



## **ATHLETE AND PARTICIPANT SAFETY RESPONSE AND RESOLUTION POLICY**

**Policy Owner: USA Weightlifting CEO**

**Effective Date: August 25, 2025**

- 1. Introduction.** Participant safety, on and off the field of play, is of the utmost importance to USA Weightlifting (“USAW”). USAW requires reporting of violations of USAW’s Athlete and Participant Safety Policy, the SafeSport Code for the U.S. Olympic and Paralympic Movement (“Code”) of the U.S. Center for SafeSport (the “Center”), and the Minor Athlete Abuse Prevention Policies (“MAAPP”). This document outlines the reporting requirements for participants, the jurisdiction of USAW and the Center regarding reports, and procedures for response and resolution of reports in USAW’s jurisdiction.
- 2. Who is Covered.** Adult Participants are required to know their reporting requirements under this Response and Resolution Policy (“Policy”), the Code, state law, and federal law.

**2.1. “Participant”** as used in this Policy means an individual who is:

- 2.1.1.** A member of USA Weightlifting;
- 2.1.2.** An employee or board member of USA Weightlifting or a USAW Club, to include a USAW Club Director or USAW Club Coach;
- 2.1.3.** Within the governance or disciplinary jurisdiction of USA Weightlifting or a USAW Club; or
- 2.1.4.** Authorized, approved, or appointed by USA Weightlifting, or a USAW Club to have regular contact with or authority over minor athletes.<sup>1</sup>

**2.2.** An “**Adult Participant**” is a Participant over the age of 18.

### **3. Mandatory Reporting Requirements**

- 3.1. NOTE:** 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. Report immediately.
- 3.2. Child Abuse.** An Adult Participant who learns of information or reasonably suspects that a child has suffered an incident of child abuse, including but not limited to sexual abuse, must **immediately**:

<sup>1</sup>This may include volunteers, medical staff, trainers, chaperones, monitors, contract personnel, bus/van drivers, officials, adult athletes, staff, board members, and any other individual who meets the Participant definition.

**3.2.1.** Make a report to law enforcement (or in some states child protective services);  
**AND**

**3.2.2.** Make a report to the U.S. Center for SafeSport **AND**

**3.2.3.** Comply with any other applicable reporting requirements under state law.

**3.2.4. Reporting to the Center alone is not sufficient.** Individuals must report to both the Center and to law enforcement, and comply with any other applicable state or federal laws. 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.

**3.2.5. Law enforcement:** Please visit the following site for more information on reporting to law enforcement and/or child protective services:  
<https://www.childwelfare.gov/topics/responding/reporting/how/>.

**3.2.6.** An Adult Participant may make a report to USAW, but a report to USAW alone is not sufficient and will not satisfy the reporter's reporting obligations.

**3.3. Sexual Misconduct.** An Adult Participant who learns of information or reasonably suspects that a Participant has committed sexual misconduct (other than child abuse, above), must immediately make a report to the U.S. Center for SafeSport. An Adult Participant may make a report to USAW, but a report to USAW alone is not sufficient and will not satisfy the reporter's reporting obligations.

**3.4. Criminal Charges or Dispositions and Misconduct Related to the Center's Process.** An Adult Participant who learns of information or reasonably suspects that a Participant either (i) is subject to a criminal charge(s) or disposition(s) involving sexual misconduct or misconduct involving minors; or (ii) has committed misconduct related to the Center's process, including Aiding and Abetting or Abuse of Process (as those terms are defined in the Code), or has engaged in Retaliation (as defined in the Code), must immediately make a report to the U.S. Center for SafeSport. An Adult Participant may make a report to USAW, but a report to USAW alone is not sufficient and will not satisfy the reporter's reporting obligations.

**3.5. Other Misconduct, Including Emotional or Physical Misconduct, MAAPP Violations, Retaliation.** An Adult Participant who learns of information or reasonably suspects that a Participant has committed physical or emotional misconduct, a MAAPP violation, or another violation of USAW's Athlete and Participant Safety Policy, the Code, or this Policy (including Retaliation in connection with USAW's processes, as defined below, or being subject to a criminal charge(s) or disposition(s) involving emotional or physical misconduct or other prohibited conduct under the Code) must make a report to USAW. An Adult Participant may make a report to the Center instead of USAW.

#### 4. Reporting Mechanisms.

**4.1. To USAW.** Report to USAW by submitting your complaint [here](#). USAW's reporting mechanism has no associated costs, fees, or other financial barriers. Reporters have the option to remain anonymous. Please be aware that an anonymous report does not mean that the underlying information will be protected. However, an anonymous report may limit the USAW's ability to investigate and respond to a report, and if an Adult Participant reports anonymously, it may not be possible for the USAW to verify that mandatory reporting obligations have been satisfied. For these reasons, USA Weightlifting strongly encourages Adult Participants to provide their name and contact information when reporting.

**4.2. To the U.S. Center for SafeSport.** The Center accepts all reports of sexual abuse and child abuse within the U.S. Olympic and Paralympic Movement. The Center also accepts reports of emotional and physical misconduct, bullying, hazing, stalking, and harassment, and other violations of the Code, within the U.S. Olympic and Paralympic Movement. Reports of emotional and physical misconduct can also be reported directly to USAW, above. Individuals may submit a report to the U.S. Center for SafeSport here:

Online: <https://uscenterforsafesport.org/report-a-concern/>  
Phone: 833-5US-SAFE (587-7233)

The Center is available 24 hours a day, with an operator Monday through Friday from 9 a.m.-5 p.m. (MT).

If an individual suspects child abuse, they should report it to their local authorities before notifying the Center. If an individual is a mandatory reporter, they are required by law to do so.

**4.3. To the USOPC.** Individuals may also contact the USOPC's Office of Athlete Safety to report any allegations of misconduct. The USOPC will report all allegations of sexual misconduct, and child abuse, to the Center and to authorities as required by law. The USOPC will also refer allegations of emotional or physical abuse, or violations of the MAAPP that do not fall under the USOPC's jurisdiction to the Center and/or USAW. Individuals may report an incident to the USOPC's office of Athlete Safety by calling (719) 866-3869.

**4.4. To Law Enforcement.** All cases of suspected child abuse, including emotional, physical, or sexual abuse of a minor (under the age of 18), must be reported to law enforcement immediately. Filing a report with the USOPC's Office of Athlete Safety, the Center and/or USAW does not satisfy this obligation. Additional information on when a person must make a report to law enforcement can be found at [www.childwelfare.gov](http://www.childwelfare.gov).

**5. Referral of Report.** Any report received by USAW of an allegation which could fall within the Center's exclusive jurisdiction must be referred by USAW to the Center within 24 hours of

receipt. Upon review, the Center will accept jurisdiction over the filing or return it to USAW for handling.

Any report received by USAW alleging child abuse will be reported to law enforcement within 24 hours of receipt.

- 6. Jurisdiction Notification.** Upon notification from the Center (if applicable) or its own determination, USAW will promptly inform an identified reporting party of the jurisdictional determination regarding their report. USAW will communicate via email (if provided by the reporter) that jurisdiction for the matter has either been accepted by the Center or rests with USAW for resolution. No cases involving violations of USAW's Athlete and Participant Protection Policy, the Code, or MAAPP are referred to local affiliate organizations ("LAOs"), and LAOs must report any cases they receive to USAW upon receipt (as well as to law enforcement and the Center as required). A USAW-approved WSO is considered an LAO under MAAPP guidelines.

If the case is referred to USAW but USAW does not have jurisdiction over the matter, USAW will communicate that to an identified reporting party, if any.

- 7. Prohibition of Retaliation.** USAW prohibits retaliation before, during, and after the investigation process (whether led by the Center or USAW) of resolving an abuse or misconduct allegation. "Retaliation", as used in the preceding sentence, includes but is not limited to, any adverse or discriminatory action, or the threat of an adverse or discriminatory action, including removal from a training facility, reduced coaching or training, reduced meals or housing, and removal from competition, carried out against a "protected individual" as a result of any communication, including the filing of a formal complaint, by the protected individual or a parent or legal guardian of the protected individual relating to the allegation of physical abuse, sexual harassment, or emotional abuse, with:

**7.1.** the Center;

**7.2.** a coach, trainer, manager, administrator, or official associated with the USOPC or USAW;

**7.3.** the Attorney General;

**7.4.** a Federal or State law enforcement authority;

**7.5.** the Equal Employment Opportunity Commission; or

**7.6.** Congress.

A "protected individual" means any amateur athlete, coach, trainer, manager, administrator, or official associated with the USOPC or USAW.

- 8. Response and Resolution of Reported Allegations.** Upon a report or other notice of credible information or allegations that a Participant:

**8.1.** may have engaged in actual or suspected child abuse, USAW will report the same to the Center and law enforcement;

**8.2.** may have committed sexual misconduct, USAW will report the same to the Center;

**8.3.** may either:

**8.3.1.** be subject to a criminal charge(s) or disposition(s) involving sexual misconduct or misconduct involving minors; or

**8.3.2.** have committed misconduct related to the Center's process, including Aiding and Abetting or Abuse of Process (as those terms are defined in the Code), or has engaged in Retaliation (as defined in the Code); then

**8.3.3.** USAW will report the same to the Center;

**8.4.** may have committed prohibited conduct at an Olympic & Paralympic Training Center or USOPC Delegation Event, USAW will report the same to the USOPC's Security & Athlete Safety Office;

**8.5.** may either:

**8.5.1.** be subject to a criminal charge(s) or disposition(s) involving emotional or physical misconduct or other prohibited conduct under the Code not otherwise covered under (3)(a), above;

**8.5.2.** have committed physical misconduct, emotional misconduct, harassment, hazing or bullying as defined by the Code, not covered above;

**8.5.3.** violated any other of the provisions of the USAW Athlete and Participant Safety Policy or the Code, not covered above; or

**8.5.4.** committed any of the violations in (1), (2), or (3) above, and jurisdiction has been declined by the Center;

**8.5.5.** USAW shall initiate its response and resolution proceedings, as set out in its Complaint Resolution and Hearing Procedures.

**9. USAW Jurisdiction.** All allegations that fall under the jurisdiction of USAW are tracked by USAW. This includes documenting the date the report was received, the individuals implicated in the report, the stage of the investigation, and other pertinent information.

USA Weightlifting's compliance staff person, as designated by the CEO, or the compliance staff person's designee ("Compliance Manager") reviews the report, investigates the allegations (or delegates the investigation), and upon determining a violation occurred, may initiate disciplinary action, including a hearing if required, pursuant to USA Weightlifting's Complaint

Resolution and Hearing Procedures. If a no violation determination is reached, the matter is closed and relevant parties are notified.

*Notwithstanding the foregoing, USAW may address any allegations of misconduct and impose discipline against its staff members in accordance with its employment policies and procedures and other documents governing the employment.*

**10. Hearing Process.** USAW's Complaint Resolution and Hearing Procedures details the hearing process for disciplinary matters. Please click [here](#) for the document.

**11. Notification to the USOPC.** USAW will notify the USOPC's Security and Athlete Safety Office of any temporary measure(s) (both imposed or removed) affecting Participants who might or will be attending a Delegation Event, have access to an Olympic & Paralympic Training Center, or receive a benefit and/or service from the USOPC.

**12. Ongoing U.S. Center for SafeSport Investigations.**

**12.1.** USAW may implement temporary measures, if necessary, prior to the assertion of jurisdiction by the Center. USAW also enforces temporary and permanent measures, including bans, implemented by the Center. USAW can implement temporary measures, excluding suspensions, in cases that the Center has exercised jurisdiction. USAW will not interfere in, attempt to interfere in, or attempt to influence the outcome of any Center investigation.

**12.2.** Additionally, the USAW Director of Compliance, or designated individual, will respond to requests from the Center regarding the eligibility status of a participant and/or the existence of USAW's imposed temporary measures or safety plans within three (3) business days of the request. When the Center has imposed a measure, USAW's Compliance Manager 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, USAW's Compliance Manager works with the USAW Director of Communications to update the sanctioned member list on the USAW website.

**12.3.** USAW's Compliance Manager is responsible for ensuring the Response and Resolution Policy is followed. USAW's Compliance Manager maintains a complaint tracking schedule of all reports made, to include sexual misconduct, emotional or physical misconduct, MAAPP violations, and reports of retaliation.

**12.4.** USAW manages all reports of emotional and physical misconduct, MAAPP violations, and reports of retaliation (unless the Center takes discretionary jurisdiction over the same). LAOs are instructed to send all cases to USAW, so no cases should be adjudicated by an LAO. For emotional or physical misconduct, the schedule tracks total reported incidents, number of investigations, and total number of violations adjudicated by USAW. 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 USAW. For reports of retaliation, the schedule tracks the total reported incidents, the total number of investigations, and the total number of violations adjudicated by USAW. USAW's Compliance Manager will submit this data to the Center upon request by the Center.

| <b>Revision No.</b> | <b>Revision/<br/>Approval<br/>Date</b> | <b>Effective<br/>Date</b> | <b>Revision<br/>Approver</b> | <b>Description of Revision</b>                       |
|---------------------|--|---------------------------|------------------------------|--|
| v.1                 | 04/15/2025                             | 08/25/2025                | Board of<br>Directors        | This policy replaces the prior Athlete Safety Policy |