

USA Roller Sports Response and Resolution Policy

***The Response and Resolution Policy is effective beginning January 1, 2023, and the USA Roller Sports Bylaws will be updated accordingly.**

Reporting and Intake:

Misconduct may be reported to USA Roller Sports by phone, email or mail.

Email – compliance@usarollersports.org

Phone – 402-483-7551

Mailing Address: 4730 South Street, Lincoln, NE 68512

Find the Grievance Reporting Form Here: [SafeSport \(teamusa.org\)](https://www.teamusa.org/SafeSport)

Any current member or current or former athlete member (the “Complainant”) who believes himself/herself/itself to be aggrieved by any action of the Corporation or by one of its Members, may file a complaint with the Corporation. There are no associated costs, fees, or other financial barriers to submitting a report. *Note – reports may be submitted anonymously. When USA Roller Sports receives a complaint, the Corporation will ensure that no less than two individuals address the complaint. The complaint will be addressed by a member of the Board of Directors or a member of the Compliances, Ethics, and Eligibility Committee and the Executive Director or USA Roller Sports staff delegate. If the Complainant is a minor, the Complaint may be initiated by such minor’s parent or legal guardian.

USA Roller Sports Compliance reviews each complaint for the following:

- Does USA Roller Sports have jurisdiction?
- NOTE: if it is determined that the reported allegations fall within the Center’s exclusive jurisdiction, USARS will refer the report to the Center immediately and no later than within 24 hours.
 - Mandatory Reporting – if the report includes child abuse (any incident that involved a victim who is a minor at the time of the alleged incident, even if the victim is now an adult) MUST be reported to the U.S. Center for SafeSport AND law enforcement. Reporting to SafeSport alone is not sufficient. You must report to both the U.S. Center for SafeSport and to law enforcement, and comply with any other applicable state or federal laws.
 - USA Roller Sports must promptly inform an identified reporting party of its jurisdictional determination regarding their report to the Organization.
 - USARS shall communicate whether the matter is being referred to the Center, is being addressed by the Organization, or is being referred to the local affiliated organization.

USA Roller Sports shall not interfere in, attempt to interfere in, or attempt to influence the outcome of, any Center investigation.

- The USA Roller Sports Compliance Officer shall respond to requests from the center within 72 hours for:
 - The eligibility status of a Participant
 - The existence of Organization-imposed temporary measures or safety plans
- Are the facts and circumstances referenced in the complaint appropriate for resolution under our procedures outlined in Article XII of the USA Roller Sports Bylaws?
- Does USA Roller Sports have the ability and authority to remedy the complaint? *USA Roller Sports tracks all complaints and outcomes inside the USA Roller Sports headquarters in Lincoln, Nebraska.

If USA Roller Sports determines that the complaint does not meet the criteria outlined in its Bylaws, the complainant will so be advised.

At any point before a complaint is resolved under the provisions of Article XII, interim measures may be imposed to ensure the safety and well-being of the roller sports community or where an allegation is sufficiently serious that an adverse party's continued participation could be detrimental to the sport.

- A. Notice. Unless imposed under emergency circumstances involving an imminent threat of harm, the Corporation will notify an Adverse Party that intends to impose an interim measure by a specific date, and the Adverse Party may request a hearing prior to interim measure becoming effective.
- B. Hearing. The hearing, if requested, shall be:
 1. A telephone or webinar hearing;
 2. Will be conducted by a five (5) member hearing panel appointed by the Compliance, Ethics and Eligibility Committee, consistent with the Hearing Panel staffing requirements set forth in this Article;
 3. Implemented on the most expedited basis possible; and
 4. Strictly limited to determining whether there exists reasonable cause to impose one or more interim measure(s).

- C. Measures. The Corporation may impose any interim measure consistent with the forms of discipline set forth in this Article XII, and may also include, but not be limited to altering training schedules, providing chaperones, implementing contact limitations, or Member Club restrictions.

Investigation:

The USA Roller Sports Compliance Officer and Executive Director shall serve as the primary investigators for all filed complaints and ensure that this policy is followed in all circumstances. In the event the Compliance Officer or the Executive Director are determined to be listed within the complaint, an independent investigator shall be appointed by the Compliance, Ethics and Eligibility Committee to investigate the Complaint. The investigator may not be an individual who is directly or indirectly involved in an occurrence that is the subject of the Complaint.

The investigation of the complaint shall include a collection of relevant documents and interviews (or attempted interviews) with the Complainant, the Adverse Party and others having information related directly to the subject matter of the Complainant.

The investigator shall prepare a written summary of the investigation. If the matter proceeds to a hearing, it will do so within a reasonable time, not to exceed 90 days after the last filing with USA Roller Sports, without just cause for delay. All parties will be notified of the decision within 14 business days of the conclusion of the hearing.

The full details on the Conduct of the Hearing can be found in Article XII, Section 11 of the USA Roller Sports Bylaws.

Resolution:

The following forms of discipline may be imposed:

- A. Reprimand. A communication, either public or private, of the Corporation's decision to impose a reprimand regarding the Complaint. Any reprimand may be combined with probation or suspension.
- B. Probation. A ruling that, for a specified time, the subject's continued participation in the Corporation's activities, sanctioned competitions or

membership programs is conditional upon the satisfaction of certain conditions. These conditions shall be described specifically, as shall the consequences of failing to meet them.

- C. Suspension or Termination. A determination that:
 - 1. Either permanently or for a specified period of time, the subject is prohibited from participating in sanctioned competitions or other of the Corporation's activities; or
 - 2. The subject is terminated from membership in the Corporation. The effect of a suspension may be limited to certain activities or competitions, and conditions may be established that, if satisfied, will result in the lifting of a suspension.
- D. Other. The Hearing Panel may order such other relief as it deems appropriate (e.g. letter of apology or restitution, including, for example, the payment for damaging equipment or the recovery of any financial benefit improperly derived by an Adverse Party).
- E. Notice of any discipline imposed on a Member will be communicated to the affiliated Member Club, and to any other necessary parties such as State and Regional Chairs or meet directors.

Retaliation – Retaliation is prohibited before, during, and after the process (whether led by USARS or by the Center) of resolving an abuse or misconduct allegation.

The USA Roller Sports Compliance Officer ensures the Response and Resolution Policy is being followed. The Compliance Officer can be reached at compliance@usarollersports.org or 402-483-7551.

Data of Matters Addressed by USA Roller Sports – USA Roller Sports must annually submit to the Center data regarding:

- a. Reports of emotional or physical misconduct made to USA Roller Sports or its local affiliated organizations.
 - i. Total reported incidents of alleged emotional misconduct
 - ii. Total reported incidents of alleged physical misconduct
 - iii. Total number of investigations of alleged emotional misconduct
 - iv. Total number of investigations of alleged physical misconduct
 - v. Total number of violations for emotional misconduct adjudicated by the USA Roller Sports, separated by cases adjudicated by USA Roller Sports and cases adjudicated by its LAOs
 - vi. Total number of violations for physical misconduct adjudicated by USA Roller Sports, separated by cases adjudicated by USA Roller Sports and cases adjudicated by its LAOs

b. Reports to USA Roller Sports or its local affiliated organizations that a Participant violated the Minor Athlete Abuse Prevention Policies (MAAPP).

i. Total reported incidents of alleged violations of the MAAPP, by policy type

ii. Total number of investigations of alleged violations of the MAAPP

iii. Total number of violations of the MAAPP, separated by cases adjudicated by USA Roller Sports and cases adjudicated by its LAOs

c. Reports to USA Roller Sports or its local affiliated organization that a Participant engaged in retaliation.

i. Total reported incidents of alleged retaliation

ii. Total number of investigations of alleged retaliation

iii. Total number of violations of retaliation policy separated by cases adjudicated by USA Roller Sports and cases adjudicated by LAOs

Please note: Full details on Filing Complaints with USA Roller Sports can be found in the USA Roller Sports Bylaws, Article XII.