USA FENCING FENCESAFE HANDBOOK

April 15, 2019 Update

As a member National Governing Body of the United States Olympic Committee ("USOC"), and pursuant to federal law, USA Fencing is required to adhere to the rules and regulations of the USOC and of the U.S. Center for SafeSport (the "Center"), which has promulgated its "SafeSport Code for the US Olympic and Paralympic Movement" (the "*Code*"). Pursuant to USA Fencing's Bylaws as amended effective July 31, 2017, the Code superseded and replaced the USA Fencing FenceSafe Policy.

Effective April 15, 2019, the U.S. Center for SafeSport issued a revised Code, which can be found here and supersedes and replaces previous versions of the Code.

June 3, 2019 Update

Minor Athlete Abuse Prevention Policy replaces Proactive Policies

Dec 31, 2019
Updates to BGS

April 15, 2021
Move Disciplinary Proceedings to Athlete Handbook

November 1, 2021
Updated Minor Athlete Abuse Prevention Policies

December 2, 2021
Updated to FenceSafe

December 21, 2022
Updates to Reporting and Resolution

February 1, 2023
Updates to Background Check Policy

September 1, 2024
Updated to Incorporate 2025 MAAPP

September 19, 2026
Updates to Background Check Policy

USA FENCING ADDENDUM EFFECTIVE AUGUST 1, 2025

USA Fencing is committed to protecting opportunities for athletes participating in sport. USA Fencing will continue to collaborate with various stakeholders with oversight responsibilities, e.g., IOC, IPC, USOPC, to ensure that women have a fair and safe competition environment consistent with Executive Order 14201 and the Ted Stevens Olympic & Amateur Sports Act, 36 U.S.C. § 22501, et. Seq.

Effective January 1, 2019

The U.S. Olympic and Paralympic Movement is committed to creating and maintaining a sport community where all persons who participate in sport programs and activities can work and learn together in an atmosphere free of misconduct. As a member National Governing Body of the United States Olympic Committee ("USOC"), and pursuant to federal law, USA Fencing is required to adhere to the rules and regulations of the USOC and of the U.S. Center for SafeSport (the "Center"), which has promulgated its "SafeSport Code for the US Olympic and Paralympic Movement" (the "*Code*"). Pursuant to USA Fencing's Bylaws as amended effective July 31, 2017, the Code superseded and replaced the USA Fencing FenceSafe Policy, which has been amended and restated as set forth herein (the "*Handbook*"). This handbook includes additional FenceSafe related policies, procedures and requirements that are important to creating and maintaining a safe environment. USA Fencing is committed to creating a safe and positive environment for athletes' physical, emotional and social development and to ensuring that it promotes an environment free of misconduct. USA Fencing is committed to improving the development and safety of athletes and participants involved in sport.

I. REPORTING AND RESOLUTION

A. Mandatory Reporters

1. Every Adult Participant *shall* report:

a) Observed or reasonably suspected violations of this Policy, the Code and the MAAPP.

b) Observed or reasonably suspected allegations of child abuse. This includes incidents that involve a victim who was a minor at the time of the alleged incident but may now be an adult.

- All cases of suspected child abuse, to include emotional, physical or sexual abuse of a minor (under the age of 18) must be reported to law enforcement and any applicable state law requirements immediately. Mandatory reporters must comply with any other applicable reporting requirements under state and federal law. Filing a report with the Center and/or USA Fencing does not satisfy this obligation.

2. Every constituent *may* report: observed or suspected violations of this Policy, the Code, the MAAPP, or reasonably suspected allegations of child abuse.

3. USA Fencing follows the Code's requirements for reporting and their definition of Failure to Report which can be found here.

B. Sexual Misconduct

1. Conduct by a participant that could constitute sexual misconduct must be reported to the Center as set forth in the *SafeSport Code for the U.S. Olympic and Paralympic Movement* through their online report form here. USA Fencing will also accept reports of Sexual Misconduct which can be submitted online here. USA Fencing will forward any reports that fall under the exclusive jurisdiction of the Center immediately and no later than 24 hours from receipt of the report.

C. Other Misconduct

1. Emotional and Physical Misconduct

Conduct by a participant that could constitute Emotional or Physical Misconduct under this Policy, including but not limited to Stalking, Bullying Behaviors, Hazing, and Harassment, shall be reported to USA Fencing. If the report is determined to be within the Center's jurisdiction, USA Fencing will forward to the Center.

2. Proactive Policies

Conduct by a participant that could violate a proactive policy should be reported to USA Fencing.

3. **Additional Misconduct Required to be Reported**

   a. Criminal Charges or Dispositions involving sexual misconduct or misconduct involving minors shall be reported to the Center. USA Fencing will also accept reports of this nature and will forward on to the Center if it is determined to be within their jurisdiction.

   b. Misconduct related to the Center's process, including aiding and abetting, abuse of process, and retaliation shall be reported to the Center. USA Fencing will also accept reports of this nature and will forward on to the Center if it is determined to be within their jurisdiction.

D. Reporting Process

1. Following the receipt of a report, USA Fencing will evaluate the report and promptly inform the reporting party of the jurisdictional determination communicating whether the report is being referred to the Center or will be addressed by USA Fencing.

   a. The USA Fencing Athlete Safety Manager ("the Manager") shall monitor and track all reports and investigations through an internal database and is responsible for ensuring compliance with this Policy and the Disciplinary Proceedings.

   b. Reports which fall under the jurisdiction of USA Fencing will be regulated by the Disciplinary Proceedings outlined in the Athlete Handbook.

   c. Reports which fall under the jurisdiction of the Center will be regulated by the procedures outlined in the Code. the Manager (or their designee) shall be responsible for responding to all requests for information from the Center within 72 hours.

   d. Reports to USA Fencing or the U.S. Center for SafeSport are expressly permitted to be submitted anonymously. Individuals are encouraged to provide as much information as possible to enable a thorough review; however, anonymity will not, by itself, prevent a report from being reviewed or acted upon.

E. Jurisdictional Determination

1. The Center holds *exclusive jurisdiction* to investigate and resolve allegations of the following:

   a. Sexual misconduct, including without limitation child sexual abuse and any misconduct that is reasonably related to an underlying allegation of sexual misconduct;

   b. Criminal Charges or dispositions involving child abuse or sexual misconduct;

   c. Misconduct related to reporting where the underlying allegation involves child abuse or sexual misconduct;

   d. Misconduct related to aiding and abetting, abuse of process, or retaliation, when it related to the Center's process;

   e. Other inappropriate conduct as defined in the Code.

2. The Center holds *discretionary jurisdiction* to investigate and resolve allegations of the following:

   a. Non-sexual child abuse;

   b. Emotional and physical misconduct, including stalking, bully behaviors, hazing, and harassment;

   c. Criminal charges or dispositions not involving child abuse or sexual misconduct;

   d. Minor Athlete Abuse Prevention Policy or other similar proactive policy violations;

e. Misconduct related to aiding and abetting, abuse of process, or retaliation when it related to the processes of the USOPC or USA Fencing.

3. USA Fencing holds jurisdiction over all observed or reasonably suspected violations of this Policy, the Code, or the MAAPP in which the Center does not have exclusive jurisdiction, or the Center has discretionary jurisdiction but declines.

F. Retaliation

1. Retaliation or attempt to the do the same by a participant, someone acting on behalf of a participant, USA Fencing, or the USOPC is prohibited by USA Fencing and the Center. Retaliation is any adverse action or threat to take any adverse action against any person related to allegations of prohibited conduct. Adverse actions include, but are not limited to: threatening, intimidating, harassing, coercing, or any other action or conduct with the potential effect of dissuading any reasonable person from reporting a violation of this Policy, the Code, or the MAAPP or engaging in activity related to any reporting or investigative processes. Retaliation may take place at any time, including before, during, or after an individual's reporting or engagement in the processes of the Center or USA Fencing. 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.

2. Retaliation related to an allegation of sexual misconduct should be reported to the Center. If reported to USA Fencing, then USA Fencing shall forward the report of retaliation to the Center.

3. Retaliation related to an allegation of other misconduct— Emotional Misconduct, Physical Misconduct, Bullying Behaviors, Hazing, Harassment or proactive policies as contained in the MAAPP— should be reported to USA Fencing. USA Fencing will forward on to the Center if it is determined to be within their jurisdiction.

G. Interference

1. USA Fencing and any participants shall not interfere in, attempt to interfere in, or attempt to influence the outcome of any Center investigation.

H. Quality Control System

1. Please view the Athlete Safety Procedures for USA Fencing Events for details on procedures for enforcing sanctions, temporary measures, ensuring completed SafeSport training for those that are required.

I. Annual Data Submission

1. The Manager is responsible for compiling and providing data annually to the Center. Submissions are due April 30 of every year. USA Fencing's local affiliated organizations do not collect any reports of misconduct, violations of this Policy, the Code, the MAAPP, retaliation, or related data. All reports are required to be submitted and resolved by either USA Fencing or the Center. The following data will be collected and reported:

a. Reports of emotional or physical misconduct made to USA Fencing

- Total reported incidents of alleged emotional misconduct
- Total reported incidents of alleged physical misconduct
- Total number of investigations of alleged emotional misconduct
- Total number of investigations of alleged physical misconduct

- Total number of violations for emotional misconduct adjudicated by USA Fencing.
- Total number of violations for physical misconduct adjudicated by USA Fencing.

b. Reports to USA Fencing that a participant violated the Minor Athlete Abuse Prevention Policy (MAAPP)

- Total reported incidents of alleged violations of the MAAP, by policy type
- Total number of investigations of alleged violations of the MAAPP
- Total number of violations of the MAAPP adjudicated by USA Fencing.

c. Reports to USA Fencing that a participant engaged in retaliation

- Total reported incidents of alleged retaliation
- Total number of investigations of alleged retaliation
- Total number of violations of retaliation policy adjudicated by USA Fencing

J. USOPC Athlete Safety Reporting Requirements

a. In accordance with the USOPC's NGB Athlete Safety Policy, USA Fencing will notify the USOPC's Security and Athlete Safety Office via email at athlete.safety@usopc.org as soon as possible, and in any case within 24 hours of imposing its own or being notified of Center-imposed sanction(s) and/or temporary measure(s), affecting any of the individuals receiving these funds/benefits. Notification will also be provided to the USOPC's Security and Athlete Safety Office via e-mail at athlete.safety@usopc.org in the event of any change or removal of any such sanction and/or temporary measures within 24 hours of such change.

b. USA Fencing must notify the USOPC's Security and Athlete Safety Office via e-mail at athlete.safety@usopc.org as soon as possible, and in any case within 24 hours of learning of an allegation of Prohibited Conduct as defined in the Code, that occurred at an Olympic & Paralympic Training Center or at any third party-sponsored event in which the USOPC sends a delegation. Any temporary measures imposed by USA Fencing and/or the Center in response to the allegation must be included in the required notification.

PLEASE REFER TO ATHLETE HANDBOOK CH 13 FOR DISCIPLINARY PROCEEDINGS – LINK HERE

II. USA FENCING SCREENING AND BACKGROUND CHECK PROGRAM

A. Screening and Background Check Program

The purposes of USA Fencing's Background Check Program are as follows:

- Protect USA Fencing athletes and participants from known offenders so that such known offenders do not have access to USA Fencing members in connection with USA Fencing sanctioned events or activities.
- Deter offenders that have not been caught from joining USA Fencing programs.
- Protect USA Fencing's reputation as a sport where participants are protected against abuse.
- Help protect USA Fencing, USA Fencing Clubs and their respective employees and volunteers from liability that could arise from allowing a previous offender to have access to athletes and participants.

1. USA Fencing Screening Policies

USA Fencing's policy includes set criteria for which a person may be disqualified and prohibited from serving under USA Fencing. Under the policy, USA Fencing will not authorize or sanction any individual who has routine access to athletes and participants unless that person consents to be screened and passes a criminal background screen conducted by USA Fencing through the Coach, +Coach upgrade or +CheckEd upgrade Member programs.

The USA Fencing Screening and Background Check Program shall be applicable to the following who are 18 years of age or older: employees of USA Fencing, USA Fencing Board of Directors, USA Fencing committee/task force members, division officers, officials, administrative personnel, coaches, volunteers, medical personnel, other individuals authorized or nominated to work with athletes or other participants while at a training site or event, assistants or personal care assistants who are funded, have a contractual obligation with, or are credentialed by USA Fencing, independent contractors, and other individuals who have regular contact with athletes. Additionally, all athletes, alternates, training partners, or guides who are selected to participate in national or international team or delegated events or to train at an Olympic & Paralympic Training Center or USOPC High Performance Training Center.

- All individuals subject to the USA Fencing Screening and Background Check Program shall be screened through the Coach, +Coach upgrade or +CheckEd upgrade Member programs prior to commencement of a new role or training/competition and then shall be re-screened every two (2) years. This includes a Supplement background check after one year.

2. USA Fencing Club Screening Policies

As a condition of its affiliation with USA Fencing, each Member and Affiliate Club must be in compliance with the requirements set forth below:

All Club employees and independent contractors, including but not limited to coaches and instructors, must be USA Fencing Coach, +Coach upgrade or +CheckEd upgrade prior to such individuals having access to athletes and participants

In addition, all Club owners, directors, managers, and program administrators, and all other affiliated persons having frequent contact with athletes or participants at the Club or its events or activities, must be USA Fencing Coach, +Coach upgrade or +CheckEd upgrade.

An approved screen of Club personnel through those programs shall be valid for two years. All previously screened persons must complete a new background screen every two (2) years. This includes a Supplement background check after one year.

3. Search Criteria

a) Social Security Number validation;
b) Name and address history records;
c) Two independent Multi-Jurisdictional Criminal Database searches covering 50 states plus DC, Guam, and Puerto Rico;
d) Federal District Courts search for each name used and district where the individual currently lives or has lived during the past seven years, going back the length of time records are available and reportable;
e) County Criminal Records for each name used and county where the individual currently lives or has lived during the past seven years, going back the length of time records are available and reportable for each county searched;

f) National Sex Offender Registry database search of all available states, plus DC, Guam, and Puerto Rico;
g) Multiple National Watch Lists;
h) SafeSport Disciplinary Records;
i) Comprehensive International Records search U.S. citizens who have lived outside of the United States for six consecutive months in any one country, during the past seven years;
j) Motor Vehicle Records of at least a 3-year history in the state of licensure; (if driving is required for position).

4. Supplemental Background Checks. All supplemental off-year background check screens will be conducted using at least the following search components:
a) Multi-Jurisdictional criminal database covering 50 states plus DC, Guam, and Puerto Rico
b) Sex Offender Registry database searches of all available states, plus DC, Guam, and Puerto Rico; and
c) SafeSport Disciplinary Records.

5. USA Fencing Criminal Background Check Disqualification Criteria

Any background check that results in a report of a disposition or resolution of a criminal proceeding, other than an adjudication of not guilty, for any of the below criminal offenses will be issued a red light determination:

a. Any felony (any crime punishable by confinement greater than one year)

b. Any misdemeanor involving:

i. All sexual crimes, criminal offenses or a sexual nature to include but not limited to; rape, child molestation, sexual battery, lewd conduct, possession and distribution of child pornography, possession and distribution of obscene material, prostitution, indecent exposure, public indecency, and any sex offender registrant (any participant that has been convicted of, received an imposition of a deferred sentence for, or any plea of guilty or no contest for any sexual crime, criminal offense of a sexual nature, and/or sex offender registrant must be reported);

ii. Any drug related offenses;

iii. Harm to a minor and vulnerable person, including, but not limited to, offenses such as child abandonment, child endangerment/neglect/abuse, contributing to the delinquency of a minor, and DUI with a minor;

iv. Violence against a person (including crimes involving firearms and domestic violence);

v. Stalking, harassment, blackmail, violation of a protection order and/or threats;

vi. Destruction of property, including arson, vandalism, and criminal mischief; and

vii. Animal abuse or neglect.

Secondary Review of Responsible Sport Organization Determinations: USA Fencing will comply with the

USOPC Background Check Policy and Procedures as it relates to situations under which a secondary review of USA Fencing's determination will be conducted by the USOPC. (USOPC BG Policy and USOPC BG Procedures)

6. USA Fencing Background Check Appeal Procedures

All appeals of "red light" or "adverse action letter" background checks shall be referred to the FenceSafe Coordinator (SSC) for initial evaluation, and when appropriate, for further action in accordance with USA Fencing policies and procedures. In the discharge of these duties, the SSC shall consult with the Chief Executive Officer and USAF legal counsel as he or she deems appropriate. If the SSC is the subject of the complaint, the President shall serve the functions assigned by this policy to the SSC.

Any member of the USAF or applicant for USAF membership who is denied admission or appointment to any position on the basis of a "red light" background check or an "adverse action letter" predicated on the results of a background check shall have a right to seek review of that decision in accordance with the procedures here specified.

1. Should any individual receive a "red light" finding or an "adverse action letter" based on a USAF required background check and wish to contest any resulting USAF decision to deny his or her application for membership or to deny him or her any USAF position or appointment, that individual has a right to a review of the denial. The person who seeks review is referred to herein as "the appellant." The appellant may act on his or her own behalf during the appeal or may be assisted by a representative.

2. Unless otherwise notified by the USAF that a shorter period is required because of nomination deadlines dictated by the USAF, the USOC, the FIE or by prevailing circumstances, the appellant shall have 10 business days from the date that he or she is informed of the decision from which the appeal is being taken to notify the Safe Sport Coordinator of the appeal.

3. The SSC shall review any evidence and argument submitted by the appellant or on his or her behalf and shall undertake such additional investigation as the SSC believes necessary to make an initial determination of the merits of the appeal. Upon reaching that determination, the SSC may inform the appellant thereof and shall ascertain from the appellant whether he or she wishes to proceed to a hearing by the Board of Directors.

4. If the appellant wishes to proceed, and the Board has previously provided for the hearing of background check appeals by a committee of the Board, and has constituted and populated such a committee, the SSC shall refer the matter to that committee and shall forward to them, his/her field in the matter, including (a) all statements, documents and other evidence obtained by him, including the background check findings; (b) the arguments and evidence submitted by the appellant or on his behalf, and (c) the SSC's recommendation whether the decision being appealed should be upheld or overruled and the reasons underlying that recommendation. If the committee is not in place, the matter will be referred directly to the Board of Directors at the next scheduled meeting.

5. The designated committee shall review the file. The decision shall be reversed if a majority of the members of the Board (or of the designated committee) present and voting concludes either (a) by a preponderance of the evidence that the background check results were based on erroneous information; or (b) that to a reasonable degree of certainty the applicant does not pose a danger to the individuals with whom he or she is expected to come into contact by virtue of the class of membership, the position or the appointment that was denied on the basis of the "red light" or "adverse action letter." If the designated committee is not unanimous in their ruling, the

review will be done by the USA Fencing Board of Directors.

6. The SSC shall communicate the results of the appeal to the appellant with copies to the CEO, legal counsel and any other person or organization necessary to effect any change in the appellant's status resulting from the decision on appeal.

7. If the appellant disagrees with the outcome of the appeal, he or she may file a demand for arbitration with the American Arbitration Association as provided in the Bylaws. The award obtained in the arbitration shall be final and binding on all parties.

8. The intentional submission of false information or evidence in connection with any proceeding provided herein shall be grounds for disciplinary action in accordance with USAF disciplinary procedures.

9. If a prior Board reversed a red-light determination and no new disqualifying criteria or red-light determinations are present in the appellant's subsequent background screens, but the Board's determination expires with the lapse of time, the SSC shall have the authority to maintain the prior reversal of the red-light determination without a hearing.

III. USA Fencing and U.S. Center for SafeSport Minor Athlete Abuse Prevention Policy

INTRODUCTION

The U.S. Center for SafeSport (the Center) is committed to building a sport community where Participants can work and learn together in an atmosphere free of emotional, physical, and sexual misconduct. Throughout this document the most commonly used terms are defined in the Terminology section in the back of this document.

Authority

The Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017 authorizes the Center to develop training and policies to prevent abuse—including physical, emotional, and sexual abuse—within the U.S. Olympic & Paralympic Movement. 36 U.S.C. § 220542(a)(1). Federal law requires that, at a minimum, national governing bodies and paralympic sports organizations *must offer and give consistent training related to the prevention of child abuse: (1) to all adult members who are in regular contact with amateur athletes who are minors and (2) subject to parental consent, to members who are minors.* 36 U.S.C. § 220542(a)(3). Federal law requires that these policies contain reasonable procedures to limit unobservable and uninterruptible one-on-one interactions between an amateur athlete, who is a minor, and an adult, who is not the minor's legal guardian, at facilities under the jurisdiction of organizations within the U.S. Olympic & Paralympic Movement. 36 U.S.C. § 220542(a)(2).

What is the MAAPP?

To that end, the Center has developed the Minor Athlete Abuse Prevention Policies (MAAPP). The MAAPP is a collection of proactive prevention and training policies for the U.S. Olympic & Paralympic Movement. It has four primary components:

1. Organizational Requirements for Education & Training and Prevention Policies;
2. An Education & Training Policy that requires training for certain Adult Participants within the Olympic & Paralympic Movement;
3. Required Prevention Policies, focused on limiting one-on-one interactions between Adult Participants and Minor Athletes, that Organizations within the Olympic & Paralympic Movement must implement to prevent abuse;
4. Recommended Prevention Policies.

The Center developed the MAAPP to assist National Governing Bodies (NGBs), Local Affiliated Organizations (LAOs), the U.S. Olympic & Paralympic Committee (USOPC), and other individuals to whom these policies apply in meeting their obligations under federal law (*note*: implementing these policies does not guarantee that an organization or individual fully complies with federal law or all applicable legal obligations). These Organizations should share these policies with all Participants and with parents/guardians of minor athletes. Those implementing these policies should consider the physical and cognitive needs of all athletes.

The MAAPP focuses on just two important aspects of a much larger comprehensive abuse prevention

strategy. These policies address training requirements and limiting one-on-one interactions between adults and minor athletes. These policies are intended to be enforceable and reasonable, acknowledging, for example, that when a 17-year-old athlete turns 18, they become an adult athlete, and a complete prohibition of one-on-one interactions may not be necessary or practical. Additionally, there may be other instances when one-on-one interactions could occur, and in those cases, these policies provide strategies so parents/guardians can provide informed consent if they choose to allow a permitted interaction. **The Center recommends that parents first complete training on abuse prevention to be informed about potential boundary violations and concerns before consenting to the interaction.**

While the MAAPP will help organizations implement these policies to greatly improve minor athlete safety, in no way can they guarantee athlete safety in all circumstances, especially when the policies are not fully implemented, followed, or monitored. These policies are not comprehensive of all prevention strategies, nor are they intended to be. These policies should be implemented alongside the SafeSport Code. Additionally, other resources are available that may assist organizations in improving athlete safety[1].

How Does the Center Ensure Compliance with the MAAPP?

Federal law requires the Center to conduct regular and random audits of the NGBs to ensure compliance with these policies. 36 U.S.C. § 220542(a)(2)(E). More specific organizational compliance requirements can be found in Appendix A. Additionally, it is the responsibility of the USOPC and each NGB, LAO, and Adult Participant to comply with the MAAPP. The aforementioned Organizations can act in their respective programs for violations of the MAAPP by Adult Participants. Adult Participants also have an independent responsibility to comply with these MAAPP provisions. Violations of these provisions can result in sanctions under the SafeSport Code.

Is the MAAPP Different from the SafeSport Code?

Yes. The SafeSport Code works alongside the MAAPP to prevent abuse. The MAAPP includes proactive prevention policies for organizations and individuals, while the SafeSport Code contains misconduct policies for individuals. However, violations of the MAAPP can violate the SafeSport Code, and violators can be sanctioned.

SCOPE
The MAAPP Applies to "In-Program Contact" Within the Olympic & Paralympic Movement

The MAAPP is required for the U.S. Olympic & Paralympic Committee (USOPC), National Governing Bodies (NGB), and Local Affiliated Organizations (LAO). (each an "Organization").

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[1] Saul, J., & Audage, N.C. (2007). *Preventing Child Sexual Abuse Within Youth-Servicing Organization: Getting Started on Policies and Procedures.* Atlanta, GA: Centers for Disease Control and Prevention.

Canadian Centre for Child Protection. (2014). *Child Sexual Abuse: It Is Your Business.* Winnipeg, Manitoba: Canadian Centre for Child Protection.

The Australian Royal Commission Into Institutional Responses to Child Sexual Abuse. (2017). *Final Report*.

Some policies impose requirements on USA Fencing and/or its divisions or member clubs at sanctioned events and facilities partially or fully under USA Fencing's jurisdiction. For example, USA Fencing and/or its divisions or member clubs, as the case may be, must monitor locker rooms at their respective facilities and sanctioned events. Other policies impose certain requirements on Adult Participants under USA Fencing's jurisdiction when the Adult Participant is having "In-Program Contact." For example, Adult Participants cannot have one-on-one meetings with Minor Athletes unless it is observable and interruptible.

Who is a Minor Athlete?

A **Minor Athlete** is an amateur athlete under 18 years of age who participates in, or participated within the previous 12 months in, an event, program, activity, or competition that is part of, or partially or fully under the jurisdiction of, USA Fencing and/or its divisions or member clubs[2].

Partial or Full Jurisdiction: Includes any sanctioned event or activity (including all travel and lodging in connection therewith) conducted or sanctioned by USA Fencing or any of its divisions or member clubs, and any facility that USA Fencing or any of its divisions or member clubs owns, leases, or rents for practice, training, or competition.

Who is an Adult Participant?

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

1. A member or license holder of USA Fencing
2. An employee or board member of USA Fencing and/or its divisions or member clubs
3. Within the governance or disciplinary jurisdiction of USA Fencing and/or its divisions or member clubs
4. Authorized, approved, or appointed by USA Fencing and/or its divisions or member clubs to have regular contact with or authority over minor athletes.[3]

What is In-Program Contact?

In-Program Contact includes sanctioned events and facilities, but it also applies more broadly to sport-related interactions. **The MAAPP defines "In-Program Contact" as**:

> *Any contact (including communications, interactions, or activities) between an Adult Participant and any Minor Athlete(s) related to participation in sport.*

Examples of activities related to participation in sport that could be identified as In-Program Contact include, but are not limited to: competition, practices, camps/clinics, training/instructional sessions, pre/post game meals or outings, team travel, review of game film, team- or sport-related relationship building activities,

[2] This term shall also include any minor who participates in, or participated within the previous 12 months in, a non-athlete role partially or fully under the jurisdiction of an NGB, USOPC, or LAO. Examples include, but are not limited to: officials, coaches, or volunteers.

[3] 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 Adult Participant definition.

celebrations, award ceremonies, banquets, team- or sport-related fundraising or community service, sport education, or competition site visits.

Am I required to take SafeSport Training?

Certain Adult Participants within the Olympic & Paralympic Movement who have (i) regular contact with amateur athletes who are minors, (ii) authority over amateur athletes who are minors , or (iii) are employees or board members of the USOPC, NGBs, or LAOs, are required to take training. The specific training requirements can be found in Part I.

PART I
EDUCATION & TRAINING POLICY

A. Mandatory Child Abuse Prevention Training for Adult Participants

1. Adult Participants Required to Complete Training
   a. The following Adult Participants must complete the *SafeSport Trained* Core either through the Center's online training:
      i. Adult Participants who have regular contact with any amateur athlete(s) who is a minor;
      ii. Adult Participants who have authority over any amateur athlete(s) who is a minor;
      iii. Adult Participants who are an employee or board member of USA Fencing and/or its divisions or member clubs
   b. Adult Participants who are medical providers are required to take training under Section (a) can take the Health Professionals Course in lieu of the *SafeSport Trained* Core. This includes designated medical providers at USA Fencing National Events and designated providers for USA Fencing National Team travel.

2. Timing of Training

Adult Participants must complete this training:

   a. Before regular contact with an amateur athlete who is a minor begins; **and**
   b. Within the first 45 days of either initial membership or upon beginning a new role subjecting the adult to this policy whichever comes first.

3. Refresher Training

The above-listed Adult Participants must complete a refresher course every 12 months, beginning the calendar year after completing the *SafeSport Trained* Core. Every four years, Adult Participants will complete the *SafeSport Trained* Core training. Medical providers can take the Health Professionals Course in lieu of the *SafeSport Trained* Core and are required to take the refresher courses on an annual basis if they meet the criteria for A(1).

B. Minor Athlete Training Must Be Offered

1. USA Fencing and/or its divisions or member clubs, every 12 months must offer and, subject to parental consent, give training to minor athletes on the prevention and reporting of child abuse.

2. The Center offers youth courses, located at https://uscenterforsafesport.org/courses/, that meet this requirement.

C. Parent Training Must Be Offered

1. USA Fencing and/or its divisions or member clubs, every 12 months must offer training to parents on the prevention and reporting of child abuse.

2. The Center offers a parent course, located at https://uscenterforsafesport.org/courses/ that meets this requirement.

D. Optional Training

1. Adult Participants serving in a volunteer capacity, who will not have regular contact with or authority over Minor Athletes, should take the Center's brief Volunteer Course (or *SafeSport Trained* Core) before engaging or interacting with any Minor Athlete(s).

2. USA Fencing and/or its divisions or member clubs may provide training *in addition to* the *SafeSport Trained* Core, although they cannot refer to this training as "SafeSport" training. **Training other than the *SafeSport Trained* Core or Refresher does not satisfy this policy**.

3. Parents of Minor Athletes are provided free online access to the Center's parent course and are encouraged to take the training.

E. Exemptions and Accommodations

The Center's online training courses contain information about various forms of abuse. The courses do not include graphic descriptions of abuse or show violent images or video. The content may be uncomfortable to trigger trauma for some participants.

1. Exemptions to the online training requirements may be requested by survivors of abuse and misconduct. Survivors of abuse can request an exemption by reaching out to USA Fencing at fencesafe@usafencing.org or choose to contact the Center directly at exemptions@safesport.org. All exemptions granted by the Center or USA Fencing in the category are considered indefinite and do not need to be re-requested every year.

2. Exemptions to the online training requirements for reasons other than survivor of abuse or misconduct are limited to cognitive or physical disability or language barrier. Requests for these exemptions must be made by the individual to USA Fencing. USA Fencing will determine whether to grant exemption. If USA Fencing grants an exemption it will track the exemption to ensure it is appropriately applied to the individual's membership status. USA Fencing will preserve documentation that the exemption was granted and for what duration.

3. The Center has several options available to assist individuals in completing the online training courses, including screen reader-compatible versions and course availability in several languages, including

English, Spanish, French, Mandarin, Russian, German, and Japanese. If none of the available options will fit the individual's needs, USA Fencing may determine whether to grant an exemption.

PART II
REQUIRED POLICIES FOR ONE-ON-ONE INTERACTIONS

The U.S. Center for SafeSport recognizes that youth-adult relationships can be healthy and valuable for development. Policies on one-on-one interactions protect children while allowing for these beneficial relationships. As child sexual abuse is often perpetrated in isolated, one-on-one situations, it is critical that organizations limit such interactions between youth and adults and implement programs that reduce the risk of sexual abuse.

All one-on-one In-Program Contact between an Adult Participant and a Minor Athlete must be *observable and interruptible,* except in emergency circumstances or with a documented exception.

EXCEPTIONS

There are certain relationships and situations in which one-on-one interactions may be allowed or necessary. This section identifies policy exceptions for close-in-age relationships, Personal Care Assistants, dual relationships, and emergencies.

The following exceptions are applicable within all Required Prevention Policies unless otherwise noted.

A. Mandatory Components

1. A Close-in-Age Exception

The purpose of this exception is to allow for continued relationships among athletes on the same team.

This exception allows for one-one-one In-Program Contact between an Adult Participant and a Minor Athlete if:

a. The Adult Participant has **no** authority over the Minor Athlete; and
b. The Adult Participant is not more than 4 years older (determined by birth date) than the Minor Athlete.

Note: this exception is different than the close-in-age exception in the SafeSport Code pertaining to misconduct.

2. Exceptions for Adult Participants Personal Care Assistants Working with a Minor Athlete

This exception exists for Adult Participants who also assist an athlete with activities of daily living and preparation for athletic participation.

This exception allows for one-on-one In-Program Contact between an Adult Participant and a Minor Athlete if the following requirements are met:

a. The Minor Athlete's parent/guardian has provided written consent to USA Fencing or their member club for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and

b. The Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and
c. The Adult Participant Personal Care Assistant has complied with USA Fencing's background screen policy.

3. Exceptions for Dual Relationships

This exception allows for one-on-one In-Program Contact when the Adult Participant has a relationship with a Minor Athlete that is outside of the sports program. The exception requires written consent of the Minor Athlete's parent/guardian at least annually. The consent must identify for which Required Prevention Policies the parent/guardian is allowing the one-on-one In-Program Contact.

4. Emergency Exception

This exception applies to all Required Prevention Policies for situations where an Adult Participant must violate the requirement(s) of the MAAPP due to an emergency. Adult Participants must carefully consider whether specific circumstances meet the threshold of "emergency". Adult Participants should document emergency situations using the USA Fencing MAAPP Emergency Exception Form and maintain in their own records.

USA Fencing recommends parents take training on child abuse prevention before providing consent to the above exceptions. The Center offers a free Parent Course at safesporttrained.org

MEETINGS

Sexual abuse often happens when children are alone with their abusers. This section provides policies for meetings to limit one-on-one interactions between children and adults, including mental health care professionals and licensed health care providers.

A. Mandatory Components

1. Observable and Interruptible

   Adult Participants must ensure that all In-Program meetings with Minor Athletes be observable and interruptible, unless an exception exists.

2. Meetings with licensed mental health care professionals and health care providers (other than athletic trainers[4])

   If a licensed mental health care professional or licensed health care provider, or a student under the supervision of a licensed mental health care professional or a licensed health care provider, meets one-on-one with a Minor Athlete at a sanctioned event or a facility, which is conducted, operated or maintained by USA Fencing's or one of its divisions or member clubs, then the meeting must be observable and interruptible except:
   a. If the door remains unlocked; and
   b. Another adult is present at the facility and notified that a meeting is occurring, although the Minor Athlete's identity needs not be disclosed; and

[4] Athletic trainers who are covered under these policies must follow the "Manual Therapy and Therapeutic and Recovery Modalities" policy.

c. USA Fencing or the relevant division or member club, as the case may be, is notified that the provider will be meeting with a Minor Athlete; and
d. The provider obtains consent consistent with applicable laws and ethical standards, which can be withdrawn at any time.

INDIVIDUAL TRAINING SESSIONS

Some abusers will single out athletes for special one-on-one instruction. This kind of isolation provides opportunities for abuse to occur. This section establishes rules for individual training sessions to protect youth athletes from uncomfortable or unsafe situations.

A. Mandatory Components

1. Observable and Interruptible

Adult Participants must ensure all In-Program individual training sessions with a Minor Athlete be observable and interruptible unless an exception exists.

2. Consent

The Adult Participant providing the individual training session must receive advance, written consent from the Minor Athlete's parent/guardian at least annually, which can be withdrawn at any time; and

3. Parent Observation

Parents/guardians must be allowed to observe the individual training session.

MANUAL THERAPY AND THERAPEUTIC AND RECOVERY MODALITIES

Many athletes require therapies to prevent or treat injuries. However, these treatment sessions can place children in vulnerable positions, especially if they involve physical contact with adults. This section establishes standards for therapeutic and recovery modalities and manual therapy to reduce the risk of inappropriate contact between youth and adults.

Manual therapy and therapeutic and recovery modalities can include but are not limited to: first aid, massage, taping, cupping, stretching, cryotherapy, neuromuscular stimulation, electrical stimulation, or other modalities within the scope of a Healthcare Provider's credentials.

A. Mandatory Components

Note: Only emergency exception applies within this policy.

1. Observable and Interruptible

Adult Participants must ensure all In-Program Contact during manual therapy and therapeutic modalities and recovery modalities with Minor Athletes be observable and interruptible and meet the following requirements

a. Have another Adult Participant physically present for the modality or manual therapy; and
b. Have documented consent as explained below; and

c. Be performed with the Minor Athlete fully or partially clothed, ensuring that the breasts, buttocks, groin, or genitals are always covered; and
d. Allow parents/guardians in the room as an observer, except for competition or training venues that limit credentialling; and
e. The provider must narrate the steps in the modality before taking them, seeking assent of the Minor Athlete throughout the process.

2. Consent
   a. Providers of manual therapy, therapeutic modalities, or recovery modalities for USA Fencing or any its divisions or member clubs, must, when applicable, obtain consent at least annually from Minor Athletes' parents/guardians before providing any manual therapy, therapeutic modalities, or recovery modalities..
   b. Minor Athletes or their parents/guardians can withdraw consent at any time.

B. Recommended

1. Only licensed providers should administer manual therapy, therapeutic modalities, or recovery modalities..
2. When possible, techniques should be used to reduce physical touch of Minor Athletes.
3. Coaches, regardless of whether they are licensed massage therapists, should not massage Minor Athletes.

LOCKER ROOMS AND CHANGING AREAS

Young athletes may be especially vulnerable to abuse in changing areas where they are undressing and possibly showering. Appropriate monitoring is necessary in these areas to prevent abuse and other inappropriate conduct. This section outlines policies for locker rooms and changing areas to ensure privacy and safety.

A. Mandatory Components

1. Observable and Interruptible
   Adult Participants must ensure that all one-on-one In-Program Contact with Minor Athlete(s) in a locker room, changing area, or similar space where Minor Athlete(s) are present is observable and interruptible, unless an exception exists.

2. Conduct in Locker Rooms, Changing Areas, and Similar Spaces
   a. No Adult Participant or Minor Athlete can use the photographic or recording capabilities of any device in locker rooms, changing areas, or any other area designated as a place for changing clothes or undressing.
   b. Adult Participants must not remove their clothes or behave in a manner that intentionally or recklessly exposes their breasts, buttocks, groins, or genitals to a Minor Athlete in a locker room or changing area.
   c. Adult Participants must not shower with Minor Athletes unless:
      i. The Adult Participant meets the Close-in-Age Exception; or
      ii. The shower is part of a pre- or post-activity rinse while wearing swimwear.

d. Parents/guardians may request in writing that their Minor Athlete(s) not change or shower with Adult Participant(s) during In-Program Contact. USA Fencing or the relevant division or member club, as the case may be, and the Adult Participant(s) must abide by this request.

3. Media and Championship Celebrations in Locker Rooms

USA Fencing or any of its divisions or member clubs, as the case may be, may permit recording or photography in locker rooms for the purpose of highlighting a sport or athletic accomplishment if:

i. Parent/legal guardian consent has been obtained; and
ii. USA Fencing or the relevant division or member club, whichever is conducting the event or activity, approves the specific instance of recording or photography; and
iii. Two or more Adult Participants are present; and
iv. Everyone is fully clothed.

4. Personal Care Assistants

Adult Participant Personal Care Assistants are permitted to be with and assist Minor Athlete(s) in locker rooms, changing areas, and similar spaces where other Minor Athletes are present, if they meet the full requirements of the Adult Participant Personal Care Assistant exception.

5. Availability and Monitoring of Locker Rooms, Changing Areas, and Similar Spaces

a. USA Fencing or its relevant division or member clubs, as the case may be, must provide a private or semi-private place for Minor Athletes that need to change clothes or undress at sanctioned events or facilities partially or fully under USA Fencing's, or the relevant division's or member club's, jurisdiction.
b. USA Fencing or its relevant division or member club, as the case may be, must monitor the use of locker rooms, changing areas, and similar spaces to ensure compliance with these policies at sanctioned events or facilities that the relevant organization conducts, operates, maintains or is otherwise partially or fully under its jurisdiction.

ELECTRONIC COMMUNICATIONS[5]

Technology has made it easier for teams to communicate and share information. Unfortunately, it also makes it easier for abusers to contact children without supervision or share inappropriate images and video. This section sets standards for appropriate electronic communication between youth and adults.

A. Mandatory Components

1. Open and Transparent

a. All one-on-one electronic communications between an Adult Participant and a Minor Athlete must be Open and Transparent unless an exception exists.

[5] Electronic communications include, but are not limited to: phone calls, videoconferencing, video coaching, texting, social media, or through any other electronic medium.

b. Open and Transparent means that the Adult Participant copies or includes the Minor Athlete's parent/guardian, another adult family member of the Minor Athlete, or another Adult Participant on every communication.
    - If a Minor Athlete communicates with the Adult Participant first, the Adult Participant must follow this policy if the Adult Participant responds.
c. Only platforms that allow for Open and Transparent communication may be used to communicate with Minor Athletes.

2. Team Communication
When an Adult Participant communicates electronically to the entire team or any number of Minor Athletes on the team, the Adult Participant must copy or include the Minor Athletes' parents/guardians, another adult family member of the Minor Athletes, or another Adult Participant.

3. Content
All electronic communication originating from an Adult Participant(s) to a Minor Athlete(s) must be professional in nature unless an exception exists.

4. Requests to discontinue
Parents/guardians may request in writing that USA Fencing or one of its divisions or member clubs or an Adult Participant subject to this policy not contact their Minor Athlete through any form of electronic communication. USA Fencing or the relevant division or member club, as the case may be, and the Adult Participant must abide by any request to discontinue, absent emergency circumstances.

5. Social Media Connections
Adult Participants, except those with a Dual Relationship or who meet the Close-in-Age Exception, are not permitted to maintain private social media connections with Minor Athletes.

TRANSPORTATION

Athletes are often carpooling or traveling without the supervision of their parent/guardian to practices and competitions. This can place them in vulnerable positions where they are susceptible to abuse. This section established policies for adults transporting children to or from sport activities.

A. Mandatory Components

1. Observable and Interruptible

Adult Participants must ensure that all In-Program Contact during transportation is observable and interruptible unless and exception exists or:

a. The Adult Participant has advanced, written consent to transport the Minor Athlete one-on-one, obtained at least annually from the Minor Athlete's parent/guardian. Minor Athlete(s) or their parent/legal guardian can withdraw consent at any time.

b. The Adult Participant is accompanied by another Adult Participant or at least two minors who are at least 8 years of age.

2. Additional Requirements for Transportation Authorized or Funded by USA Fencing or its relevant division or member club, as the case may be.

a. Written consent from a Minor Athlete's parent/guardian is required for all transportation authorized or funded by USA Fencing or its relevant division or member club, as the case may be, at least annually.
b. Minor Athlete(s) or their parent/guardian can withdraw consent at any time.

LODGING AND RESIDENTIAL ENVIRONMENTS

Youth athletes traveling overnight face greater risk of sexual abuse if they are traveling without their parent/guardian. Abusers can take advantage of the situation by trying to have unsupervised time alone with children. This section sets rules for sleeping arrangements and room monitoring to protect athletes during overnight travel.

A. Mandatory Components

1. Observable and Interruptible

   All In-Program Contact during lodging must be observable and interruptible unless an exception exists.

   a. Lodging arrangements covered under this policy include, but are not limited to, hotel stays, rentals (i.e. AirBnB, VRBO, HomeTo Go, etc.) and long-term residential environments, including lodging at training sites and billeting.

2. Hotel Rooms and Other Sleeping Arrangements

   a. An Adult Participant cannot share a hotel room or otherwise sleep in the same room with a Minor Athlete(s) unless an exception exists and the Minor Athlete's parent/guardian has provided USA Fencing or its relevant division or member club, as the case may be, with advance, written consent for each specific lodging arrangement.

   b. Written consent from a Minor Athlete's parent/guardian must be obtained for all In-Program lodging at least annually and can be withdrawn at any time.

3. Monitoring or Room Checks During In-Program Travel

   If USA Fencing and/or its divisions or member clubs perform room checks during In-Program lodging, the one-on-one interaction policy must be followed and at least two adults must be present for the room checks.

4. Additional Requirements for Lodging Authorized or Funded by the Organization

   Adult Participants that travel overnight with Minor Athlete(s) are assumed to have Authority over Minor Athlete(s) and thus must comply with the Center's Education & Training Policy, unless the Adult Participant meets the Close-in-Age exception.

PART III
RECOMMENDED POLICIES FOR KEEPING YOUNG ATHLETES SAFE

A. Out-of-Program Contact

Adult Participants, who do not meet the Close-in-Age Exception nor have a Dual Relationship with a Minor Athlete, should not have out-of-program contact with Minor Athlete(s) without legal/parent guardian consent, even if the out-of-program contact is not one-on-one.

B. Gifting

1. Adult Participants, who do not meet the Close-in-Age Exception nor have a Dual Relationship with a Minor Athlete, should not give personal gifts to Minor Athlete(s).

2. Gifts that are equally distributed to all athletes and serve a motivational or educational purpose are permitted.

C. Photography/Video

1. Photographs or videos of athletes may only be taken in public view and must observe generally accepted standards of decency.

2. Adult Participants should not publicly share or post photos or videos of Minor Athlete(s) if the Adult Participant has not obtained the parent/guardian and Minor Athlete's consent.

TERMINOLOGY

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

a. A member or license holder of USA Fencing;
b. An employee or board member of USA Fencing or relevant division or member clubs, as the case may be;
c. Within the governance or disciplinary jurisdiction of USA Fencing, or relevant division or member clubs;
d. Authorized, approved, or appointed by USA Fencing or relevant division or member clubs, as the case may be, to have regular contact with or authority over minor athletes. This includes, but it not limited to, USA Fencing coaches, referees, adult athletes, event medical personnel and event staff[6]

Amateur Athlete: An athlete who meets the eligibility standards established by the National Governing Body or paralympic sports organization for the sport in which the athlete competes.

Authority: When one person's position over another person is such that, based on the totality of the circumstances, they have the power or right to direct, control, give orders to, or make decisions for that person. Also see the Power Imbalance definition in the SafeSport Code. This may include but is not limited to coaches, officials, medical training staff, etc.

Close-in-Age Exception: An exception applicable to certain policies when an Adult Participant does not have authority over a Minor Athlete *and* is not more than four years older than the Minor Athlete (e.g., a 19-year-old and a 16-year-old). Note: this exception *only* applies within the prevention policies and *not* regarding conduct defined in the SafeSport Code.

Dual Relationships: An exception applicable to certain policies when an Adult Participant has a relationship with a Minor Athlete outside of the sport program and the Minor Athlete's parent/guardian has provided written consent at least annually authorizing the exception.

In-Program Contact: Any contact (including communications, interactions, or activities) between an Adult Participant and any Minor Athlete(s) related to participation in sport.

> Examples of In-Program Contact include, but are not limited to: competition, practices, camps/clinics, training/instructional sessions, pre/post game meals or outings, team travel, review of game film, team- or sport-related relationship building activities, celebrations, award ceremonies, banquets, team- or sport-related fundraising or community service, sport education, or competition site visits.

Local Affiliated Organization (LAO): A regional, state, or local club or organization that is directly affiliated

[6] 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 Adult Participant definition.

with USA Fencing or that is affiliated with an NGB by its direct affiliation with a regional or state affiliate of USA Fencing. More specifically for USA Fencing, LAO includes divisions and any club that is registered with and purchased a USA Fencing Premium Club Membership .

Minor Athlete: An Amateur Athlete under 18 years of age who participates in, or participated within the previous 12 months in, an event, program, activity, or competition that is part of, or partially or fully under the jurisdiction of, an NGB, USOPC, or LAO.

> **Partial or Full Jurisdiction**: Includes any sanctioned event (including all travel and lodging in connection with the event) by the NGB, USOPC, or LAO, or any facility that the NGB, USOPC, or LAO owns, leases, or rents for practice, training or competition.

> **National Governing Body (NGB):** A U.S. Olympic National Governing Body or Pan American Sport Organization recognized by the U.S. Olympic & Paralympic Committee pursuant to the Ted Stevens Olympic and Amateur Sports Act, 36 U.S.C. §§ 220501, et seq. This definition shall also apply to the USOPC, or other sports entity approved by the USOPC, when they have assumed responsibility for the management or governance of a sport included on the program of the Olympic, Paralympic, or Pan-American Games.

Adult Participant Personal Care Assistant: An Adult Participant who assists a parasport athlete requiring help with activities of daily living (ADL) and preparation for athletic participation. This support can be provided by a Guide for Blind or visually impaired athletes or can include assistance with transfer, dressing, showering, medication administration, and toileting. Personal Care Assistants are different for every athlete and should be individualized to fit their specific needs. When assisting a Minor Athlete, Adult Participant PCAs must be authorized by the athlete's parent/guardian.

Regular Contact: Ongoing interactions during a 12-month period wherein an Adult Participant is in a role of direct and active engagement with any amateur athlete(s) who is a minor. This may include but is not limited to coaches, officials, adult athletes, medical training staff, etc. For USA Fencing, six (6) instances of In-Program Contact during a 12-month period is Regular Contact.

Residential Environment: A place in which participants live or stay temporarily. Residential environments include, but are not limited to, onsite housing at training facilities, billeting, hotel stays, or rentals (i.e., AirBnB, VRBO, HomeToGo, etc.).

> **Billeting:** A residential environment facilitated by an Adult Participant, NGB, LAO, the USOPC, or sanctioned event staff in which a Minor Athletes is temporarily housed in a private home with an adult or family who is not related to or known by the Minor Athlete. This lodging arrangement is in conjunction with an activity related to sport.

U.S. Olympic & Paralympic Committee (USOPC): A federally chartered nonprofit corporation that serves as the National Olympic Committee and National Paralympic Committee for the United States.

APPENDIX A:
ORGANIZATIONAL REQUIREMENTS FOR EDUCATION & TRAINING AND PREVENTION POLICIES

USA Fencing or the relevant division or member club, as the case may be, must implement proactive policies designed to prevent abuse. These organizational requirements are described below.

A. Organizational Requirements for Education & Training

1. USA Fencing must track whether Adult Participants under its jurisdiction complete the required training listed in Part I.

2. USA Fencing or the relevant division or member club, as the case may be, must, every 12 months, offer and, subject to parental consent, give training to minor athletes on the prevention and reporting of child abuse.
    a. For training to minor athletes, USA Fencing or the relevant division or member club, as the case may be, must track a description of the training and how the training was offered and provided to Minor Athletes.
    b. USA Fencing or the relevant division or member club, as the case may be, are not required to track individual course completions of minor athletes.

3. USA Fencing or the relevant division or member club, as the case may be, must, every 12 months, offer training to parents on the prevention and reporting of child abuse.
    a. For training to parents, USA Fencing or the relevant division or member club, as the case may be, must track a description of the training and how the training was offered and provided to parents.
    b. USA Fencing or the relevant division or member club, as the case may be, are not required to track individual course completions of parents.

B. Required Prevention Policies and Implementation

1. USA Fencing must develop minor athlete abuse prevention policies to limit one-on-one interactions between a Minor Athlete and an Adult Participant. These policies must contain the mandatory components of the Center's model policies in Part II. These model policies cover:
    a. Meetings
    b. Individual Training Sessions
    c. Therapeutic and Recovery Modalities and Manual Therapy
    d. Locker rooms and changing areas
    e. Electronic communications
    f. Transportation
    g. Lodging and Residential Environments

2. The policies must be approved by the Center as described in subsection (C) below. The policies may include the recommended components in Part II and the recommended policies in Part III. Given the

uniqueness of each sport, however, some recommended components or policies may not be feasible or appropriate. Such concerns should be addressed with the Center during the Policy Approval and Submission Process discussed below. USA Fencing may choose to implement stricter standards than the model policies.

3. USA Fencing must also require that its division or member clubs implement these policies within their division or club.

4. USA Fencing or the relevant division or member club, as the case may be, must implement these policies for all In-Program Contact.
    a. At sanctioned events and facilities partially or fully under its jurisdiction, the organization must take steps to ensure the policies are implemented and followed.
    b. For In-Program Contact that occurs outside USA Fencing's and/or the relevant division's or member club's sanctioned event or facilities, implementing these policies means:
        i. Communicating the policies to individuals under its jurisdiction;
        ii. Establishing a reporting mechanism for violations of the policies;
        iii. Investigating and enforcing violations of the policies.

5. USA Fencing must have a reporting mechanism to accept reports that an Adult Participant is violating USA Fencing's Minor Athlete Abuse Prevention Policies. USA Fencing must appropriately investigate and resolve any reports received, unless the violation is reported to the Center and it exercises jurisdiction over the report. This requirement is in addition to requirements to report abuse under the SafeSport Code.

C. Policy Approval and Submission Process

1. USA Fencing may adopt the MAAPP as-is or adapt it to fit their needs. Regardless, USA Fencing must submit their policies to the Center at compliance@safesport.org for review and approval by April 1, 2024. The Center will approve, approve with modifications, or deny the policies. If the Center denies the proposed policy, the mandatory components of Part III of the Center's Model MAAPP become the default policy until the Center approves the policy.

2. USA Fencing must require their LAOs to incorporate the mandatory components of Part III of the Center's Model MAAPP. USA Fencing may require that their LAOs implement USA Fencing's policies, which may be more stringent than the policies in Part III.

3. USA Fencing may, in its discretion, require its National Member Organizations (NMO) to implement these policies.
    - An NGB that chooses to require its NMOs to implement the Education & Training Policy must obtain advanced, written approval from the Center to expand the training access to additional persons. Requests must be submitted to ngbservices@safesport.org.

4. The mandatory components of Part III of the Center's Model MAAPP will serve as the default policy for any Organization that fails to develop its own policy as required by this section.

Any changes made to USA Fencing's MAAPP after the policy is approved must be submitted to the Center for approval. The previously approved MAAPP will remain in effect until written approval is provided to USA Fencing from the Center.

APPENDIX B:
ADULT PARTICIPANTS AT USA FENCING

Adult Participant	Regular Contact	Authority	Training Required
USA Fencing Staff and Interns		x	x
USA Fencing Board / Committee members		x	x
USA Fencing Club Staff/ Board members	x	x	x
USA Fencing Division Officers	x	x	x
Coaches	x	x	x
Event officials (referees, bout committee, armorers, etc.)	x	x	x
Event volunteers (More than 6 instances of In-Program Contact in a 12-month period)	x	x	x
Event Volunteers (Not more than 6 instances of In-Program Contact in a 12-month period)			
Medical professional (preventative care & emergency response)	x	x	x
Medical professional (emergency response only)			
Vendors at National Events	x		x
Adult athletes traveling on a team with minors, supported by USA Fencing	x	x	x
Adult members who have regular contact with minor athletes	x		x
USA Fencing members 18 years of age and older who have no regular contact with minor athlete(s)			