

Introduction

AS A USA HOCKEY MEMBER, PSAIA IS IN COMPLETE AGREEMENT WITH USA HOCKEY AS THE SAFETY OF ITS MEMBERS IS OF PARAMOUNT IMPORTANCE. A BRIEF SUMMARY IS INCLUDED HERE AND THE COMPLETE PROGRAM CAN BE FOUND AT <https://www.usahockey.com/safesportprogram>

An Important part of our SafeSport program is the background screening. PSAIA and USA Hockey's screening policy includes set criteria for which a person may be disqualified and prohibited from serving as an employee or volunteer of PSAIA and/or USA Hockey. Under the policy, PSAIA will not authorize or sanction any employee or volunteer who has routine access to children unless that person consents to be screened and passes a criminal background screen conducted by the PSAIA or USA Hockey. PSAIA complies with Pacific Northwest Amateur Hockey Association (PNAHA) screening process

Your screening will be good for two seasons. The new screening scans a wider range of databases and therefore processing can take up to 7 business days. We feel this new program will better protect your children. There will be a cost to process your USA background screening. The fee will be collected through the website when you enter your information.

The following persons will be screened in accordance with this policy:

1. Members of the PNAHA Board of Directors
2. Local Association / Club Administrators and Board Members
3. Coaches
4. Team managers
5. Officials
6. Locker Room Monitors
7. Team Bus/Van drivers (unless professional transportation companies are used)
8. Travel Chaperones
9. Billet Families
10. Anyone with routine access to youth participants

"The safety of its Participants is of paramount importance to USA Hockey. This includes both on-ice and off-ice safety; the SafeSport Program and this Handbook address off-ice safety in USA Hockey's programs.

USA Hockey has long had systems in place to protect its Participants from physical abuse, sexual abuse and other types of abuse and misconduct that can be harmful to youth hockey players and other Participants. These include without limitation Physical Abuse, Sexual Abuse, Screening, Locker Room Supervision and Hazing Policies, in addition to Codes of Conduct applicable to administrators, coaches, officials, parents, players and spectators. This SafeSport Handbook, which was first adopted in 2012, collects USA Hockey's various policies to protect its Participants from all types of misconduct and abuse.

The U.S. Center for SafeSport (the "USCSS") opened in March 2017, and USA Hockey and its members first came under the jurisdiction of the USSCS on April 1, 2017 at the commencement of USA Hockey's 2017-18 playing season. The USSCS is an independent nonprofit committed to ending all forms of abuse in sport, including bullying, harassment, hazing, physical abuse, emotional abuse, and sexual misconduct and abuse. On February 14, 2018, the United States government enacted the Protecting Young Victims from Sexual Abuse and SafeSport Authorization Act of 2017 (the "SafeSport Authorization Act"). Pursuant to the SafeSport Authorization Act, the USSCS has adopted Minor Athlete Abuse Prevention Policies, dated January 23, 2019 (the "MAAPP"), which include policies that the SafeSport Authorization Act requires be adopted by all national governing bodies ("NGBs") recognized by the United States Olympic Committee (the "USOC"). The USSCS has also adopted the

SafeSport Code for the U.S. Olympic and Paralympic Movement (the “USCSS Code”), which includes information, policies and procedures that must be complied with by the USOC, all NGBs recognized by the USOC, and all programs recognized by a national governing body.

As the national governing body for ice hockey in the United States, USA Hockey has adopted this SafeSport Program Handbook to comply with the requirements of the SafeSport Authorization Act, the USOC and the USSCS, including by adoption of provisions from the MAAPP and the USSCS Code. This SafeSport Handbook also includes such other policies, procedures and requirements that USA Hockey considers important to its mission to provide a safe and misconduct-free environment within USA Hockey programs. To the extent necessary to comply with the requirements of the SafeSport Authorization Act, the USOC and the USSCS, USA Hockey’s SafeSport Handbook shall be interpreted to comply with such requirements, and shall be deemed to incorporate by reference any requirements not expressly included in this SafeSport Handbook.

*USA Hockey’s SafeSport Handbook includes the various **Policies** that apply to all USA Hockey Member Programs. It further includes the available resources and required **Training** of USA Hockey and its Member Programs’ employees, volunteers, administrators, coaches, parents and players on recognizing and reducing circumstances for potential abuse to occur; information on USA Hockey’s **Screening and Background Check Program**; the availability and procedures for any person to **Report** suspected abuse or misconduct (including protections from any retaliation or repercussions for such reporting); the procedures and means by which USA Hockey and its Member Programs should **Respond** to allegations of abuse and misconduct; and how USA Hockey and its Member Programs will **Monitor and Supervise** this program to help ensure its effectiveness.*

Conduct that is prohibited or regulated by the USA Hockey Playing Rules (e.g., rough play, punching an opponent, “intent to injure” incidents, yelling at a referee or opponent, etc.), and complaints related to officiating, are not intended to be covered by the SafeSport Program policies and is instead to be addressed and/or penalized under the Playing Rules.

The SafeSport Program addresses the conduct of Participants, but is not intended to address the conduct of persons that are not Participants. Complaints about the conduct of non-Participants (e.g., conflicts, disputes or arguments between parents and/or other adults) should be directed to the program or team to which they are affiliated.

As described more fully herein, each USA Hockey Affiliate shall have an Affiliate SafeSport Coordinator whose duties will include monitoring the training of Member Program administrators and others within the Affiliate, serving as the Affiliate’s initial contact for persons reporting suspected abuse, misconduct or other violations, compiling information on disciplinary issues within the Affiliate and reporting such information to USA Hockey on a regular basis.

As the national governing body for ice hockey in the United States, USA Hockey has delegated the jurisdiction and authority to the USSCS to (1) investigate all reports or allegations of sexual abuse or misconduct by a Participant (as referenced in Section 1 under Sexual Misconduct Policy, (2) issue any interim suspension or measures pending conclusion of the investigation, (3) make recommendations of sanctions or disciplinary action as a result of such investigation, and (4) adjudicate such matter.

Through the USA Hockey SafeSport Program, USA Hockey is committed to creating the safest possible environment for participation in hockey.

Questions about the USA Hockey SafeSport Program, or reports concerning possible violations of the SafeSport Program Policies, may be delivered to USA Hockey’s SafeSport Compliance Team by emailing to SafeSport@usahockey.org, or calling 800-888-4656.

COMPONENTS OF THE USA HOCKEY SAFESPORT PROGRAM

USA Hockey's SafeSport Program involves several component pieces:



DEFINITIONS AND INTERPRETATION

The following terms and phrases shall have the meaning ascribed to them below wherever used in this SafeSport Handbook:

“Affiliate” shall mean and refer to those Affiliate Associations described in USA Hockey Bylaw 3.

“Applicable Adult” shall mean and refer to:

- a) Adult members of USA Hockey who have regular contact with minor Participants;
- b) Any adult authorized by USA Hockey, an Affiliate or Member Program to have regular contact with or authority over minor Participants; and
- c) Adult staff and board members of USA Hockey, an Affiliate or a Member Program.

Additionally, with respect to the One-on-One Interactions Policy, the Locker Room Policy, and the Athletic Training Modalities Policy, an Applicable Adult shall also include adult members of USA Hockey while at a Facility.

Provided, that, an Applicable Adult shall not refer to an adult in an interaction between a minor Participant and that Participant’s legal guardian.

“Child Abuse” has the meaning set forth in Section 203 of the Victims of Child Abuse Act of 1990 (34 U.S.C. § 20341) or any applicable state law.

“Claimant” means and refers to the person who is alleged to have experienced conduct that constitutes a violation of the policies set forth herein.

“Facility” shall mean and refer to any facility (including rinks, off-ice facilities or other locations used by a team or hockey organization), when at such time the Facility is either owned or being leased, rented or used by USA Hockey, an Affiliate or a Member Program.

“Member Program(s)” means and includes (individually and collectively, as the context requires) all Affiliates of USA Hockey (as defined in the USA Hockey Annual Guide) and all local hockey programs, organizations or leagues that are sanctioned by USA Hockey or an Affiliate of USA Hockey.

“knows or should know” is used in certain sections of this Handbook with reference to a responsible adult that has knowledge of certain prohibited activities or conduct or, had that adult been properly performing their responsibilities, would have had knowledge of the prohibited activities or conduct.

“Minor” or **“minor”** means and refers to an individual who is, or is perceived by the Respondent to be, under the age of 18

“Participant” or **“participant”** means and includes, with respect to USA Hockey:

- (i) Those persons registered with USA Hockey as Registered Participant Members (players and coaches), Referees, and in the Manager/ Volunteer category;
- (ii) All persons serving as a member of USA Hockey’s Board of Directors, on a national level council, committee or section, or in any other similar positions appointed by USA Hockey;
- (iii) All coaches, officials or staff (e.g., trainers, physicians, equipment managers) for any USA Hockey team, camp or national level program;
- (iv) All USA Hockey national staff; and

- (v) Any person that is elected or appointed by a USA Hockey Affiliate or Member Program to a position of authority over Minor athletes or that has regular contact with Minor athletes (even if not registered with USA Hockey), and all adults affiliated with or at a Facility under the jurisdiction of USA Hockey, a USA Hockey Affiliate or Member Program and who have regular contact with minor athletes.

All references to a **“parent”** shall mean and refer to a parent and/or legal guardian, as appropriate.

“Respondent” shall mean and refer to a Participant who is alleged to have violated any of the policies set forth herein.

“USOC” shall mean and refer to the United States Olympic Committee.

“USCSS” shall mean and refer to the U.S. Center for SafeSport.

“USCSS Code” shall mean and refer to the policies and procedures adopted by the USCSS for the U.S. Olympic and Paralympic Movement’s sport National Governing Bodies, which may be found at <https://www.safesport.org>.

SECTION I

USA Hockey SafeSport Policies

USA Hockey 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 USA Hockey has implemented policies below addressing certain types of abuse and misconduct, certain policies intended to reduce, monitor and govern the areas where potential abuse and misconduct might occur, and certain policies pertaining to the procures and interactions with the USCSS.

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

- Sexual Misconduct
- Physical Misconduct
- Emotional Misconduct
- Bullying
- Threats
- Harassment
- Hazing

The Policies below are implemented to incorporate protections to reduce the risks of potential abuse:

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

In addition, the USCSS Code includes policies prohibiting misconduct with respect to violations of the USCSS's policies on Aiding and Abetting, Misconduct Related to Reporting to the USCSS and Misconduct Related to the USCSS's Response & Resolution Process.

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

In the event that any of USA Hockey's or any of its Member Programs' employees, volunteers or 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 and all Member Programs, and all adult Participants are required to promptly report any alleged violations of the Sexual Misconduct Policy to the USCSS and 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 USCSS, then USA Hockey will make such report.

In addition to reporting within USA Hockey and the USCSS, such persons must also report suspected child

abuse or child sexual abuse to appropriate law enforcement authorities when required under this Policy and/or under applicable law. Employees and volunteers should not attempt to evaluate the credibility or validity of child abuse or child sexual abuse allegations as a condition for reporting to appropriate law enforcement authorities.

*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.*

USA Hockey Member Programs, as a condition of sanctioning by USA Hockey or any Affiliate, must agree to and must comply with the SafeSport Program Policies herein and all requirements of this SafeSport Program Handbook.

SECTION VI

Monitoring and Supervision of the Program

The Monitoring and Supervision aspect of USA Hockey's SafeSport Program describes how USA Hockey and its Member Programs monitor, supervise and ensure that the other aspects of the SafeSport Program (i.e., implementation and enforcement of policies, training requirements, screening requirements, responding, reporting and adjudication procedures, etc.) are being followed, and how they may be improved, so that they result in a safe environment for the participants.

Monitoring and supervision must occur at different levels within USA Hockey:

- **Team Coaches**

- *The head coach for each team shall be responsible for monitoring his or her team so that locker rooms are being properly supervised in accordance with the Locker Room Policy, that the team's travel is conducted in accordance with the Travel Policy, that all team electronic communications are in accordance with the Electronic Communications Policy, and that any billeting of players is in accordance with the Billeting Policy.*
- *It is recognized that the head coach may not be personally responsible for direct supervision of each of the above areas at all times and may delegate responsibility to team personnel for certain activities or to other properly screened adults, but as the primary supervisor of the team, the head coach shall be responsible for delegating duties as necessary to result in compliance.*

- **Local Programs**

- *Local programs and their administrators shall monitor their program and enforce compliance of its teams with the Locker Room Policy, One-on-One Interactions Policy, Travel Policy, Athletic Training Modalities Policy, Social Media and Electronic Communications Policy, and Billeting Policy.*
- *Local programs shall monitor their personnel so that the program's coaches, officials, program administrators, and other program volunteers and employees that will have regular, routine or frequent access to minor participants, have completed the required training in accordance with the Education and Awareness Training Policy.*
- *Local programs shall monitor their personnel so that all coaches, officials, program administrators, and other program volunteers and employees that will have regular, routine or frequent access to youth participants, have been properly screened in accordance with the USA Hockey Screening and Background Check Policy **prior to** such persons beginning in their position or otherwise having regular, routine or frequent access to youth participants.*
- *Local programs shall promptly address any reports of abuse and misconduct, and make all such reports as are required under the USA Hockey SafeSport Program or applicable law.*
- *Local programs shall conduct reviews and evaluation of their program, and program and team personnel, to monitor and promote compliance with the USA Hockey SafeSport Program.*
- *Local programs shall at least annually report and provide information as required or requested to the applicable Affiliate and/or Affiliate SafeSport Coordinator on the Member Program's compliance with the USA Hockey SafeSport Program."*