

SafeSport

Response and Resolution Policy

for

USA Weightlifting, Inc. (USAW)

Effective Date: January 1, 2023

USA Weightlifting Response and Resolution Policy

Table of Contents

Introduction.....	3
Reporting Mechanisms.....	3
Referral of Report.....	3
Jurisdiction Notification.....	3
Mandatory Reporting.....	3-4
Prohibition of Retaliation.....	4
Jurisdiction of Reported Allegations.....	4-5
Responsiveness to Requests.....	5
Data Tracking.....	5-6

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 the Minor Athlete Abuse Prevention Policies (“MAAPP”) and all sexual, emotional, and physical misconduct by all participants. This document outlines the reporting requirements for participants, the jurisdiction of USAW and the U.S. Center for SafeSport (“The Center”) regarding filed complaints, and the duty of fair and honest investigations, whether conducted by USAW or the Center.

Reporting Mechanisms

USAW requires reporting all concerns of sexual, physical, or emotional misconduct, or violations of the MAAPP. USAW follows the reporting procedures set forth by 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 USAW at [USAW Formal Complaint Procedure](#), or e-mail ethicsjudicial@usaweightlifting.org. USAW’s reporting mechanism has no associated costs, fees, or other financial barriers. Reporters have the option to remain anonymous.

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.

Jurisdiction Notification

Upon notification from the Center, USAW’s Ethics Committee will promptly inform an identified reporting party of the jurisdictional determination regarding their report. USAW will communicate via email that jurisdiction for the matter has either been accepted by the Center for investigation or returned to USAW for internal investigation and resolution. Currently, USAW’s Ethics Committee manages all cases outside of the Center’s jurisdiction. No cases are referred to local affiliate organizations (“LAOs”), and LAOs must report any cases they receive to USAW upon receipt. A USAW approved Weightlifting State Organization is considered a LAO under MAAPP guidelines.

Mandatory Reporting

1. Reporting Requirements Relating to Child Abuse, including Child Sexual Abuse.

Adult participant, as defined by the U.S. Center for SafeSport:

An Adult Participant is any adult (18 years of age or older) who is:

1. A member or license holder of an NGB, PSO, LAO, or USOPC;
2. An employee or board member of an NGB, PSO, LAO, or USOPC;
3. Within the governance or disciplinary jurisdiction of an NGB, PSO, LAO, or USOPC;
4. Authorized, approved, or appointed by an NGB, PSO, LAO, or USOPC to have regular contact with or authority over Minor Athletes.

An Adult Participant is considered a Mandatory Reporter under the SafeSport Code. Any 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 Center 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 or to USAW 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 Center 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 Center can be made through the Center's [Report A Concern](#) 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 Center 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 Center can be made through the Center's [Report A Concern](#) 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 and retaliation. Reports to the Center can be made through the Center's [Report A Concern](#) 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, MAAPP or other proactive policies has occurred must report it to the Director of Compliance at USAW by submission through the USAW Ethics Concern Reporting form located at <https://www.teamusa.org/usa-weightlifting/resources/formal-complaint-procedure>, or via an email to ethicsjudicial@usaweighting.org.

5. The USAW 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. USAW's Director of Compliance is responsible for checking email daily for any reports that USAW may receive.

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. Any concern of retaliation can be emailed to ethicsjudicial@usaweighting.org.

Jurisdiction of Reported Allegations

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. USAW's Ethics Committee, or delegated independent investigator, reviews the report, investigates the allegations, and upon determining a violation occurred, refers to USAW's Judicial Committee to render a decision. If a no violation determination is reached, the matter is closed and involved parties are notified. These Committee members are appointed by the Board of Directors of USAW and meet the definition of independent members or as a qualified Elite Athlete (to ensure 33% athlete representation on the committee). These committee members, or delegated independent investigator, have established their own investigation process, with input from staff members at USAW. A case tracking log is maintained and reviewed frequently to ensure it is being followed or updated as applicable. The Director of Compliance is responsible for ensuring the Response and Resolution policy is followed.

Ethics Committee - Grievance Process

The USAW governing bylaws detail the grievance process in Section 14 (Complaint Procedures). A USAW Grievance Policy Addendum was added July 22, 2022. Please click [here](#) to download either document.

Ongoing U.S Center for SafeSport Investigations

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.

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 72 hours of the request. When the Center has imposed a measure, the Director of Compliance 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 Compliance works with the USAW Director of Communications to update the Banned List on the USAW website.

Data Tracking

USAW's Director of Compliance maintains a complaint tracking schedule of all reports made to include emotional or physical misconduct, MAAPP violations, and reports of retaliation. USAW manages all reports of emotional and physical misconduct, MAAPP violations, and reports of retaliation. 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 Director of Compliance will submit this data to the Center upon request by the Center.