



USA Field Hockey

Athlete Safety Policy

Effective August 18, 2025



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1. Introduction

Safety on and off the field is of the utmost importance to USA Field Hockey.

The following policy protects USA Field Hockey participants from physical, sexual, mental and other forms of abuse and misconduct coaches, USA Field Hockey staff, USA Field Hockey board members, administrators, volunteers, officials, and parents during all USA Field Hockey related activities, and others listed in Section 2, must follow this and all other USA Field Hockey and U.S. Center for SafeSport policies.

USA Field Hockey policies are available here, [Corporate Documents](#). Additional athlete safety information and policies are available on the [Athlete Safety](#) page.

USA Field Hockey reserves the right to amend this Policy as necessary.

Nothing in this policy supersedes, replaces, or otherwise abrogates the USA Field Hockey Bylaws, the Ted Stevens Olympic and Amateur Sports Act, USOPC Bylaws or the U.S. Center for SafeSport Code for the U.S. Olympic and Paralympic Movements.

2. Application

This policy is applicable to the following individuals (collectively, “Participants”). These persons are:

- A. A member or license holder of USA Field Hockey;
- B. An employee or board member of USA Field Hockey;
- C. Within the governance or disciplinary jurisdiction of USA Field Hockey;
- D. Authorized, approved, or appointed by USA Field Hockey to have regular contact with or authority over Minor Athletes.

3. Prohibited Conduct

USA Field Hockey Participants shall refrain from misconduct, including the following most common types of misconduct:

- A. Sexual misconduct includes, but is not limited to, sexual harassment, nonconsensual sexual contact (or attempts to commit the same), nonconsensual sexual intercourse (or attempts to commit the same), sexual exploitation, exposing a minor to sexual content/imagery, sexual bullying behavior.
- B. Emotional misconduct includes but is not limited to, verbal acts, physical acts, acts that deny attention or support, criminal conduct, or stalking. Emotional Misconduct is determined by the objective behaviors, not whether harm is intended or results from the behavior.
- C. Physical misconduct: any intentional contact or non-contact behavior that causes, or reasonably threatens to cause, physical harm to another person.
- D. Bullying: repeated or severe behavior(s) that are aggressive, directed at a Minor, and intended or likely to hurt, control, or diminish the Minor emotionally, physically, or sexually. Bullying-like behaviors directed at Adults are addressed under other forms of misconduct, such as Hazing or Harassment.
- E. Harassment: repeated or severe conduct that is intended or likely to: cause fear,

humiliation, or annoyance; offend or degrade; create a hostile environment; reflect a discriminatory bias in an attempt to establish dominance, superiority, or power over an individual or group based on age, race, ethnicity, culture, religion, national origin, or mental or physical disability; or any act or conduct described as harassment under federal or state law.

- F. Hazing: any conduct that is intended or likely to subject another person, whether physically, mentally, emotionally, or psychologically, to anything that may endanger, abuse, humiliate, degrade, or intimidate the person as a condition of joining or being socially accepted by a group, team, or organization.

The definitions above are from the [2024 Center for SafeSport Code](#); expanded definitions, examples, and exceptions may be found in the Code, in Section IX.

4. Education and Training

USA Field Hockey and the U.S. Center for SafeSport require all individuals who have regular contact with or authority over minor athletes to complete SafeSport training annually. SafeSport training is available through USA Field Hockey's membership system, Sport80. Sport80 sends out reminders prior to and following the expiration date of members' SafeSport training. Authority over minor athletes applies to those who may never have contact with minor athletes, such as staff members, Board of Directors, and committee members.

A. Adult Participants Required to Complete Training

1. The following Adult Participants must complete the *SafeSport® Trained* Core Course 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 Field Hockey or its LAOs.
 - iv. Adult Participants who are medical providers required to take training under Section (a) can take the Health Professionals Course in lieu of the *SafeSport® Trained* Core Course.

Category	Regular Contact	Authority
USA Field Hockey staff		X
USA Field Hockey Board of Directors		X
USA Field Hockey interns (over 18 years)		X
LAO staff	X	X
LAO Board of Directors	X	X
Coaches	X	X
Umpires		X
Medical Personnel (e.g. athletic trainers, massage therapists)	X	
Event organizers		X
Athletes 18+ playing with minors	X	
Day-of volunteers with no authority over athletes		
Contractors traveling with national teams	X	X

Note: meeting the definition of authority over OR regular contact is enough to require SafeSport training.

- B. Timing of Training: Adult Participants must complete this training before regular contact with an amateur athlete who is a minor begins or within the first 45 days of either initial membership or upon beginning a new role subjecting the adult to this policy, whichever comes first.
- C. 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 Course*. Every four years, Adult Participants will complete the *SafeSport® Trained Core Course* training. Medical providers can take the Health Professionals Course in lieu of the *SafeSport® Trained Core Course* and are required to take the refresher courses on an annual basis if they meet the criteria for A(1).
- D. Training Exceptions: Exemptions to annual training may be available to survivors of abuse or individuals with cognitive or physical disabilities that may inhibit their ability to complete the training. More information on exemptions can be found in Part 2 of USA Field Hockey's MAAPP.

5. Screening & Background Checks

USA Field Hockey requires background checks through NCSI on a biannual basis. USA Field Hockey's Background Check Policy is available on the [Corporate Documents page of the website](#).

6. Responding to Abuse and Other Misconduct

USA Field Hockey and its Participants are subject to the U.S. Center for SafeSport (the "Center") Code ([Click Here](#)) for the investigation and resolution of SafeSport violations.

The Center has the exclusive jurisdiction to investigate and resolve Participant conduct involving (a) sexual misconduct; and (b) prohibited conduct under the Center's Code that is reasonably related to the underlying allegation of sexual misconduct. The Center also has discretionary authority over other alleged violations of any prohibited conduct under the Code.

All issues involving participants falling within USA Field Hockey's jurisdiction (i.e., outside of the Center's authority) are addressed by USA Field Hockey. Cases within USA Field Hockey's jurisdiction are adjudicated through the processes outlined in USA Field Hockey's Response and Resolution Policy, Grievance Procedures, and Sections 10.14 and 10.15 in the USA Field Hockey Bylaws.

7. Reporting

The Center accepts all reports of sexual abuse and child abuse within the U.S. Olympic and Paralympic Movement. [Report here](#) if you have reasonable suspicion of sexual misconduct or harassment, child abuse (including child sexual abuse), or intimate relationships involving an imbalance of power.

The Center also accepts reports of emotional and physical misconduct (including but not limited to bullying, hazing, stalking, and harassment) within the U.S. Olympic and Paralympic Movement. Reports of emotional and physical misconduct, and MAAPP violations, can also be reported directly to your sport's national governing body (NGB).

A. Reporting a Concern to the Center:

- Online: [Click Here](#)
- Phone: 833-5US-SAFE (833-587-7233)

B. Reporting to USA Field Hockey:

- Email: fieldhockeysafe@usafieldhockey.com
- Online: [USA Field Hockey's Misconduct Report Form \(Page 1 of 7\)](#)

Reporting alleged criminal conduct to USA Field Hockey or the Center will not satisfy any individual mandatory reporting requirements under state or federal law. [Click here](#) to view state-by-state mandatory reporting laws to determine your reporting obligations and options.

[Minor Athlete Abuse Prevention Policies](#) apply to all Adult Participants (including adult athletes) defined as those who interact with and have direct and frequent contact with minor athletes. Please note non-compliance with [Minor Athlete Abuse Prevention Policies](#) is a violation of the U.S. Center for SafeSport Code. Please report all Minor Athlete Abuse Prevention Policy violations to FieldHockeySafe@usafieldhockey.com.

USA Field Hockey forwards any reports falling under the Center's jurisdiction to the Center and addresses all other matters, including MAAPP violations, and emotional and physical misconduct.

REPORTING TO EITHER THE CENTER OR USA FIELD HOCKEY MAY BE MADE ANONYMOUSLY. THERE ARE NO FILING FEES ASSOCIATED WITH INITIATING A REPORT.

Regardless of whether the allegation(s) is proven, USA Field Hockey will support the complainant(s) and their right to express concerns in good faith. USA Field Hockey will not encourage, allow or tolerate attempts from any individual to retaliate, punish, or in any way harm any individual(s) who reports a concern in good faith. Such actions against a complainant may be grounds for disciplinary action. For questions regarding retaliation, please review the USA Field Hockey Response and Resolution Policy.

All suspicions/allegations of child physical or sexual abuse are reported to the appropriate law enforcement authorities. USA Field Hockey does not investigate suspicions/allegations of child physical or sexual abuse or attempt to evaluate the credibility or validity of such allegations as a condition for reporting to the appropriate law enforcement authorities.

8. Monitoring and Supervision of the Program

The Monitoring and Supervision aspect of a SafeSport Program considers how the programs involved monitor, supervise, and ensure that the other aspects of the program (i.e. implementation and enforcement of MAAPP policies, training requirements, screening requirements, responding to adjudication procedures, etc.) are being followed, and how they may be improved, so that they result in a safe environment for the participants.

Monitoring and supervision must occur at different levels within USA Field Hockey:

A. National Level – USA Field Hockey

USA Field Hockey shall monitor compliance with the USA Field Hockey's SafeSport Programs and MAAPP (Minor Athlete Abuse Prevention Policies) Policies in all clubs, national, and regional events.

USA Field Hockey shall ensure that all required training and background screenings have occurred as set forth in this policy.

USA Field Hockey shall address any reports of abuse and misconduct and make all such reports as are required under the USA Field Hockey SafeSport Program or applicable law and shall monitor and supervise the Club Programs to ensure all such reports are made.

B. National Team Coaches

The head coach for each team shall be responsible for monitoring his or her team to ensure that all sport areas are being properly supervised in accordance with the SafeSport

policies, MAAPP Policies and that the team's travel is conducted in accordance with the MAAPP Travel Policy.

It is recognized that the head coach may not be always personally responsible for direct supervision of each of these areas and may delegate responsibility to team personnel for certain activities as necessary, to ensure compliance.

C. Club Programs

USA Field Hockey club administrators shall ensure that the club institutes and enforces compliance of its teams with all parts of this and all other relevant policies.

Club Programs shall monitor their personnel to ensure that the Program's coaches, participants, administrators, and other volunteers who will have routine access to youth participants have completed the required training in accordance with the Education and Awareness Section of the Athlete Safety Policy.

Club Programs shall promptly address any reports of abuse and misconduct and make all such reports as are required under the USA Field Hockey SafeSport Program or applicable law. Club Programs shall not investigate reports of misconduct and must report any incidents to USA Field Hockey through the above reporting mechanisms.

9. Interim Measures

If the reported complaint indicates that a Participant's continued employment, membership or participation poses a risk of ongoing physical or emotional harm, USA Field Hockey may institute interim measures and/or suspend the accused individual after a hearing has occurred pending final resolution of the complaint to eliminate any potential for danger to an athlete, sport participant or other individual. USA Field Hockey imposes a temporary suspension on any Nexus coaches or selectors who have a SafeSport case filed against them until the Center advises otherwise. Except for employee/volunteer issues (over which USA Field Hockey has exclusive jurisdiction), USA Field Hockey will provide the Participant with notice and offer them an opportunity to contest the suspension as further detailed in USA Field Hockey Bylaws, Article 4, as well as in the USA Field Hockey Response and Resolution Policy.

10. Appeal Rights

Any Ted Stevens Olympic and Amateur Sports Act suspension before final resolution may be appealed to the American Arbitration Association (AAA) at the written request of the accused individual within 30 days of the suspension as further detailed in USA Field Hockey Bylaws, Section 17.

11. Additional Requirements

USA Field Hockey must ensure that athletes have a fair and safe competition environment that complies with Executive Order 14201 and the Ted Stevens Olympic & Amateur Sports Act, 36 U.S.C § 22501, et. Seq. USA Field Hockey will continue to collaborate with the USOPC, FIH, IOC, and other appropriate stakeholders with oversight responsibilities.