in any act of Physical Misconduct that occurs within a context that is reasonably related to hockey is subject to appropriate disciplinary action including but not limited to suspension, permanent suspension, and/or referral to law enforcement authorities.

EMOTIONAL MISCONDUCT

It is the policy of USA Hockey that there shall be no Emotional Misconduct of any Participant involved in any of its Member Programs by any other Participant. Emotional Misconduct is any conduct by a Participant that occurs within a context that is reasonably related to hockey and includes (a) Verbal Acts, (b) Physical Acts (c) Acts that Deny Attention or Support, (d) Criminal Conduct and/or (e) Stalking. Emotional Misconduct is determined by the objective behaviors, not whether harm is intended or results from the behavior.

a. Verbal Acts. Repeatedly and excessively verbally assaulting or attacking someone personally in a manner that serves no productive training or motivational purpose.

b. Physical Acts. Repeated and/or severe physically aggressive behaviors by a Participant, including but not limited to, throwing sport equipment, water bottles or chairs at or in the presence of others, punching walls, windows or other objects.

c. Acts that Deny Attention or Support. Ignoring or isolating a person for extended periods of time, including routinely or arbitrarily excluding a Participant from practice.

d. Criminal Conduct. Emotional Misconduct includes any act or conduct described as emotional abuse or misconduct under federal or state law (e.g. child abuse, child neglect).

e. Stalking. Stalking occurs (as further defined in the SafeSport Code) when a person engages in a course of conduct directed at a specific person, and knows or should know, that the course of conduct would cause a reasonable person to (i) fear for their safety, (ii) fear for the safety of a third person, or (iii) experience substantial emotional distress. Stalking may also include cyber-stalking.

f. Exclusion. Emotional Misconduct does not include professionally accepted and age-appropriate coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline or improved athletic performance. Emotional Misconduct also does not include conduct reasonably accepted as part of the sport of ice hockey and/or conduct reasonably accepted as part of Participant's participation.

While a single Verbal Act or Physical Act may be inappropriate and justify a review and/or disciplinary or other action by USA Hockey or any of its Member Programs, such single incidents would typically not constitute Emotional Misconduct.

Emotional Misconduct also does not include conduct between opponents or officials that occurs during or in connection with a game that is covered by the USA Hockey Playing Rules. Such conduct should be addressed under the Playing Rules.

Any conduct defined as Emotional Misconduct in the SafeSport Code that is not expressly included in the definition of Emotional Misconduct above, is prohibited and shall be a violation of this Policy. A Participant who engages in Emotional Misconduct that occurs within a context that is reasonably related to hockey is subject to appropriate disciplinary action including but not limited to suspension, permanent suspension, and/ or referral to law enforcement authorities.
Note: Bullying, harassment, and hazing often involve some form of emotional misconduct

BULLYING

It is the policy of USA Hockey that there shall be no Bullying of any Participant involved in any of its Member Programs by any other Participant. The hockey environment should be conducive to the enjoyment of hockey and free from any type of bullying behavior.

Bullying is any repeated and/or severe behavior(s) that occurs within a context that is reasonably related to hockey and that is (a) aggressive (b) directed at a Minor, and (c) intended or likely to hurt, control, or diminish the Minor emotionally, physically or sexually. Bullying-like behaviors directed at adults are addressed under other forms of misconduct, such as Hazing and/or Harassment. Examples of Bullying behavior may include, without limitation, repeated and/or severe:

a. Physical. Hitting, pushing, punching, beating, biting, striking, kicking, strangling, spitting or slapping, or throwing objects (such as sporting equipment) at another person.

b. Verbal. Ridiculing, taunting, name-calling or intimidating or threatening to cause someone harm.

c. Social, including cyberbullying. Use of rumors or false statements about someone to diminish that person's reputation; using electronic communications, social media or other technology to harass, frighten, intimidate or humiliate someone; socially excluding someone and asking others to do the same.

d. Sexual. Ridiculing or taunting that is sexual in nature or based on gender or sexual orientation (real or perceived), gender traits or behavior, or teasing someone about their looks or behavior as it relates to sexual attractiveness.

e. Discriminatory. Bullying includes any physical, verbal, or social behavior related to race, ethnicity, culture, national origin, religion, gender or gender expression or sexual orientation, meant to harass, frighten, intimidate, or humiliate someone.

f. Criminal Conduct. Bullying behavior includes any conduct described as bullying under federal or state law.

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

Bullying also does not include rough play or conduct between opponents that occurs during or in connection with a game or any conduct that might otherwise be considered bullying that occurs between Participants during a game, and is subject to penalties and discipline as provided for in the Playing Rules.

Any conduct defined as Bullying in the SafeSport Code that is not expressly included in the definition of Bullying above, is prohibited and shall be a violation of this Policy.

While other team members are often the perpetrators of Bullying, it is a violation of this Policy if an Adult Participant knows or should know of the bullying behavior but takes no action to intervene or report on behalf of the targeted Participant(s).

A USA Hockey Participant who engages in any act of Bullying that occurs within a context that is reasonably related to hockey is subject to appropriate disciplinary action including but not limited to suspension, permanent suspension and/or referral to law enforcement authorities. The severity and pattern, if any, of the Bullying behavior and/or result shall be taken into consideration when disciplinary decisions are made.

THREATS

It is the policy of USA Hockey that threats by a Participant to harm another Participant are not acceptable in USA Hockey programs.

A threat to harm others includes any written, verbal, physical or electronically transmitted expression of intent to physically injure or harm someone else. A threat may be communicated directly to the intended victim or communicated to a third party. Threatening behavior by a Participant is prohibited in any manner in connection with any USA Hockey sanctioned activities or events.

It is a violation of this Policy if an Adult Participant knows or should know of the threatening behavior but takes no action to intervene or report on behalf of the targeted Participant(s).

Any USA Hockey Participant who engages in any act of threatening behavior that occurs within a context that is reasonably related to hockey is subject to appropriate disciplinary action including but not limited to suspension, permanent suspension, and/or referral to law enforcement authorities. The severity and pattern, if any, of the threatening behavior and/or result shall be taken into consideration when disciplinary decisions are made.

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HARASSMENT

It is the policy of USA Hockey that harassing behavior of any Participant shall be prohibited in USA Hockey and Member Programs by any other Participant. The purpose of this Policy is to describe the types of conduct and behaviors that are considered Harassment subject to this Policy, and for which Participants may be subject to disciplinary action.

Harassment is any repeated and/or severe conduct that occurs within a context that is reasonably related to hockey and that:

a. causes fear, humiliation or annoyance;

b. offends or degrades;

c. creates a hostile environment;

d. reflects discriminatory bias in an attempt to establish dominance, superiority or power over an individual or group based on age, race, ethnicity, culture, religion, national origin, gender, gender expression or sexual orientation, or mental or physical disability; or

e. 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.

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

Any conduct defined as Harassment in the SafeSport Code that is not expressly included in the definition of Harassment above, is prohibited and shall be a violation of this Policy.

Conduct that might otherwise constitute Harassment may occur during a hockey game between Participants. Such instances are covered by the USA Hockey Playing Rules and are subject to penalties and discipline as provided for in the Playing Rules.

While other team members are often the perpetrators of Harassment, it is a violation of this Policy if an Adult Participant knows or should know of the Harassment but takes no action to intervene or report on behalf of the targeted Participant(s).

A USA Hockey Participant who engages in any act of harassing behavior that occurs within a context that is reasonably related to hockey is subject to appropriate disciplinary action, including but not limited to, suspension, permanent suspension, and/or referral to law enforcement authorities. The severity and pattern, if any, of the harassing behavior and/or result shall be taken into consideration when disciplinary decisions are made.

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HAZING

It is the policy of USA Hockey that there shall be no Hazing of any Participant involved in any of USA Hockey's Member Programs by any other Participant.

Hazing is any conduct that occurs within a context that is reasonably related to hockey and 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. Purported consent by the person subject to Hazing is not a defense, regardless of the person's perceived willingness to cooperate or participate. Examples of Hazing include:

a. Contact acts. Tying, taping, or otherwise physically restraining another person; beating, paddling or other forms of physical assault. The activity known as "Locker Boxing" (fighting with helmet and gloves) is also a form of Hazing that can produce head trauma in children and young adults and is prohibited in any USA Hockey Member Program.

b. Non-contact acts. Requiring or forcing the consumption of alcohol, illegal drugs or other substances, including participation in binge drinking and drinking games; personal servitude; requiring social actions (e.g., wearing inappropriate or provocative clothing) or public displays (e.g., public nudity) that are illegal or meant to draw ridicule; excessive training requirements demanded of only particular individuals on a team that serve no reasonable or productive training purpose; sleep deprivation; otherwise unnecessary schedule disruptions; withholding of water and/or food; restrictions on personal hygiene.

c. Sexualized acts. Actual or simulated conduct of a sexual nature.

d. Criminal acts. Any act or conduct that constitutes hazing under applicable federal or state law.

e. Exclusions. Conduct may not rise to the level of Hazing if it is merely rude (inadvertently saying or doing something hurtful), mean (purposefully saying or doing something hurtful, but not as part of a pattern of behavior), or arising from conflict or struggle between persons who perceive they have incompatible views and/or positions. Hazing does not include professionally accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline, or improved athletic performance. In ice hockey, for example, activities that do not constitute Hazing include directing or allowing a younger player to pick up pucks or move nets after practice or bring or fill water bottles, or giving older players first preference in team assignments, responsibilities, accommodations, facilities, or equipment.

Any conduct defined as Hazing in the SafeSport Code that is not expressly included in the definition of Hazing above, is prohibited and shall be a violation of this Policy.

While other team members are often the perpetrators of Hazing toward their teammates, it is a violation of this Policy if an Adult Participant knows or should know of the Hazing but takes no action to intervene

or report on behalf of the targeted Participant(s).

A USA Hockey Participant who engages in Hazing that occurs within a context that is reasonably related to hockey is subject to appropriate disciplinary action, including but not limited, to suspension, permanent suspension and/ or referral to law enforcement authorities.

ABUSE OF PROCESS & OTHER MISCONDUCT

It is a violation of the SafeSport Code and this Handbook for a Participant to commit misconduct related to Aiding and Abetting, Reporting, Abuse of Process, or Retaliation, when it relates to USA Hockey's or the Center's processes, and Willful Tolerance, all as described below and further defined in the SafeSport Code.

A. Aiding and Abetting. Aiding and Abetting occurs when one aids, assists, facilitates, promotes, or encourages the commission of conduct prohibited by the SafeSport Code or this Handbook, including without limitation, knowingly:

1. Allowing any person who has been identified as suspended or otherwise ineligible by USA Hockey or the Center to be in any way associated with or employed by USA Hockey, an Affiliate or Member Program

2. Allowing any person who has been identified as suspended or otherwise ineligible by USA Hockey or by the Center to coach or instruct Participants;

3. Allowing any person who has been identified as suspended or otherwise ineligible by USA Hockey or by the Center to have ownership interest in a USA Hockey Member Program or its related entities;

4. Providing any coaching-related advice or service to an athlete who has been identified as suspended or otherwise ineligible by USA Hockey or the Center;

5. Allowing any person to violate the terms of their suspension or any other sanctions imposed by USA Hockey or its Affiliates or Member Programs or the Center.
In addition, a Participant also violates this Handbook and the SafeSport Code if someone acts on behalf of the Participant to engage in Aiding or Abetting, or if the guardian, family member, or advisor of a Participant, including Minor Athletes, engages in Aiding or Abetting.

B. Misconduct Related to Reporting.

1. Failure to Report. An Adult Participant who fails to report actual or suspected Sexual Misconduct or Child Abuse to the Center and to law enforcement may be subject to disciplinary action under the Center's resolution procedures and may also be subject to federal or state penalties.

2. Intentionally Filing a False Allegation. In addition to constituting misconduct, filing a knowingly false allegation that a Participant violated the SafeSport Code or the policies in this Handbook may violate state criminal law and civil defamation laws. Any Participant making a knowingly false allegation shall be subject to disciplinary action.

C. Misconduct Related to USA Hockey's and the Center's Process. Abuse of Process and Retaliation, as defined below, constitute a violation of the SafeSport Code and this Handbook and may give rise to a sanction. In addition, a Participant also violates the SafeSport Code and this Handbook if someone acts on behalf of the Participant and engages in Abuse of Process or Retaliation, including a Participant's advisor, or the guardian, or family member of a Minor Athlete. In such a case, the Participant and/or, if the party acting on behalf of the Participant is also a Participant, that person, may be sanctioned.

1. Abuse of Process. A Participant, or someone acting on behalf of a Participant, violates the SafeSport Code or this Handbook by directly or indirectly abusing or interfering with USA Hockey's or the Center's processes by: (a) falsifying, distorting, or misrepresenting information, the resolution process, or an outcome; (b) destroying or concealing information; (c) attempting to discourage an individual's proper participation in or use of, USA Hockey's or the Center's processes; (d) harassing or intimidating (verbally or physically) any person involved in USA Hockey's or the Center's processes before, during, and/or following proceedings (including up to, through, and after any review by an arbitrator); (e) publicly disclosing a Claimant's identifying information; (f) failing to comply with a temporary measure or other sanction; (g) distributing or otherwise publicizing confidential materials created or produced during an investigation or arbitration, except as required by law or as expressly permitted by the Center; (h) influencing or attempting to influence another person to commit Abuse of Process or; (i) having another individuals take any part of or complete any Center-required training for them.

2. Retaliation. Retaliation against anyone for engaging in USA Hockey's or the Center's processes at any time, including before, during, or after an individual's reporting or engagement in the processes, is prohibited, including taking, or threatening to take, an adverse action against any person for making a good faith report of a possible violation or for participating in any process under the SafeSport Code or this Handbook. Retaliation includes threatening, intimidating, harassing, coercing or any other conduct that would discourage a reasonable person from engaging or participating in USA Hockey's or the Center's processes when the action is reasonably related to the report or engagement with USA Hockey or the Center. Retaliation may be present even where there is a finding that no violation occurred. Retaliation does not include good-faith actions lawfully pursued in response to a report of a violation of this Handbook or the SafeSport Code.

D. Willful Tolerance. Willful Tolerance occurs when a Participant willfully tolerates any violation of the SafeSport Code or this Handbook when there is a power imbalance between that Participant and the individual(s) being subjected to the violation.

E. No Interference. USA Hockey and its Affiliates and Member Programs shall not interfere in, attempt to interfere in, or attempt to influence the outcome of, any Center investigation.

ONE-ON-ONE INTERACTIONS

The majority of child sexual abuse is perpetrated in isolated, one-on-one situations. USA Hockey requires that Adult Participants shall not engage in any prohibited one-on-one interactions with any Minor Athletes. By reducing such interactions between minors and adults, USA Hockey seeks to reduce the risk of child sexual abuse in its programs. The following framework regarding one-on-one interactions applies to all USA Hockey Safe Sport Program Policies.

a. Observable and Interruptible. Unless an exception applies (see below), one-on-one In-Program Contact between a Minor Athlete and an Adult Participant, including meetings and individual training sessions, are permitted only if they occur at an Observable and Interruptible distance by another adult and the other adult is made aware of the interaction.

— If a one-on-one In-Program meeting takes place in an office, along with being Observable and Interruptible, the door to the office must remain unlocked and open. If available, it will occur in an office that has windows, with the windows, blinds, and/or curtains remaining open during the meeting.

— Written consent for individual training sessions between an Adult Participant and a Minor Athlete must be obtained from the Minor Athlete's parent or guardian at least prior to the first training session and annually thereafter. Parents, guardians, and/or other caretakers must be allowed to observe the training session, and consent can be withdrawn at any time.

b. Out-of-program contacts.

— Coaches are prohibited from interacting one-on-one with unrelated Minor Athletes in settings outside of the program that are not Observable and Interruptible (including, but not limited to, one's home and individual transportation).

— All other Adult Participants (other than Coaches) may interact one-on-one with unrelated Minor Athletes in settings outside of the program that are not Observable and Interruptible (including, but not limited to, one's home and individual transportation) only if parent/legal guardian consent is provided in advance. Nonetheless, such arrangements may raise risks of actual or perceived misconduct, and are strongly discouraged.

c. Exceptions. The prohibitions on one-on-one interactions between an Adult Participant and a minor Athlete do not restrict such actions if any of the following exceptions apply (hereafter referred to as "Policy Exceptions"):

— Emergencies (such emergency circumstances should be documented and kept with the Member Program);

— A Dual Relationship exists;

— The Close-in-Age exception applies;

— The Minor Athlete needs an Adult Personal Care Assistant who has the parent's written consent and has met the requirements of the SafeSport Training and Background Check policies; and/or

— If a licensed mental health care professional, licensed health care provider (other than athletic

trainers), or a student under the supervision of a licensed mental health care professional or licensed health care provider meets one-on-one with a Minor Athlete at a sanctioned event, the meeting must be observable and interruptible except (1) if the door remains unlocked; (2) another adult is present at the facility and notified that a meeting is occurring (although the Minor Athlete's identity needs not be disclosed); (3) the Member Program is notified that the provider will be meeting with a Minor Athlete; and (4) the provider obtains consent consistent with applicable laws and ethical standards, which can be withdrawn at any time.

Reporting of Concerns of Abuse

An effective reporting policy that results in reports of suspected abuse and misconduct, and does not in any way deter victims or witnesses from reporting abuse and misconduct, is a key element to preventing abuse and misconduct. There are no costs, fees, or other financial barriers associated with submitting a report under USA Hockey's reporting policy. Potential abusers will avoid involvement in a program where there is a likelihood that suspected abuse will be reported. When sport stakeholders are untrained about how and when to report suspected abuse, they may feel ill-prepared, powerless and lost when it comes to responding to and reporting misconduct. By providing this guidance on when and how to report suspected misconduct, USA Hockey seeks to remove barriers to disclosing misconduct, including Sexual Misconduct and Child Abuse.

In This Policy on Reporting Concerns of Abuse is:

• The Reporting Policy, which describes who must report violations or suspicions of potential or actual abuse or misconduct, including the obligations to report allegations of Child Abuse or Sexual Misconduct to the Center.

• The Reporting Procedure, which describes:
  — to whom reports are made (including the importance of certain reports being made to law enforcement authorities and/or the Center);
  — how to make reports to USA Hockey and/or the Affiliate and/or the Center;
  — confidentiality of reports;
  — USA Hockey's policy on anonymous reports;
  — USA Hockey's policy on protecting those that made reports ("whistleblower" protection);
  — USA Hockey's policy prohibiting reports made in bad faith.

• How Reports are Handled, including:
  — further reporting to law enforcement authorities when appropriate;
  — circumstances in which immediate suspension or termination is appropriate; and
  — circumstances where referral of the report to the applicable Member Program, Affiliate or USA Hockey to address, rectify and impose discipline where appropriate.

• Notification to parents of other Minor Athletes.

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REPORTING POLICY

It is the policy of USA Hockey that every Adult Participant must report (1) actual or perceived violations of the USA Hockey Safe Sport Program Handbook, (2) suspicions or allegations of Sexual Misconduct or Child Abuse, and (3) any violations of the, Physical Misconduct, Emotional Misconduct, Bullying, Threats, Harassment, or Hazing Policies, as set forth below.

A. General Requirements

1. Adult Participants must know their reporting requirements under this Handbook, the SafeSport Code, state law, and federal law. Lack of knowledge about a reporting obligation is not a defense.
2. Nothing in this policy shall be construed to require a victim of Child Abuse or other misconduct to self-report.
3. No one should investigate suspicions or allegations of Sexual Misconduct or Child Abuse, or attempt to evaluate the credibility or validity of allegations as a condition of reporting to the Center or to appropriate authorities. As necessary, however, a person receiving a report may ask a few clarifying questions of the minor or person making the report to adequately report the suspicion or allegation to law enforcement authorities.
4. The reporting requirements under this section are an individual obligation of Adult Participants. Reporting to a supervisor or administrator does not relieve an Adult Participant of the obligations to report as specified under this section. Adult Participants must report even if they believe someone else has already reported.

B. Reporting Requirements Relating to Sexual Misconduct

1. 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.
2. This reporting requirement applies regardless of whether the suspected victim is an Adult or Minor.
3. If the Sexual Misconduct involves a Minor, it must be reported as child sexual abuse, as described below.

C. Reporting Requirements related to Child Abuse, including Child Sexual Abuse

Mandatory Reporting of Child Abuse and Child Sexual Abuse

Pursuant to the SafeSport Authorization Act, any adult that is authorized by USA Hockey, a member of USA Hockey, or any Member Program, to interact with a Minor or amateur athlete at a Facility or at any event sanctioned USA Hockey or a Member Program, is considered a mandatory reporter. If an Adult Participant reasonably suspects that an incident(s) of Sexual Misconduct has occurred, they must immediately (no later than 24 hours) report the incident(s) to the Center and to applicable law enforcement authorities. An adult Participant's failure to report as set forth above may subject such person to disciplinary action by the Center and/or USA Hockey.

Any report of misconduct or suspicion of child physical or sexual abuse received by USA Hockey will be taken seriously and handled appropriately. If USA Hockey receives a report of physical or sexual misconduct involving a minor, USA Hockey will make a report to the proper authorities.
In addition to any legal obligation to report Child Abuse or Sexual Misconduct to law enforcement

authorities and the Center, all Adult Participants are requested and strongly encouraged to promptly report any alleged violations of the Sexual Misconduct and Child Abuse Policy to USA Hockey so that USA Hockey is aware of the allegations and can take immediate action when appropriate.

Applicable state law may have other mandatory reporting laws making persons holdings certain positions required by law to report suspicions of sexual or physical abuse of a minor or may include additional legal duties to report suspicions or allegations of child physical or sexual abuse to the appropriate law enforcement authorities. A compilation of state law information on when a person must make a report to law enforcement authorities can be found at:

1. childwelfare.gov
2. childwelfare.gov/topics/systemwide/laws-policies/statutes/manda/
3. childwelfare.gov/topics/systemwide/laws-policies/state/

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

Concerns About Potential "Grooming" Behaviors

Because sexual abusers often "groom" children for abuse – the process used by offenders to select a child, to win the child's trust (and the trust of the child's parent or guardian), to manipulate the child into sexual activity and to keep the child from disclosing abuse – it is possible that an employee, volunteer, parent or Participant may witness grooming behavior. All questions or concerns related to inappropriate, suspicious or suspected sexual grooming behavior should be directed to USA Hockey, the Affiliate Safe Sport Coordinator and/or appropriate law enforcement authorities, and if appropriate or required, to the Center.

USA Hockey also strongly encourages parents, players and other hockey Participants to communicate violations of the USA Hockey Safe Sport Program Handbook and/or allegations and suspicions of Child Abuse and Sexual Misconduct to USA Hockey or the Affiliate SafeSport Coordinator immediately.

Peer-to-Peer Sexual Abuse

Approximately 1/3 of all child sexual abuse occurs at the hands of other children and the obligation to report extends to peer-to-peer child sexual abuse. Whether or not a sexual interaction between children constitutes child sexual abuse turns on the existence of an aggressor, the age difference between the children, and/or whether there is a Power Imbalance or intellectual capabilities. If you have any concerns that an interaction between children may constitute sexual abuse, report it to the appropriate law enforcement authorities and to USA Hockey or the Affiliate Safe Sport Coordinator immediately, and if appropriate or required, to the Center.

Reporting Other Misconduct and Policy Violations

If any staff member, volunteer or other Adult Participant of USA Hockey, an Affiliate or Member Program receives an allegation or observes misconduct or other inappropriate behavior that may violate Safe Sport Policies other than Sexual Misconduct or Child Abuse, reports of such allegations should be made immediately to USA Hockey as set forth below or to the applicable Affiliate Safe Sport Coordinator. Reports that are required to be made to USA Hockey and/or the applicable Affiliate Safe Sport Coordinator include allegations of a violation of the prohibition on one-on-one interactions or violations of:

- Physical Misconduct Policy
- Emotional Misconduct Policy
- Bullying Policy
- Threats
- Harassment Policy
- Hazing Policy
- Locker Room Policy
- Athletic Training Modalities Policy
- Electronic Communications Policy
- Transportation/Lodging Policy
- Billeting Policy

USA Hockey will address such reports as provided in this USA Hockey Safe Sport Program Handbook and any requirements of the Center or applicable law. In all cases, USA Hockey and its Affiliates and Member Programs are required to promptly inform an identified reporting party that the matter either is being referred to the Center, is being addressed by USA Hockey, or is being referred to an Affiliate for investigation and resolution.