



## COMPLAINT RESOLUTION AND HEARING PROCEDURES

Policy Owner: USA Weightlifting CEO

Effective Date: August 25, 2025

1. **Purpose.** The USA Weightlifting Complaint Resolution and Hearing Procedures (“Procedures”) detail how USA Weightlifting responds to reported concerns, including those related to conduct and alleged violations of USA Weightlifting policies. The Procedures set forth the steps taken to investigate, resolve, and, if necessary, impose disciplinary measures related to concerns raised to USA Weightlifting. These procedures also outline the hearing process that will be followed for other applicable matters.
2. **Complaint Review Procedures.** When USA Weightlifting becomes aware of a potential violation of a USA Weightlifting policy, whether through the normal course of business, a concern reported through USA Weightlifting’s reporting channels (such as its Whistleblower Policy or Athlete and Participant Safety Response and Resolution Policy), or any other means, it will review the concern and ensure that it is addressed according to these procedures.
  - 2.1. **Intake and Initial Inquiry.** When USA Weightlifting becomes aware of a potential violation of USA Weightlifting policy, USA Weightlifting’s compliance staff person, as designated by the CEO, or the compliance staff person’s designee (“Compliance Manager”), will begin an initial inquiry. In the initial inquiry, the Compliance Manager or his/her designee shall first review the concern to determine whether the alleged violation is within the jurisdiction of USA Weightlifting and whether the underlying facts, if taken as true, give rise to an actionable claim. If the matter is an actionable claim within USA Weightlifting’s jurisdiction, the review will continue. If the matter is not an actionable claim within USA Weightlifting’s jurisdiction, the matter will be deemed to have failed the initial inquiry and will not proceed to a review.<sup>1</sup>

In all cases, the initial inquiry and any subsequent steps will be conducted by disinterested individuals. Should the Compliance Manager be conflicted in the review of a concern, the Chief Operating Officer or her/his designee (which may be outside counsel) shall conduct the review.

If the subject of a concern is the CEO or a member of the executive leadership, the concern shall be forwarded to the Judicial Committee Chair and the USA Weightlifting Board Chair to conduct the initial inquiry and any subsequent review steps, if necessary (any of which they may designate outside counsel to conduct). If the subject of a concern is a member of the USA Weightlifting Board of Directors or a board committee, the

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<sup>1</sup> Allegations of child abuse and matters under the U.S. Center for SafeSport’s exclusive jurisdiction will be reported pursuant to the Athlete and Participant Safety Response and Resolution Policy.

concern shall be forwarded to the Judicial Committee Chair and the CEO to conduct the initial inquiry and any subsequent review steps, if necessary (any of which they may designate outside counsel to conduct).

**2.2. Review.** Following the initial inquiry's confirmation that the matter is an actionable claim within the USA Weightlifting's jurisdiction, the Compliance Manager shall begin a review. The subject of the review will be notified at this time.

During the course of the review, the Compliance Manager may take whatever steps deemed necessary in their discretion to conduct a full review of the matter, including but not limited to:

- Review of USA Weightlifting Bylaws or relevant policies
- Review of documentation related to the matter
- Review of any evidence related to the matter
- Interviews with involved parties, including the reporter(s), the subject(s), and any witnesses

The Compliance Manager may designate an investigator to investigate the matter as part of the review.

If the Compliance Manager finds cause to do so, a complaint may be dismissed during the investigative review. Reasons that a complaint may be dismissed include, but are not limited:

- Insufficient evidence to support claims
- Determination that the complaint is not in fact within USA Weightlifting's jurisdiction to resolve
- No available remedy for the reported concern, even if the factual allegations are supported

**2.3. Temporary Measures.** At any point during the intake, initial inquiry, or review, the Compliance Manager may impose temporary measures or safety plans on the respondent to ensure the safety and well-being of any parties and/or participants in the sport of weightlifting, and/or for the good of the sport of weightlifting and/or USA Weightlifting. Where the allegations or potential harm to the safety and well-being of any parties or participants in the sport of weightlifting are sufficiently serious, USA Weightlifting may immediately implement emergency temporary measures or a safety plan, notwithstanding any other provisions of this Policy.

If the temporary measures or safety plan would suspend or limit the individual's eligibility or opportunity to participate in amateur athletic competition, then within seventy-two (72) hours of notice of the planned imposition (or actual emergency imposition) of such measures or plan, the respondent may request a provisional hearing on whether the

measures or plan should be imposed and the matter will be referred to a hearing panel for a hearing. If the respondent does not request a hearing within the seventy-two (72) hours, above, then the temporary measures or safety plan shall automatically go into effect.

The provisional hearing will be held, to the extent possible, within seventy-two (72) hours of notice of the request for hearing, or otherwise on an expedited basis. The provisional hearing will be treated as an Expedited Procedure.

The provisional hearing is not a full hearing on the merits. The sole issue before the hearing panel is whether there is reasonable cause to impose a temporary measure or safety plan.

**2.4. Resolution.** Following the review, the Compliance Manager will conclude whether a violation of any USA Weightlifting policy occurred. USA Weightlifting conducts its reviews with a preponderance of the evidence standard, meaning that a matter can be considered a violation if it appears “more likely than not” that a violation occurred.

The Compliance Manager will send a notice to the subject of the review sharing the determination and, if a violation was confirmed, any disciplinary actions that are to be assessed as part of the determination. Disciplinary actions may include, but are not limited to:

- Warning,
- Probation,
- Fines,
- Limitations on access to USA Weightlifting facilities or events,
- Restrictions while attending or otherwise participating in USA Weightlifting activities,
- Loss of funding,
- Loss of access to services,
- Loss of Elite Athlete Health Insurance,
- Suspension for a specified duration,
- Lifetime ban/permanent ineligibility,
- Termination of employment, and/or
- Performance of a specified task(s), such as a formal written and/or oral apology or completion of a specified training or education program.

If any of the disciplinary actions will deny an athlete, coach, trainer, manager, administrator or official the opportunity to participate in weightlifting competition, the notice will include information on the proposed discipline and how the impacted individual may request a hearing within a reasonable time before such discipline takes effect. Other disciplinary action may go into effect immediately. Notwithstanding

anything in these Procedures, USA Weightlifting may take employment action related to its employees pursuant to its employment policies and applicable law.

If the review concludes that an employee of USA Weightlifting has retaliated against a “protected individual” or his/her parent or legal guardian as the result of any communication, including the filing of a formal complaint, by a protected individual or a parent or legal guardian of the protected individual relating to an allegation of physical abuse, sexual harassment, or emotional abuse, the employee will be immediately terminated or suspended without pay as required by Section 220509 of the Ted Stevens Olympic and Amateur Sports Act (the “Act”).

As required by the Act, in no case will USA Weightlifting declare an amateur athlete, coach, trainer, manager, administrator, or official ineligible to participate in amateur athletic competition without the opportunity for a hearing. The matter will be treated as a Disciplinary Action, as described below. However, should an impacted individual communicate that they accept such discipline with no hearing, or do not request a hearing prior to the deadline communicated in the notice of determination, the individual will be deemed to have waived their opportunity for a hearing.

At any point after receiving notice of a review, the subject may also attempt to informally resolve a concern with the Compliance Manager. Any informal resolution must be approved by USA Weightlifting’s CEO. If the subject and Compliance Manager agree upon an informal resolution during the review, then, once approved by the CEO, that resolution may be adopted immediately. Once the subject and Compliance Manager agree upon the informal resolution, and the CEO approves, the matter will be closed with no ability to later rescind or appeal the informal resolution. Such approval by the CEO may be verbal, to be followed by written approval.

- 3. Hearing Procedures.** Some matters, whether by original jurisdiction or by virtue of hearing rights provided in the resolution of a complaint resolved by the process outlined in Section 2 of these Procedures, may be resolved through a hearing. The rules for a hearing administered by USA Weightlifting are set forth in this section.

### **3.1. Eligibility for a Hearing.**

- 3.1.1.** The following complaint types are reviewable by a hearing panel:

- 3.1.1.1.** *Opportunity to Participate*

An affected individual may seek a hearing for any complaint against USA Weightlifting for an alleged denial or threat of denial of their opportunity to participate, as an athlete, coach, trainer, manager, administrator, or official, in amateur athletic competition.

If the amateur athletic competition in question is a Protected Competition as defined by the United States Olympic & Paralympic Committee (“USOPC”) Bylaws, there is no obligation to exhaust remedies through a USA Weightlifting hearing panel before proceeding to the process set forth in Section 9 of the USOPC Bylaws and/or to binding arbitration using the established provider of arbitration services designated by the USOPC.

**3.1.1.2. *Background Check Review (“Red Light” Review)***

An individual who is preliminarily ruled disqualified from participation in USA Weightlifting activities as a result of a “Red Light” finding on a background check or a self-disclosure of a felony or misdemeanor that would otherwise trigger a “Red Light” finding may request a hearing under these procedures, which shall be subject to the special provisions under Section 4, below.

**3.1.1.3. *Administrative Grievance***

An individual who alleges that USA Weightlifting is not compliant with its obligations under the Ted Stevens Olympic and Amateur Sports Act, the USOPC Bylaws, or the USA Weightlifting Bylaws and/or policies may seek a hearing against USA Weightlifting to review the alleged non-compliance and, if non-compliance is confirmed, compel compliance.

There is no obligation that an individual exhaust remedies under this provision of these procedures before reporting an issue to the USOPC through its Integrity Portal or proceeding to the process set forth in Section 10 of the USOPC Bylaws.

**3.1.1.4. *Disciplinary Action***

A matter brought by USA Weightlifting against a member for an alleged violation of one or more of USA Weightlifting’s Bylaws, rules, policies, or procedures in which the sanction that USA Weightlifting is seeking would deny the member of an opportunity to participate in amateur athletic competition.

**3.1.2.** The following complaint types are not reviewable by a hearing panel under these procedures, even if it should impact an individual’s opportunity to participate:

**3.1.2.1. *Anti-Doping Violations***

Any decision concerning a doping violation adjudicated by the United States Anti-Doping Agency (USADA), the USOPC, the IWF (or its designee),

or WADA shall not be reviewable through, or subject to, a hearing under these procedures.

**3.1.2.2. *SafeSport Violations***

Any decision concerning a SafeSport violation adjudicated by the U.S. Center for SafeSport, or adjudicated by USA Weightlifting under past procedures prior to the existence of the Center, shall not be reviewable through, or subject to, a hearing under these procedures.

**3.1.2.3. *Field of Play Decisions***

The final decision of an official during a competition regarding a field of play decision (a matter set forth in the rules of the competition to be within the discretion of the official) will not be reviewable through, or the subject of a hearing under these procedures unless the decision is outside the authority of the official to make under the rules of the competition, or the product of fraud, corruption, partiality, or other misconduct of the referee. For purposes of these procedures, the term “official” shall include any individual with discretion to make field of play decisions.

**3.1.2.4. *Employment Concerns***

Any issue concerning the hiring, firing, or any other employment-related matter of any employee or contractor of USA Weightlifting shall not be reviewable through, or the subject of, a hearing under these procedures.

**3.2. Administration.** The Judicial Committee will generally oversee the administration of the hearing process. Judicial Committee members are subject to the USA Weightlifting Conflicts of Interest Policy and shall adjust their involvement, including recusal as necessary, in accordance with that policy.

USA Weightlifting may use, in lieu of the Judicial Committee, an arbitration services provider to oversee the administration of the hearing process and to fill the hearing panels for some or all of the matters under these Procedures.

**3.3. Requesting a Hearing.** A Complainant may initiate a request for a hearing by submitting a Hearing Request Form (see Appendix A). This form shall be submitted to the Compliance Manager, who will initiate the hearing process.

**3.4. Expedited Procedures.** Upon the request of a party, and provided that it is necessary to expedite the proceeding to resolve a matter relating to a Protected Competition (as that term is defined under the USOPC Bylaws) or other competition for which USAW selects athletes, coaches, trainers, managers, administrators, or officials to participate and

represent the United States, that is so scheduled that compliance with regular procedures would not be likely to produce a sufficiently early decision to do justice to the affected parties, the hearing panel is authorized to hear and decide the complaint according to such procedures as are necessary but fair to the parties involved. In considering whether to expedite the proceeding, the hearing panel may consider whether the Complainant significantly delayed filing a complaint without substantial justification or for strategic advantage.

In such an expedited case, before the hearing panel is appointed, the Chair of the Judicial Committee or the arbitration services provider (as applicable) may shorten any time periods as they deem necessary and appropriate.

If a Complainant wishes to have a matter considered on an expedited basis, they must ensure that this request is made known immediately upon filing their complaint and request for a hearing.

**3.5. Hearing Panel.** Upon the filing of a complaint under Section 3.1, either: (i) the Chair of the Judicial Committee, or another member of the Judicial Committee if the Chair has a conflict of interest will appoint a hearing panel consisting of three (3) disinterested members of the Judicial Committee to hear the complaint; or (ii) the arbitration services provider will appoint one (1) or two (2) hearing panel members and an NGB 10 Year Athlete to hear the complaint.

The Chair of the Judicial Committee or the arbitration services provider, as applicable, will also appoint a chair of the hearing panel from among the panelists selected. The Chair may select her/himself as a member of the panel, including as chair. At least one member of the hearing panel will be an individual meeting the definition of NGB 10 Year Athlete, as defined by the USOPC Bylaws. The hearing panel has the authority to rule on all motions, requests, and other matters raised in the proceeding.

The parties shall be informed of the panel composition following their appointment and with reasonable time before the hearing begins. Any party to the proceeding may object to the appointment of any member of the panel on the grounds of bias or conflict of interest which the party believes to be disqualifying. The objection, along with relevant information, will be provided to the Ethics Committee, or arbitration services provider, if applicable, to review potential grounds for disqualification. The Ethics Committee (if the panelist was appointed by the Judicial Committee Chair) or arbitration services provider (if the panelist was appointed by the arbitration services provider), will timely render a determination of whether the appointed panel member should be disqualified, and, if the panel member is disqualified, a replacement panel member will be appointed by the Judicial Committee Chair or arbitration services provider, as applicable.

Throughout this process, all members of the hearing panel are subject to the USA Weightlifting Conflicts of Interest Policy and shall adjust their involvement, including recusal or withdrawal as necessary, in accordance with that policy.

### **3.6. Conduct of the Hearing**

#### **3.6.1. *Notice of the Complaint***

The Compliance Manager or his/her designee (or arbitration services provider, as applicable) will provide written notice to the Respondent (and to all known affected parties in Opportunity to Participate Complaints) that a complaint has been filed against him/her/it (if an organization), along with a copy of the complaint and any attachments that were provided. The notice will be delivered to the Respondent within fourteen (14) business days following USA Weightlifting's (or arbitration services provider, as applicable) receipt of a properly filed complaint unless there is just cause for delay, or in the case of an expedited proceeding, for which notice will be delivered as soon as reasonably possible. The notice will include the relief/remedy requested, possible consequences should the charges be found true (in the case of a disciplinary action), and any applicable deadlines.

If a party is a minor, all correspondence will also be copied to the minor's parent or legal guardian. If a party is represented by counsel, then all correspondence will be directed to that counsel.

#### **3.6.2. *Answer***

The Respondent will be provided with an opportunity to provide an answer to the complaint addressing the allegations made against him/her/it and providing a defense or other reasons why the matter should not proceed, in accordance with the deadlines set in the notice. The deadline shall be reasonable, not to exceed fourteen (14) business days without just cause for delay.

The answer will be delivered to the Complainant within seven (7) days of receipt, barring just cause for a delay. Alternatively, the Respondent may be required to provide the answer to the hearing panel and Complainant simultaneously.

#### **3.6.3. *Motion to Dismiss***

A Respondent may file a motion to dismiss the case within the time to file an answer, absent a good faith reason for Respondent's failure to file a motion to dismiss within that time limit. The hearing panel may deny a late-filed motion to dismiss without further briefing if it finds insufficient justification for the late filing or determines that such motion would not substantially contribute to the efficient



resolution of the case. Otherwise, the Complainant will be provided with an opportunity to respond to the motion. The Respondent may be provided with an opportunity to file a reply to the response, in the hearing panel's discretion. The hearing panel may, in its discretion, hold oral arguments on the motion.

#### **3.6.4. *Representative***

Any party to a hearing panel proceeding may have legal representation or an advisor present throughout such proceedings at his or her own expense.

#### **3.6.5. *Pre-Hearing Conference and Hearing Schedule***

The hearing panel will hold a pre-hearing conference with the parties as soon as practicable. In the pre-hearing conference, the hearing panel will generally discuss with the parties a schedule for the proceeding, including any deadlines for submissions, and set a date and time for the hearing. The date and time of the hearing shall be such that it is practicable for all parties to attend. In all cases, a hearing will be held within 90 days of the last filing with USA Weightlifting without just cause for a delay, unless a delay beyond this period is expressly agreed to in writing by the parties.

A pre-hearing conference need not be held if the parties are able to agree on a pre-hearing schedule that is acceptable to the panel, or any scheduling issues can be resolved without a meeting.

#### **3.6.6. *Exchange of Information***

In advance of the hearing, the hearing panel will require the parties to exchange information, including a list of anticipated witnesses with a brief description of expected testimony, and any exhibits that the parties anticipate using at the hearing. The limited exchange of information shall take place within a reasonable time before the hearing, based on the agreed-upon hearing schedule.

#### **3.6.7. *Conduct of the Proceeding***

If the matter is not otherwise resolved prior to the hearing date, a hearing will be held on the merits. The parties will be given a reasonable opportunity to present oral or written evidence relating to the matter<sup>2</sup>, and to present such factual or legal claims as desired.

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<sup>2</sup> The hearing panel retains the authority to make reasonable accommodations related to cross examination. For example, if a minor is called to testify, the panel may decide to facilitate cross examination through the chair of the panel.

The hearing panel will determine the admissibility, relevance, and materiality of the evidence offered and the credibility of witnesses presented (including by appropriately weighing written testimony if there is a lack of an opportunity for cross examination), and may exclude evidence it deems to be cumulative or irrelevant. The hearing panel will have the right to question witnesses or the parties at any time.

The hearing will be conducted virtually (by teleconference or videoconference), unless the hearing panel determines that an in-person hearing is necessary. Each party will have the right to appear personally or through a representative.

#### **3.6.8. *Record of the Proceeding***

Any party may have a record made of the hearing with notice to the other parties and the hearing panel. A court reporter may be present at the hearing at the request of a party. The court reporter will be paid for by the party requesting the court reporter, or if mutually agreed, the cost may be equally divided. Any transcript will be paid for by the party requesting the transcript.

Alternatively, at a party's request and the hearing panel's approval, the hearing may be recorded electronically. The party requesting such recording will pay for the costs, if any, of such recording.

No party may record the proceedings except as permitted in this section, unless permitted by the hearing panel.

#### **3.6.9. *Standard of Review***

The hearing panel will be required to determine whether, based on the evidence presented, the party seeking relief has proven its entitlement to relief by a preponderance of the evidence. The hearing will be a de novo review.

For matters involving the adjudication of a violation that merits disciplinary action, the hearing panel will determine a proportionate sanction.

#### **3.6.10. *Sanctions***

For disciplinary actions, the hearing panel may impose proportionate sanctions, including, but not limited to:

- Warning,
- Probation,
- Fines,

- Performance of a specified task(s), such as a formal written and/or oral apology or completion of training or education on diversity, equity, and inclusion,
- Limitations on access to USA Weightlifting facilities or events,
- Restrictions while attending or otherwise participating in USA Weightlifting activities,
- Loss of funding,
- Loss of access to services,
- Loss of Elite Athlete Health Insurance,
- Suspension for a specified duration, and/or
- Lifetime ban/permanent ineligibility

The hearing panel is not bound to any requested sanction, including any previous disciplinary action imposed under a review under Section 2 of these procedures.

#### **3.6.11. *Decision***

A decision will be determined by a majority of the hearing panel and will go into effect immediately, unless otherwise stated. The decision of the hearing panel will be delivered in writing, with explanations of the hearing panel's reasoning, in a timely fashion following the conclusion of the hearing.

For an expedited matter, the hearing panel may issue a preliminary written decision to ensure that there is sufficient time to execute a decision before following up with its fully reasoned written decision.

#### **3.6.12. *Arbitration Rights***

In accordance with the Act, USA Weightlifting will submit to binding arbitration through the arbitral body designated by the USOPC in any controversy involving the opportunity of any amateur athlete, coach, trainer, manager, administrator, or official to participate in amateur athletic competition upon the demand of the USOPC or the aggrieved individual. Should any such arbitration be brought as an appeal against a hearing panel decision in an Opportunity to Participate complaints and Disciplinary Actions, the standard of review shall be whether, on the record below, the hearing panel's decision was arbitrary, capricious, lacked a rational basis, or the process lacked fundamental fairness.

For Opportunity to Participate Complaints involving a Protected Competition, a complainant or affected party may file a complaint with the USOPC under Section 9 of the USOPC Bylaws.<sup>3</sup> After the filing of a Section 9 complaint with the USOPC,

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<sup>3</sup> While a Section 9 complaint is presented here as an option that may be pursued by an aggrieved party following review of an Opportunity to Participate complaint under these Procedures, this provision is not intended to imply that an individual must exhaust remedies under these Procedures before filing a Section 9 complaint with the

or simultaneously upon filing, the individual may file a demand for arbitration with the arbitral body designated by the USOPC for a final and binding decision in the matter.

For Non-Compliance Complaints, a complainant may file a complaint with the USOPC under Section 10 of the USOPC Bylaws and follow the procedures set forth therein.

**4. Special Provisions for Background Check Review Hearings.** The following more particularized procedures apply to Background Check Reviews.

**4.1.** An application for review of a reviewable “Red Light,” as defined in USA Weightlifting’s Background Check Appeal Policy, must be filed with USA Weightlifting within ten (10) days of the individual’s notification of the Red Light from the background check provider. The application should include the individual’s reasons why the “Red Light” should be overturned.

**4.2.** A Background Check Review hearing is an informal, non-adversarial hearing that is intended to determine the scope of participation. The hearing provides the individual an opportunity to discuss the criminal charge(s) or disposition(s) that resulted in the Red Light or self-disclosure. The hearing will be no more than one hour, unless the hearing panel decides, in its sole discretion, to allow more time. The individual is allowed to present any relevant evidence or argument they wish the hearing panel to consider. The hearing panel may limit witness testimony as appropriate.

**4.3.** The hearing panel may require that any evidence, documents, or names of any witnesses be submitted prior to the hearing.

**4.4.** The hearing panel may also require specific evidence or documents in advance of the hearing, including but not limited to the relevant criminal record to be supplied by the individual.

**4.5.** A representative of USA Weightlifting may attend and participate in the proceedings.

**4.6.** The panel may consider the following factors in determining whether to overturn the determination of ineligibility based on the Red Light:

**4.6.1.** The interest in providing a safe environment for USA Weightlifting athletes and other participants;

**4.6.2.** The health, safety, and well-being of USA Weightlifting athletes and participants;

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USOPC. An individual may proceed directly to a Section 9 rather than first seeking relief under these Procedures, or may initiate a Section 9 complaint simultaneously to or after requesting a hearing under these Procedures.

- 4.6.3. Whether the individual poses an ongoing concern;
- 4.6.4. The seriousness of the criminal offense or act, including but not limited to as it pertains to participation in the sport of weightlifting;
- 4.6.5. Repeated violations;
- 4.6.6. The time that has elapsed since the offense;
- 4.6.7. The age of the person at the time of the offense;
- 4.6.8. The bearing, if any, the offense has on the individual's ability to perform the functions of their role or otherwise to be a member, participant, or representative of USA Weightlifting;
- 4.6.9. Any restrictions placed upon the individual; and
- 4.6.10. Any other relevant information presented by or acquired by the panel.
- 4.6.11. The panel will have the over-riding concern of the safety of USA Weightlifting participants at all times.
- 4.7. Any decision by the hearing panel to allow an individual to participate with USA Weightlifting in spite of a Red Light shall be by unanimous vote.
- 4.8. The hearing panel will issue a written decision, but the decision is not required to be reasoned.
- 4.9. A pre-hearing conference will not be required, and the hearing panel may communicate the hearing and pre-hearing deadlines in writing.
- 5. **USA Weightlifting Resources.** USA Weightlifting's Compliance Manager is responsible for these Procedures and its enforcement. USA Weightlifting's Compliance Manager can be contacted with any questions about these Procedures. [Compliance@USAWeightlifting.org](mailto:Compliance@USAWeightlifting.org)
- 6. **Additional Resources.** Individuals who wish to report concerns related to these Procedures as it relates to involvement in the Olympic and Paralympic Movement, or are uncomfortable reporting a concern directly to USA Weightlifting, may also submit a report using the USOPC Integrity Portal. The Integrity Portal allows individuals to submit concerns to the USOPC confidentially and/or anonymously. Reports may be made online or by telephone.

Website: [usopc.ethicspoint.com](http://usopc.ethicspoint.com)  
Hotline: 877-404-9935

Team USA athletes may contact the Athlete Ombuds for independent and confidential advice on a variety of sport related matters, including their rights, applicable rules, policies or processes, and questions related to resolving disputes and grievances. The Athlete Ombuds can also help Team USA athletes connect with legal counsel or mental health resources if needed. All other USA Weightlifting athletes (i.e., athletes competing domestically at the masters or youth level, recreational athletes, foreign athletes), are welcome to visit the Athlete Ombuds website to review informational resources and should work directly with USA Weightlifting to understand additional resources and options available to them.

Email: [ombudsman@usathlete.org](mailto:ombudsman@usathlete.org)

Website: [www.usathlete.org](http://www.usathlete.org)

Revision No.	Revision/ Approval Date	Effective Date	Revision Approver	Description of Revision
v.1	04/15/2025	08/25/2025	Board of Directors	This policy replaces the former Grievance Policy (and any related addenda).

**Appendix A**  
**Request for Hearing**

Individuals who wish to request a hearing in accordance with the USA Weightlifting Complaint Resolution and Hearing Procedures may complete this form and submit it to USA Weightlifting's Compliance Manager.

**Complainant Information:**

Full Name: \_\_\_\_\_

Contact Email: \_\_\_\_\_

Contact Phone: \_\_\_\_\_

**Hearing Requested (mark one option):**

☐ Opportunity to Participate

☐ Administrative Grievance

☐ Background Check Review

☐ Temporary Measures

☐ Disciplinary Action

**Does this matter require an expedited hearing (see Section 3.4 for more information)?**

☐ Yes

☐ No

**Alleged Grounds of Violation / Non-Compliance (may attach additional pages)**

**Supporting Evidence.** Please describe any supporting evidence you have for your allegations. Documentation and electronic media may also be submitted with this form.