



USA Field Hockey Response and Resolution Policy



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Introduction

Participant safety, both on and off the field of play, is of the utmost importance to USA Field Hockey. USA Field Hockey requires reporting of violations of the Minor Athlete Abuse Prevention Policies and all sexual, emotional, and physical misconduct by all participants.

This document, USA Field Hockey's Response and Resolution Policy and Process, outlines the reporting requirements for participants for all forms of abuse, the jurisdiction of USA Field Hockey and the U.S. Center for SafeSport, and USA Field Hockey's duty of fair and honest investigations, whether conducted internally or by the U.S. Center for SafeSport.

Reporting Mechanism

USA Field Hockey requires reporting all concerns of sexual, physical, or emotional misconduct, or violations of the Minor Athlete Abuse Prevention Policy (MAAPP). USA Field Hockey follows the reporting procedures of the U.S. Center for SafeSport (the Center), the United States Olympic and Paralympic Committee (USOPC), and the Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017 (the Act).

Report to USA Field Hockey by submitting [USA Field Hockey's Misconduct Form](#) to <mailto:fieldhockeysafe@usafieldhockey.com>. USA Field Hockey's reporting mechanism has no associated costs, fees, or other financial barriers attached to submitting a report. Reporters have the option to remain anonymous when filing a report.

Referral of Report

Any report received by USA Field Hockey of an allegation that falls within the U.S. Center for SafeSport's exclusive jurisdiction must be referred by USA Field Hockey directly to the Center immediately and no later than within 24 hours of receiving such report.

Jurisdiction Notification

USA Field Hockey will promptly inform an identified reporting party of its jurisdictional determination regarding their report to USA Field Hockey, communicating via email that the matter either is being referred to the U.S. Center for SafeSport, or is being addressed by USA Field Hockey. Presently, USA Field Hockey manages all cases outside of the U.S. Center for SafeSport's jurisdiction. No cases are referred to local affiliate organizations (LAOs), and LAOs must report any cases they receive to USA Field Hockey.

Mandatory Reporting

1. **Reporting Requirements related to Child Abuse, including Child Sexual Abuse.** An Adult Participant who learns of information or reasonably suspects that a child has suffered an incident of child abuse, including sexual abuse, must immediately:
 - a. Make a report to law enforcement **AND**
 - b. Make a report to the U.S. Center for SafeSport **AND**
 - c. Comply with any other applicable reporting requirements under state law. For information on how to report suspected child abuse to appropriate law

enforcement agencies, [please click here](#).

Reporting to the Center alone is not sufficient. All reported allegations that raise a reasonable suspicion of child abuse, including child sexual abuse, must be reported to law enforcement immediately after becoming aware of the allegations, in accordance with federal law. All reported allegations that raise a reasonable suspicion of child abuse, including child sexual abuse, and sexual misconduct must be reported to the U.S. Center for SafeSport immediately upon becoming aware of the allegations.

Child Abuse includes incidents that involved a victim who is a minor at the time of the alleged incident, even if the victim is now an adult.

Reports to the U.S. Center for SafeSport can be made through the [online reporting form](#) or by phone at 833-587-7233. The U.S. Center for SafeSport's reporting mechanism has no associated costs, fees, or other financial barriers attached to submitting a report. Reporters have the option to remain anonymous when filing a report.

- 2. Reporting Requirements Relating to Sexual Misconduct.** The U.S. Center for SafeSport has exclusive jurisdiction over incidents of sexual misconduct for both minor and adult participants. 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. This reporting requirement applies regardless of whether the suspected victim is an adult or minor.

Reports to the U.S. Center for SafeSport can be made through the [online reporting form](#) or by phone at 833-587-7233.

- 3. Additional Misconduct that Adult Participants must report to the Center:** Criminal Charge(s) or Disposition(s) involving sexual misconduct or misconduct involving Minors; Misconduct related to the Center's process, including suspected incident(s) of aiding and abetting, abuse of process; Retaliation.

Reports to the U.S. Center for SafeSport can be made through the online reporting form or by phone at 833-587-7233.

- 4. Emotional and Physical Misconduct and Violations of the Minor Athlete Abuse Prevention Policies:** An Adult Participant who learns of information or reasonably suspects that an incident(s) of emotional or physical misconduct (including bullying, stalking, hazing, and harassment) prohibited under the SafeSport Code has occurred must report it to the Director of Membership, Safe Sport, and Governance at USA Field Hockey.

An Adult Participant who learns of information or reasonably suspects a violation of the Minor Athlete Abuse Prevention Policies or other proactive policies must report it the Director of Membership, Safe Sport, and Governance at USA Field Hockey.

Reports to USA Field Hockey can be made by submitting [USA Field Hockey's Misconduct Report Form](#) to FieldHockeySafe@usafielddhockey.com. USA Field Hockey's reporting mechanism has no associated costs, fees, or other financial barriers attached to submitting a report. Reporters have the option to remain anonymous when filing a report.

The Director of Membership, Safe Sport, and Governance is responsible for checking the SafeSport email inbox daily for any reports that USA Field Hockey may receive.

Prohibition of Retaliation

USA Field Hockey prohibits retaliation before, during, and after the process (whether led by the Center or USA Field Hockey) of resolving an abuse or misconduct allegation. USA Field Hockey's Whistleblower Policy is available [here](#) for more information.

USA Field Hockey Jurisdiction of Reported Allegations

All allegations that fall under USA Field Hockey's jurisdiction are tracked in an Excel sheet. This document tracks the date the report was received, the individuals implicated in the report, the stage of the investigation, and other pertinent information.

USA Field Hockey's Judicial Committee reviews the report, investigates, and renders a decision. These Committee members are appointed by the Board of Directors of USA Field Hockey and meet the definition of independent members. These Committee members have established their own investigation process, with input from key staff members at USA Field Hockey, and is reviewed frequently to ensure it is being followed or updated as applicable. The process

Judicial Committee - Grievance Process

1. Recipient of complaint to ensure complaint is received by both the Chair of Judicial Committee and Executive Director
2. Director of Membership, Safe Sport, and Governance to log on Grievance Tracking Sheet and track process through to closure
3. Director of Membership, Safe Sport, and Governance to notify Respondent of complaint, as appropriate, to notify Respondent of complaint, including its nature, the process to be followed and the parties right to representation
4. Judicial Committee Chair to arrange conference call for Committee, including the Director of Membership, Safe Sport, and Governance
5. Judicial Committee Chair, after consultation with the other Committee members, appoints a hearing panel consisting of three (3) individuals, one (1) of which must be an athlete, to hear the complaint. The Judicial Committee Chair appoints a Chair of the hearing panel. Judicial Committee members may be appointed to and serve on the hearing panel
 - a. Members of the panel need not be members of USFHA or involved in the sport of field hockey but must have no inherent conflicts of interest or connection with the complainant on either a personal or professional level, either directly or indirectly
6. Hearing Panel to hear from both Complainant and Respondent and ask for any supporting information

7. Hearing Panel, along with Judicial Committee Chair communicates the decision in writing to the Chair of the Board, and signed by both chairs
8. Director of Membership, SafeSport, and Governance to notify Respondent and Complainant in writing of outcome.
9. The process must be completed in a timely but thorough manner

USA Field Hockey's Director of Membership, Safe Sport and Governance is the designated representative at USA Field Hockey who ensures the Response and Resolution policy is followed.

Ongoing U.S Center for SafeSport Investigations

USA Field Hockey may implement temporary measures, if necessary, prior to the assertion of jurisdiction by the U.S. Center for SafeSport. USA Field Hockey also enforces temporary and permanent measures, including bans, implemented by the Center. USA Field Hockey can implement temporary measures, excluding suspensions, in cases that the Center has exercised jurisdiction.

USA Field Hockey will not interfere in, attempt to interfere in, or attempt to influence the outcome of any U.S. Center for SafeSport investigation. Additionally, the USA Field Hockey Director of Membership, Safe Sport, and Governance will respond to requests from the Center regarding the eligibility status of a Participant and/or the existence of USA Field Hockey imposed temporary measures or safety plans within 72 hours of the request.

When the Center has imposed a measure, the Director of Membership, Safe Sport, and Governance notifies the relevant individuals and informs them of the required actions (e.g., suspending their membership, withdrawing their sanction). If the Center determines that the individual should be banned, the Director of Membership, Safe Sport, and Governance works with the USA Field Hockey Director of Communications to update the USA Field Hockey Banned List on the USA Field Hockey website.

Data Tracking

USA Field Hockey's Director of Membership, SafeSport and Governance maintains a Complaint Tracking schedule in Excel of all reports made to include emotional or physical misconduct, MAAPP violations, and reports of retaliation. USA Field Hockey manages all reports of emotional and physical misconduct, MAAPP violations, and reports of retaliation. LAOs are instructed to send all cases to USA Field Hockey, so no cases should be adjudicated by them.

For emotional or physical misconduct, the schedule tracks total reported incidents, number of investigations, and total number of violations adjudicated by USA Field Hockey.

For MAAPP violations, the schedule tracks the total reported incidents by policy type, the total number of investigations, and the total number of violations adjudicated by USA field Hockey.

For reports of retaliation, the schedule tracks the total reported incidents, the total number of investigations, and the total number of violations adjudicated by USA field Hockey.

USA Field Hockey's Director of Membership, SafeSport and Governance will submit this data upon

request by the U.S. Center for SafeSport.

Reporting Data to U.S. Center for SafeSport

USA Field Hockey will submit the following data annually to the U.S. Center for SafeSport:

- 1) Reports of emotional or physical misconduct made to the Organization or its local affiliated organizations.
 - a) Total reported incidents of alleged emotional misconduct
 - b) Total reported incidents of alleged physical misconduct
 - c) Total number of investigations of alleged emotional misconduct
 - d) Total number of investigations of alleged physical misconduct
 - e) Total number of violations for emotional misconduct adjudicated by the Organization, separated by cases adjudicated by NGB and cases adjudicated by its LAOs
 - f) Total number of violations for physical misconduct adjudicated by the Organization, separated by cases adjudicated by NGB and cases adjudicated by its LAOs
- 2) Reports to the Organization or its local affiliated organizations that a Participant violated the Minor Athlete Abuse Prevention Policies (MAAPP).
 - a) Total reported incidents of alleged violations of the MAAPP, by policy type
 - b) Total number of investigations of alleged violations of the MAAPP
 - c) Total number of violations of the MAAPP, separated by cases adjudicated by NGB and cases adjudicated by its LAOs
- 3) Reports to the Organization or its local affiliated organization that a Participant engaged in retaliation.
 - a) Total reported incidents of alleged retaliation
 - b) Total number of investigations of alleged retaliation
 - c) Total number of violations of retaliation policy separated by cases adjudicated by NGB and cases adjudicated by LAOs