

USA GOLF SAFE SPORT POLICY

I. INTRODUCTION

USA GOLF is committed to ensuring the safety of its athletes and other participants involved in the organization. Unfortunately, sport can be a high-risk environment for misconduct, including but not limited to, child physical and sexual abuse. Accordingly, USA GOLF hereby adopts this Safe Sport Policy to set forth the appropriate standards of conduct applicable to (1) USA GOLF employees, staff and board members; (2) athletes USA GOLF designates for the USADA required testing pools; (3) individuals USA GOLF formally authorizes, approves or appoints: (a) to a position of authority over athletes; or (b) to have frequent contact with athletes; and (4) any individual deemed applicable by the U.S. Center for SafeSport as set forth herein.

II. PROHIBITED MISCONDUCT

A. USA GOLF strictly forbids the following forms of misconduct:

- (1) Bullying
- (2) Hazing
- (3) Harassment (including sexual harassment)
- (4) Emotional misconduct
- (5) Physical misconduct
- (6) Sexual misconduct
- (7) Any other misconduct identified by the Center and set forth in the Code (defined below)

B. Prohibited misconduct shall also include, without limitation:

- (1) Romantic or sexual relationships, which began during the sport relationship between athletes or other participants and those individuals that: (i) have direct supervisory or evaluative control; or (ii) are in a position of power and trust over the athlete or other participant. Except in circumstances where no imbalance of power exists, coaches are deemed to have this direct supervisory or evaluative control and are in a position of power and trust over those athletes or participants they coach.
- (2) Violations of USA GOLF's Minor Athlete Abuse Prevention Policy ("**MAAPP**").

III. DEFINITIONS. To enhance safe sport practices and to investigate and resolve safe sport violations, USA GOLF has agreed to comply with the safe sport policies of the U.S. Center for SafeSport (the "**Center**") and has incorporated by reference the provisions of the SafeSport Code for the U.S. Olympic and Paralympic Movement (the "**Code**"), including its appendices and definitions, into these policies. The Center may update its policies at any time and the changes are effective when published. For the most current safe sport rules, policies and procedures, go to www.safesport.org.

IV. CRIMINAL BACKGROUND CHECKS

USA GOLF requires criminal background checks for any individual age 18 and older that: (a) currently is, or was at the time of a possible violation of the Code, within the governance or disciplinary jurisdiction of USA GOLF or who is seeking to be within the governance or disciplinary jurisdiction of USA GOLF; (b) is an athlete or non-athlete Participant (as defined in the Code) that USA GOLF or the USOPC formally authorizes, approves or appoints to a position of authority over athletes or to have

frequent contact with athletes, or (c) USA GOLF identifies as being within the Center's jurisdiction, (collectively, "**Participant**"). USA GOLF is considered to formally authorize, approve, or appoint an individual in instances where USA GOLF has control over the appointment process. Background checks shall be conducted and considered prior to authorization, approval or appointment of a Participant and no less than once every two (2) years thereafter. The extent of the background checks conducted by USA GOLF shall be commensurate with the position being considered. USA GOLF shall regularly monitor and verify compliance of its background check program.

For the avoidance of doubt, USA GOLF considers the following individuals Participants: USA GOLF executive director and staff; USA GOLF Board of Directors; USA GOLF provided trainers, caddies, coaches, volunteers, competition officials, and team leaders; and all individuals categorized as participants under the USA GOLF MAAPP.

V. EDUCATION AND TRAINING

- A.** USA GOLF Participants will be provided training and materials that provide sufficient understanding of all misconduct set forth in Section II herein, including, without limitation, USA GOLF's MAAPP and sexual abuse as well as "grooming" – the most common strategy used by offenders to seduce victims. Using a combination of attention, affection and gifts, offenders win the victim's trust (and the trust of the victim's parent or guardian where the victim is a minor), manipulate the victim into sexual activity, and keep the victim from disclosing abuse.
- B.** To educate relevant individuals on misconduct and the requirements of the Safe Sport Athlete Safety Standards and USA GOLF's MAAPP, all Participants shall be provided access to USA GOLF's MAAPP, must complete criminal background checks and participate in SafeSport's Core Center for SafeSport Training prior to: (i) regular contact with an amateur athlete who is a minor begins; or (ii) within the first 45 days of initial membership, before they shall be permitted contact with athletes. Additionally, all Participants shall be retrained annually to ensure that safety remains a priority. USA GOLF shall regularly monitor and verify the successful completion of education and training programs of the relevant individuals. USA GOLF shall also offer training to minors (upon parental consent) and parents of minors, in the instances where minors participate in USA GOLF.

This training will focus on USA GOLF's MAAPP and the seven categories of misconduct:

- (1) Sexual misconduct, including child sexual abuse
- (2) Emotional misconduct
- (3) Physical misconduct
- (4) Bullying
- (5) Harassment
- (6) Hazing
- (7) Any other misconduct identified by the Center and set forth in the Code

VI. REPORTING. This Section provides guidance on what to report, to whom to report, and how to report. The reporter's vital job is simply to report the allegation to the appropriate entity(ies). Do not evaluate the credibility of the allegation or investigate it. Individuals should contact the Executive Director or USA GOLF legal counsel with any questions or if they need assistance with reporting.

- A. Mandatory Reporter Designation.** Although USA GOLF strongly encourages all Participants to report allegations of Prohibited Conduct, adult Participants are mandatory reporters under this Policy. If an adult Participant learns of any allegation of Prohibited Misconduct, they must report the allegation as follows:

B. Sexual Misconduct, Child Abuse, and Retaliation

- i. Report Sexual Misconduct, Child Abuse, and Retaliation to the U.S. Center for SafeSport.
 - a) Online: [insert reporting form]
 - b) Phone: []
 - c) If a Participant becomes aware of an allegation of Sexual Misconduct or Child Abuse, or Retaliation the Participant **MUST** report this to the Center **IMMEDIATELY**; AND
- ii. Report Child Abuse to Law Enforcement

Important: If an adult Participant learns of information and reasonably suspects that a Minor has suffered an incident of Child Abuse (to include neglect, physical, emotional, and sexual abuse), they **MUST** report this to law enforcement (or in some states child protective services) **AND** the Center **IMMEDIATELY**. Filing a report with the Center does not satisfy the reporting requirement to law enforcement. Please visit <https://www.childwelfare.gov/topics/responding/reporting/how/> for more information on reporting to law enforcement/child protective services.

C. Reporting Emotional or Physical Misconduct, other Prohibited Conduct, or MAAPP Violations

- i. Promptly report it to the USA GOLF Executive Director or legal counsel.
 - a) Online: [See Exhibit A]
 - b) Phone: []
 - c) Report in-person directly to USA GOLF. If a reporter chooses this option, the USA GOLF executive director or legal counsel will talk the reporter through the various options for reporting and will help to ensure that they satisfy their reporting obligations.
 - d) Nothing precludes a reporter from reporting Emotional or Physical Misconduct, other Prohibited Conduct, or MAAPP violations to the Center. While the Center has the exclusive jurisdiction for response and resolution of allegations of Sexual Misconduct, it may also assume discretionary jurisdiction over other forms of abuse. If the Center does not assume jurisdiction, it has a process to route the allegation to the appropriate entity (NGB or USOPC) for response and resolution.

D. Criminal Charges and Dispositions. Adult Participants are required to report to the Center Criminal Charge(s) and Disposition(s) (as defined in the Code) against any known Participant involving Sexual Misconduct or misconduct involving Minors. All other Criminal Charges and Dispositions must be reported to USA GOLF.

E. Licensed Medical and Mental Health Providers. For the purposes of clarification, licensed medical and mental health providers should also follow their state laws and licensure requirements when reporting allegations of abuse learned through privileged communications, where applicable.

F. Escalation of Reports. If an individual feels that USA GOLF has failed to act upon the information reported, not managed the matter appropriately, or feels there is an inherent conflict of interest in reporting the matter to said office, they may escalate these concerns to the USOPC Ethics and Compliance Team. Individuals can make their report online at usopc.ethicspoint.com, by email (ethics@usopc.org), in person (to the Chief Ethics & Compliance Officer or Director of Ethics), or via the USOPC Integrity Hotline (1-877-404-9935; note that calls to this Hotline may be made anonymously).

If an individual feels there is a conflict of interest in reporting the matter to the USOPC Ethics and Compliance Team or that the Ethics and Compliance Team has been unresponsive to their inquiry, they may escalate the matter to the USOPC CEO. Similarly, if an individual feels there is a conflict

of interest in reporting the matter to the USOPC CEO or the CEO has been unresponsive to their inquiry, they may further escalate the matter to the Chair of the USOPC Board of Directors.

Making a report pursuant to this section does not relieve an individual of their duty to report to law enforcement or the Center, if required.

G. Self-Reporting. Nothing in this Policy requires a victim/survivor of Child Abuse or other misconduct to self-report.

H. Anonymous Reports. Reports may be made anonymously to USA GOLF. It does not mean that the underlying information will be protected. However, an anonymous report may limit USA GOLF's ability to investigate and respond to a report, and if an adult Participant reports anonymously, it may not be possible for USA GOLF to verify that mandatory reporting obligations have been satisfied. For these reasons, USA GOLF strongly encourages adult Participants to provide their name and contact information when reporting.

I. Privacy. When a report is filed with USA GOLF, USA GOLF will make reasonable efforts to protect the privacy of individuals involved, while balancing the need to gather information to assess a report and to take steps to eliminate Prohibited Conduct.

- i. Information Sharing. Information will be shared as necessary with USA GOLF staff and counsel, witnesses, the parties, and law enforcement.
- ii. Parents/Legal Guardians. USA GOLF reserves the right to notify parents/legal guardians of Minors involved in the process.
- iii. Third-Party Reporters. USA GOLF may, in its discretion, share information with Third-Party Reporters as necessary. However, nothing in this Policy gives a Third-Party Reporter a right to updates or other information on a matter once a report is made.

VII. JURISDICTION. For purposes of this Policy, USA GOLF shall have jurisdiction to investigate, and resolve, allegations of Prohibited Misconduct that are not within the Center's exclusive jurisdiction or where the Center declines jurisdiction.

VIII. ENFORCEMENT

A. The grievance process to address allegations of misconduct following a report or complaint of misconduct shall be consistent with those prescribed in the USA GOLF by-laws. Such proceedings shall be held in front of an independent panel appointed by the Board of Directors. This panel shall be composed of disinterested members to ensure all reviews are materially free of bias and conflicts of interest. Notwithstanding anything to the contrary herein or in the USA GOLF By-laws, grievances filed under the USA GOLF SafeSport Policy shall not require a filing fee nor be subject to a statute of limitations. In addition, USA GOLF shall use commercially reasonable efforts to ensure all grievances are adjudicated in a timely and expedited manner. USA GOLF shall develop and maintain a system to track allegations within the organization. USA GOLF will assign its General Counsel to ensure that the response and resolution policies are being followed and that requests from the Center are responded to no later than 72 hours after receipt, including, without limitation, requests related to data on all matters addressed by USA GOLF including information regarding the eligibility status of a participant and the existence of Organization-imposed temporary measures or safety plans.

- B. In cases involving allegations pursuant to the Ted Stevens Act, USA GOLF shall comply with the Act's requirements. Complaints brought under this act must be made in accordance with the current Complaint Procedures outlined in Article 13 of USA GOLF's current Bylaws.
- C. In cases involving: (i) sexual misconduct; or (ii) misconduct reasonably related to underlying allegations of sexual misconduct, the Center shall have exclusive jurisdiction to investigate and resolve, pursuant to the Code. Such cases shall be referred to the Center by USA GOLF immediately and no later than 24 hours after becoming aware of such allegation.

IX. RETALIATION

- A. Retaliation against anyone for engaging in the Center or USA GOLF's processes is strictly prohibited.
- B. A participant, someone acting on behalf of a participant, USA Golf, the USOPC, or any organization subject to the Code shall not take an adverse action against any person for making a good faith report of a possible Code of Conduct violation to the Center or other relevant organization as identified herein or for participating in any process under this Code.
- C. Retaliation includes threatening, intimidating, harassing, coercing or any other conduct that would discourage a reasonable person from engaging or participating in the Center's processes when the action is reasonably related to the report or engagement with 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 Code violation.
- D. Further, USA GOLF Participants, employees, contractors or agents shall not assist or recommend excluded individuals or those that they know committed a crime involving sexual misconduct with a minor for roles at USA GOLF, to any other NGB, or for any other job or role.

EXHIBIT A

SAFESPORT INCIDENT REPORT FORM

(please submit report form to SafeSport@USAGOLF.com)

Commented [YA1]: To be updated.

Name of Complainant (not required – may report anonymously): _____

Type of Misconduct Alleged:

- Bullying Hazing Harassment Sexual Harassment
- Emotional Misconduct Physical Misconduct Sexual Misconduct
- Minor Athlete Abuse Prevention Policy Misconduct: _____
- Other Misconduct: _____

Name(s) of the individual(s) alleged to have committed the misconduct:

Approximate dates the misconduct was committed:

Names of other individuals who might have information regarding the alleged misconduct:

