



ATHLETE AND PARTICIPANT SAFETY POLICY

Policy Owner: USA Weightlifting CEO

Effective Date: August 25, 2025

- 1. Introduction.** USA Weightlifting is committed to creating and maintaining a sport community where all those who participate can work and learn together in an atmosphere free from all forms of emotional, physical and sexual misconduct. This Athlete and Participant Safety Policy (the “Policy”) discusses prohibited misconduct and those to whom this Policy applies to. This Policy is part of USA Weightlifting’s broader athlete and participant safety programs, which includes USA Weightlifting’s Minor Athlete Abuse Prevention Policies (“MAAPP”), its Response and Resolution Policy, and its policies on background checks and Safe Sport training.

In addition to the information provided in this Policy, USA Weightlifting has adopted the SafeSport Code for the U.S. Olympic and Paralympic Movement (the “Code”) and any appendices (collectively, the “Code”) issued by the U.S. Center for SafeSport (the “Center”), as the Code may be amended from time to time. To the extent any USA Weightlifting rule, policy, or procedure is inconsistent with the Code, rules, policies or procedures of the Center, such USA Weightlifting rule is hereby superseded by the applicable Code provision.

Pursuant to USA Weightlifting’s Bylaws, Section 5.6:

As a condition of membership in USAW and a condition for participation in any competition or event sanctioned by USAW or its member organizations, each member and each athlete, coach, trainer, agent, athlete support personnel, medical or para-medical personnel, team staff, official, and other person who participates in USAW or USAW events (whether or not a USAW member), agrees to comply with and be bound by the safe sport rules, policies, and procedures of the U.S. Center for SafeSport, including but not limited to the SafeSport Code for the U.S. Olympic and Paralympic Movement (the “SafeSport Code”) and to submit, without reservation or condition, to the jurisdiction and rules, policies, and procedures of the U.S. Center for SafeSport for the resolution of any alleged violations of those rules, policies, or procedures, as they may be amended from time to time. To the extent any USAW rule is inconsistent with the rules of the U.S. Center for SafeSport, such USAW rule is hereby superseded by such U.S. Center for SafeSport rule. The current SafeSport Code is available at the office of USAW or on-line at the following website: <https://uscenterforsafesport.org/>.

These individuals are responsible for knowing the information, policies, and procedures outlined in this Policy, the Code, and their related policies.

For the avoidance of doubt, a violation the Code or any of the Center’s rules, policies and procedures, will be considered a violation of this Policy. USA Weightlifting will mirror and enforce any sanction or measures imposed by the Center, whether interim, temporary, or

permanent, but may in certain circumstances impose its own additional or separate interim, temporary, or permanent sanctions or measures.

2. Who Is Covered.

2.1. This Policy applies to all “Participants,” meaning any 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.¹

2.2. “Athletes” are any USA Weightlifting member athletes.

2.3. “Minor Athletes” are those Athletes under 18 years old.

3. Prohibited Conduct.

3.1. USA Weightlifting prohibits the following types of misconduct by Participants:

- 3.1.1.** Sexual Misconduct
- 3.1.2.** Physical Misconduct
- 3.1.3.** Emotional Misconduct
- 3.1.4.** Harassment
- 3.1.5.** Hazing
- 3.1.6.** Bullying
- 3.1.7.** Any other conduct prohibited under the Code or this Policy, including but not limited to, Abuse of Process and Retaliation

3.2. The above types of misconduct are defined in the Code, which can be found here: <https://uscenterforsafesport.org/response-and-resolution/safesport-code/>

3.3. Should anyone participating in the activities or affairs of USA Weightlifting observe behaviour which violates one or more of the policies contained in this Policy or the Code, including suspected physical or sexual abuse, such person is responsible to immediately report their observations.

3.4. The U.S. Center for SafeSport has exclusive jurisdiction over all allegations of sexual misconduct and child abuse. Any allegation of sexual misconduct or child abuse must be reported to the U.S. Center for SafeSport and any allegation of child abuse must be

¹This 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.

reported to law enforcement pursuant to the Athlete and Participant Safety Response and Resolution Policy. All other allegations **must** be reported to USA Weightlifting or to the Center pursuant to the Response and Resolution Policy.

3.5. Reporting parties should not attempt to evaluate the credibility or validity of allegations before reporting.

3.6. Additional information regarding reporting concerns of misconduct and abuse may be found in USA Weightlifting's Athlete and Participant Safety Response and Resolution Policy. USA Weightlifting responds to allegations of abuse or misconduct in accordance with its Athlete and Participant Safety Response and Resolution Policy.

Revision No.	Revision/ Approval Date	Effective Date	Revision Approver	Description of Revision
v.1	04/15/2025	08/25/2025	Board of Directors	This version replaces the prior Athlete Safety Policy and works in conjunction with the simultaneously published Athlete and Participation Safety Response and Resolution Policy.