



USA JUDO COMPLAINT AND GRIEVANCE POLICY

Dated: December 8, 2025

USA Judo is committed to providing prompt and equitable resolution of grievances as outlined in the Ted Stevens Olympic and Amateur Sports Act (“the Sports Act”) §220522(14). This policy outlines processes to provide fair notice and an opportunity for a hearing before declaring individuals ineligible to participate as outlined in the Sports Act §220522(8).

Definitions.

Claimant. The individual or entity bringing a complaint. In Administrative Grievances and Opportunity to Participate Matters, the Claimant is the member bringing the complaint. In Disciplinary Actions and Temporary Measures matters, the Claimant is USA Judo.

Respondent. The individual or entity responding to a complaint. In Administrative Grievances and Opportunity to Participate Matters, the Respondent is USA Judo. In Disciplinary Actions and Temporary Measures matters, the Respondent is a USA Judo member.

1.1 Designation of Complaints.

The following kinds of grievances may be filed by USA Judo or with USA Judo (a “Complaint”):

(a) **Administrative.** An “Administrative Complaint” is one pertaining to any matter within the cognizance of USA Judo, including, but not limited to, any alleged violation of or grievance concerning: (i) any of USA Judo’s rules, regulations, or policies; or (ii) any provision of USA Judo Bylaws; or (iii) noncompliance of United States Olympic & Paralympic Committee (“USOPC”) Bylaws or the Sports Act.

(b) **Right to Compete.** A “Right to Compete Complaint” is one pertaining to any alleged denial, or alleged threat to deny, any member, who is an athlete, coach, trainer, manager, administrator or other official, the opportunity to compete or participate in a competition protected by the provisions of the Sports Act or the USOPC Bylaws.

(c) **Safe Sport Policy.** A “Safe Sport Policy Complaint” is one pertaining to a violation of USA Judo’s Safe Sport Handbook or the U.S. Center for SafeSport SafeSport Code.

1.2 Anti-Retaliation Statement.

USA Judo prohibits retaliation against anyone who reports misconduct or provides information about misconduct as more fully detailed in USA Judo’s Whistleblower Policy located on its

website. Retaliation includes threatening, intimidating, harassing, coercing or any other conduct that would discourage a reasonable person from engaging or participating in the complaint processes when the action is reasonably related to the report or engagement with the process. Retaliation may be present even where there is a finding that no violation occurred.

Retaliation is defined by, but not limited to, Section 220501(b)(11) of the Sports Act. The Act states: a. Any adverse or discriminatory action, or the threat of an adverse or discriminatory action, including removal from a training facility, reduced coaching or training, reduced meals or housing, and removal from competition carried out against a Protected Individual as a result of any communication, including the filing of a formal complaint, by the Protected Individual or a parent or legal guardian of the Protected Individual relating to the allegation of physical abuse, sexual harassment, or emotional abuse, with the U.S. Center for SafeSport; a coach, trainer, manager, administrator, or official associated with the USOPC; the United States Attorney General; a federal or state law enforcement authority; the Equal Opportunity Employment Commission; or Congress.

Additional prohibitions on retaliation, and protection for whistleblowers, are contained in USA Judo's Whistleblower Policy, which may be found <https://www.usajudo.com/about-us/governance-documents>

1.3 Filing an Administrative Grievance and/or Right to Compete Complaint.

Any current member, or USA Judo (a "Complainant" or "you") who believes themselves to be aggrieved by any action of USA Judo or by one of its members, may file a Complaint with USA Judo. If the Complainant is a minor, the Complaint may be initiated by such minor's parent or legal guardian. To be considered for resolution through these procedures, a Complainant must:

Complete the attached USA Judo Grievance Reporting Form (Exhibit B), or provide the same required information in writing and deliver to: (a) Chief Executive Officer and (b) Chair of the Ethics and Grievance Committee at ethics@usajudo.us;

- i. The form must be completed in full to include the Complainant's full name and identifying membership information and signature;
- ii. The alleged grounds of violations or non-compliance;
- iii. Attached supporting evidence and documentation to support the allegation; and
- iv. Applicable filing fee (see Section 1.6 below).

1.4 Additional Requirement for Complaints Involving an Opportunity to Participate in a Competition.

With respect to a Right to Compete Complaint, the Complainant shall include with the Complaint a list of all other individuals, together with their contact information, who may be adversely affected by a decision rendered upon the Complaint. The Chair of the Ethics and Grievance Committee shall determine which additional individuals should receive notice of the

Complaint and shall provide appropriate notice to these individuals. Any individual so notified then shall have the right to participate in the proceeding as a party. If an individual is notified of the Complaint, then that individual shall be bound by the decision of the Hearing Panel even though the individual chose not to participate as a party.

A Complaint that is not filed in accordance with this Section shall render the filing void.

1.5 Filing a SafeSport Violation.

SafeSport violations will be reported and filed pursuant to USA Judo's Response and Resolution Policy and SafeSport Code. For further information, visit the USA Judo's Safe Sport Resources webpage or the U.S. Center for SafeSport website.

1.6 Filing Fee.

To file an Administrative or Right to Compete Complaint, you must pay a filing fee of *\$300 if you are an individual and \$500 if you are an organization. If the Complaint is expedited (see Section 1.15 below) in such a manner that it must be heard prior to USA Judo receiving the filing fee, the Complainant must pay the filing fee within thirty (30) days of the hearing. *A Complainant may request a waiver of the filing fee by emailing the Ethics and Grievance Committee and CEO at corinne.shigemoto@usajudo.us. Please note the filing fee is **non-refundable** regardless of case outcome.

There are not any filing fees for Safe Sport Complaints.

1.7 Time Bar.

Unless the Complaint is filed by USA Judo or involves allegations which are USA Judo Safe Sport Handbook and/or U.S. Center for SafeSport Code violations, a Complaint must be filed within the following time frames:

- (a) Administrative Grievance – sixty (60) calendar days since the occurrence of the alleged violation or grievance, except as provided below.
- (b) Right to Compete – one-hundred eighty (180) calendar days (6 months) since the denial or threat to deny.
- (c) Complaints alleging safe sport misconduct within USA Judo's Safe Sport Handbook and/or U.S. Center for SafeSport Code are not subject to any statute of limitations.

1.8 Process for an Administrative Grievance and/or Right to Compete Complaint.

- (a) USA Judo shall send to the Complainant a notice acknowledging the receipt of the Complaint (the "Notice to Complainant"). The Notice to Complainant shall include a copy of these procedures.

(b) USA Judo shall send to any individual and organization whose conduct is the subject of the Complaint (a "Respondent") a notice of the filing of the Complaint in writing and a copy of the Complaint with any supporting documentation filed by the filing party, and the consequences or remedy requested if a violation is determined to have occurred (collectively, the "Notice to Respondent") within a reasonable time after receipt by the Chair not to exceed fourteen (14) business days, without good reason. No Notice to Respondent need be sent when the only Respondent is USA Judo as it will have already received a copy pursuant to these procedures. The Notice to Respondent shall include: (i) An invitation to respond in writing to the Complaint (which will be shared with the Complainant) to include reasons why the matter should not be taken on by USA Judo, or, a reasonable time for Respondent to prepare a defense; and (ii) A copy of these procedures. Delivery of the Respondent's response to the filing party will be provided within a reasonable time after receipt of the response.

(c) Disinterested members of USA Judo will determine: (i) whether the Complaint complies with the requirements specified in Sections 1.3, and 1.4; (ii) whether the Complaint was filed within the appropriate time frames pursuant to Section 1.6; (iii) whether the Complainant has standing to file the Complaint; and/or (iv) whether USA Judo has jurisdiction over the matter that is the subject of the Complaint. If it is determined that the Complaint does not satisfy the criteria specified herein, USA Judo shall advise the Complainant, and the Complaint shall be dismissed, and no further processing of the Complaint shall be required pursuant to this Policy.

(d) If the Complaint is not dismissed under Subsection (c), above, USA Judo's CEO shall cause an investigation into matters raised in the Complaint to be conducted by disinterested individuals. The CEO, or their designee, shall serve as the primary investigator; provided, however, that if it is determined appropriate by the CEO under the circumstances that a disinterested, independent investigator external to USA Judo be appointed, then the CEO, in consultation with the Chair of the Ethics and Grievance Committee, will appoint such an investigator. Further, in the event the CEO is determined to be identified within the Complaint as being subject to matters raised in the Complaint, then an independent investigator external to USA Judo shall be appointed by the Chair of the Ethics and Grievance Committee.

Investigation

The investigator shall take statements (written or verbal) from the Complainant, Respondent, and any witnesses reasonably identified by either party. The investigator shall collect and review all relevant documentation, evidence, and/or policies. The investigator shall prepare a written summary of the investigation. If requested by the Chair of the Ethics and Grievance Committee, the investigator may also provide a recommendation as to the appropriate disposition of the Complaint.

(e) If, based on the investigation, the CEO, their designee, or external investigator determines that there is not probable cause (i.e., no fair basis or probability) to believe that the Complaint has merit or that the underlying facts and circumstances give rise to an issue that is appropriate for resolution under this Policy (i.e., reporting party declined to participate in review; insufficient evidence to support claims; no remedy available, even if claims were found to be supported), the CEO, in consultation with the Chair of the Ethics and Grievance Committee, may administratively dismiss the Complaint and no further processing of the Complaint shall be required pursuant to this Policy.

(f) Informal Resolution Procedures.

If the Complaint is not dismissed under Subsection (e), above, the CEO or their designee (assuming they are disinterested) in consultation with the Chair of the Ethics and Grievance Committee, may attempt to informally resolve the dispute that is the subject of the Complaint to the satisfaction of the parties as set forth below.

- (i) The CEO or their designee will contact both the Complainant and the Respondent and inquire as to what resolution they seek.
- (ii) If the proposed resolution is not agreed upon by both parties, the CEO or their designee will proceed to Subsection (g).
- (iii) If such informal resolution is successful, the agreed upon resolution will be recorded with USA Judo in a form which includes written acknowledgement by the parties of that resolution.

Informal Resolutions can be issued at any time during a case. Conditions depend on how both parties agree on how to proceed, but both parties must be in agreement.

(g) Ethics and Grievance Committee Review of Investigation / Hearing Panel.

If the Complaint is not dismissed under Subsection (e), above, and is not resolved under Subsection (f), above, the EGC shall review the recommendations from the investigation and vote to adopt them if the majority of the Committee agrees with them. If the Committee does not agree, the Chair of the Ethics and Grievance Committee will then appoint at least three (3) disinterested and impartial individuals to serve as the hearing panel that will hear the matter (the "Hearing Panel"). These appointments shall be subject to the following:

- (i) The Chair of the Ethics and Grievance Committee may appoint themselves or any other member of the Ethics and Grievance Committee to the Hearing Panel.
- (ii) The appointment of the Hearing Panel will include the designation of a chair of the Hearing Panel.

(iii) The Hearing Panel shall have at least thirty-three and one-third percent (33.33%) athlete representation. All athlete members of the Hearing Panel must be selected by the USA Judo AAC.¹

- a. It is the responsibility of the Chair of the Ethics and Grievance Committee to ensure that athlete representation requirements are met.
- b. If athlete representatives as selected by the AAC are not available, the AAC will select another Athlete to serve on the hearing panel.

(iv) The Chair of the Ethics and Grievance Committee is responsible for confirming the availability of each appointee to serve on the Hearing Panel.

(v) The Chair of the Ethics and Grievance Committee shall disclose the identity of the Hearing Panel members to the Complainant and Respondent in a reasonable time in advance of the hearing.

(vi) All Hearing Panel members should immediately disclose any conflict that they have (and that may arise during the process) and follow procedures as outlined in USA Judo's Conflict of Interest Policy, which may be found <https://www.usajudo.com/about-us/governance-documents>. It may be necessary for a Hearing Panel member to recuse themselves from the Hearing.

(vii) In the event any party or Hearing Panel member raises a conflict of interest, the Chair of the Ethics and Grievance Committee will consider the issue and require replacement of the hearing panel member if necessary.

The Ethics and Grievance Committee shall be responsible to ensure that all Complaints proceeding to a Hearing Panel are heard in a timely, fair, and impartial manner and may promulgate procedures in addition to those set forth on Exhibit A for the effective administration of Complaints.

1.9 Process for SafeSport Violation Reports and Temporary Measures.

USA Judo shall process the report pursuant with USA Judo's SafeSport Handbook, Response and Resolution Policy and the U.S. Center for SafeSport Code. If the report falls within the jurisdiction of the Center, USA Judo will not investigate. If the report falls within the jurisdiction of USA Judo:

- (1) **Temporary Measures.** If based on the report and/or other information available, the CEO or their designee determines that there is probable cause (i.e., fair basis or probability) to believe that the Complaint has merit or that the underlying facts and circumstances give rise to an issue that should be given consideration for imposition

¹ At least half of the athlete representatives must be 10 Year Athlete representatives. The remainder must be either 10 Year or 10 Year+ Athlete representatives (as defined by USA Judo).

of temporary measures (e.g., serious athlete safety allegation, emotional or physical abuse, MAAPP violation, etc.), USA Judo's CEO or designee may institute temporary measures. If the person against whom the temporary measures are instituted disagrees with the temporary measure, they may request a hearing on the measures only if the temporary measures meet the requirements set forth below in Section 1.10.²

(2) Investigation. USA Judo's CEO or designee will investigate and shall at all times be disinterested. If, based on the investigation, the CEO or their designee determines that there is not probable cause (i.e., no fair basis or probability) to believe that the Complaint has merit or that the underlying facts and circumstances give rise to an issue that is appropriate for resolution under this Policy, the CEO or their designee, in consultation with the Chair of the Ethics and Grievance Committee, may administratively dismiss the Complaint and no further processing of the Complaint shall be required pursuant to this Policy. USA Judo will document Administrative Closure by completing an internal Investigative Summary and Case Resolution Form.

(3) If, based on the investigation, the CEO or their designee determines that there is probable cause (i.e., fair basis or probability) to believe that the Complaint has merit or that the underlying facts and circumstances give rise to an issue that is appropriate for resolution under this Policy, the CEO or their designee, may attempt to informally resolve the dispute that is the subject of the Complaint to the satisfaction of the parties.

Informal Resolution Procedures:

(i) The CEO or their designee will contact both the Claimant and the Respondent and inquire as to what resolution they seek.

(ii) If the proposed resolution is not agreed upon by both parties, the CEO or their designee will proceed to a Hearing.

(iii) If such informal resolution is successful, the agreed upon resolution will be recorded with USA Judo in a form which includes written acknowledgement by the parties of that resolution.

(4) Hearing Panel.

If an informal resolution cannot be reached, the CEO or their designee will refer the report to the Chair of the Ethics and Grievance Committee and request a hearing be set. The Chair of the Ethics and Grievance Committee will then appoint at a "Hearing Panel" following the rules set forth in Subsection 1.7(g) above and the Hearing will follow the Procedures set forth in this Policy.

² Temporary measures may be instituted by USA Judo at any time during an open report.

1.10 Temporary Measures issued by USA Judo / Provisional Hearing.

In the case of Disciplinary Actions pending final resolution (including, but not limited to, matters referred to the U.S. Center for SafeSport), USA Judo may impose temporary measures on the individual accused of violations to ensure the safety or well-being of others or for the good of the sport of judo. Where the allegations or potential harm to the safety or well-being of others are sufficiently serious, USA Judo may immediately implement temporary measures.

To the extent anything in this Section conflicts with USA Judo's Reporting, Response & Resolution Policy regarding temporary measures, the Reporting, Response & Resolution Policy shall control.

Temporary measures issued by USA Judo that do not materially affect the Respondent's opportunity to participate (e.g. suspension) are not subject to review and may not be appealed.

If USA Judo issues temporary measures that suspend or limit the individual's (Respondent's) opportunity to participate in amateur athletic competition, then within seventy-two (72) hours of notice of the imposition of such measures, the Respondent may request a provisional hearing.

If the Respondent timely requests a provisional hearing as set forth above, USA Judo shall refer the matter for a provisional hearing. The provisional hearing will be held on an expedited basis. If the temporary measures have already been imposed, then, to the extent possible, the provisional hearing will be held within seventy-two (72) hours after USA Judo receives timely notice of the request for a hearing.

The provisional hearing is not a full hearing on the merits, and the allegations of misconduct by Respondent will be accepted as true for purposes of the provisional hearing. The sole issue before the Hearing Panel is whether there is reasonable cause to impose the temporary measures.

1.11 Decisions Made at Competitions.

If the incident which is the subject of the Complaint occurs at an event sanctioned by USA Judo, to include allegations of cheating, and the subject matter of the Complaint could have been the subject of appeal procedures described in any applicable governing rules and policies, then those appeal procedures must be exhausted prior to the filing of a Complaint. The failure to exhaust those appeal procedures precludes the processing of a Complaint pursuant to this Policy. Furthermore, the final decision of an official during a competition regarding a field of play decision (a matter set forth in the rules of the competition to be within the discretion of the official) shall not be reviewable through these procedures for, or the subject of, an Administrative Complaint or a Right to Compete Complaint unless the decision is: (i) outside the authority of the official to make, or (ii) the product of fraud, corruption, partiality or other misconduct of the official. For purposes of this Section, the term "official" shall include any judge or other individual with discretion to make field of play decisions.

1.12 Pre-Hearing Process, Submissions, and Decisions.

- (a) The Chair of the Hearing Panel will select the time and place for the hearing so as to have the hearing occur at the earliest convenient date for all parties not to exceed 90 business days (unless expressly waived in writing by both parties) after the last filing with USA Judo, without just cause for delay. The chair may choose to conduct the hearing by conference call or other similar electronic means.
- (b) Not less than fourteen (14) business days prior to the hearing, the Chair of the Hearing Panel shall cause to be sent to the parties a written copy of the procedures to be followed at the hearing. Those procedures shall include those set forth on Exhibit A, attached hereto.
- (c) The Chair of the Hearing Panel will communicate the information about the hearing schedule along with the identity of the other members of the Hearing Panel to the parties to all parties no more than two (2) business days before the hearing is scheduled.
- (d) Decisions about the merits of the Complaint and the form of any sanction shall be made by majority vote of the Hearing Panel. The Hearing Panel shall report its decision on the merits in the form of written findings of fact and conclusions, and if applicable as set forth in Section 1.17, shall include a notice for the opportunity for an arbitration. The decision shall be sent to the parties. Except for the limited right to arbitration as is specified in Section 1.17 / , the decision of the Hearing Panel shall be final and binding upon all parties. Decisions shall be provided to the parties within thirty (30) calendar days of the hearing date.

1.13 Resolutions and Holds.

Formal Resolution

The Hearing Panel may impose a formal resolution, including but not limited to the following:

- (a) Reprimand. A communication, either public or private, of USA Judo's decision to impose a reprimand regarding the Complaint. Any reprimand may be combined with probation or suspension.
- (b) Probation. A ruling that, for a specified time, the subject's continued participation in USA Judo's activities, sanctioned competitions, etc. are subject to some additional requirements. The Hearing Panel may order that notice of probation be given to appropriate authorities, such as event directors.
- (c) Conditional Membership. A ruling that, for a specified time, the Respondent's membership is conditioned upon the satisfaction of certain conditions. These conditions shall be described specifically, as shall the consequences of failing to meet them. The

Hearing Panel may order that notice of certain conditions be given to appropriate authorities, such as event directors.

(d) Suspension or Expulsion. A ruling that (i) either permanently or for a specified period of time or subject to certain conditions, the Respondent is prohibited from participating in sanctioned competitions or other of USA Judo's activities, or (ii) in the case where the subject has applied for membership, membership is not allowed, and the Respondent is placed on the permanently ineligible list. The Hearing Panel may limit the effect of a suspension to certain activities or competitions, and may establish conditions that, if satisfied, will result in the lifting of a suspension. The Hearing Panel may order that notice of suspension, expulsion, or permanent ineligibility be given to appropriate authorities, such as event directors.

In the event that an investigation of potential retaliation finds that an employee of USA Judo has retaliated against an individual in response to any communication, including a formal complaint, from that individual (or their parent / legal guardian) related to an allegation of physical abuse, sexual harassment, or emotional abuse, USA Judo shall immediately suspend that employee without pay or terminate the employee as required by §220509(c)(2) of the Act.

(e) Other. The Hearing Panel may order such other relief as it deems appropriate (e.g., letter of apology or restitution, including, for example, the payment for damaging equipment or the recovery of any financial benefit improperly derived by a Respondent or additional trainings).

Administrative Closure

Administrative Closures include the following:

(a) No Applicable Policy: The alleged violation, even if true, would not rise to the level of a policy violation.

(b) Previously Adjudicated: The specific allegations reported to USA Judo are confirmed to have been appropriately adjudicated and/or formally resolved by the USOPC, the U.S. Center for SafeSport, or USA Judo, and no new information that materially changes the determination and outcome of the previous adjudication has been presented.

(c) Admonishment: USA Judo determines the alleged misconduct may presently or, if the conduct continues, in the future violate any policy and is best addressed with a Respondent via an educational conversation, followed by a Letter of Admonishment. The Letter of Admonishment may be used as an aggravator in any subsequent case(s) involving conduct of a similar nature. An Admonishment does not constitute a finding or admission by the Respondent of a policy violation. An Admonishment constitutes a final and binding disposition of the matter.

(d) Letter of Concern (Minor Respondents only): USA Judo determines that alleged misconduct may presently or, if the conduct continues, in the future violate any policy and is best addressed with a Minor Respondent and/or their Parent/Guardian with an educational conversation, followed by a Letter of Concern. The Letter of Concern may be used as an aggravator in any subsequent case(s) involving conduct of a similar nature. A Letter of Concern does not constitute a finding or admission by the Minor Respondent of a policy violation. A Letter of Concern constitutes a final and binding disposition of the matter.

(e) Deceased Respondent: USA Judo confirms the Respondent is deceased.

(f) Unsupported Allegations: The reported Claimant(s) deny that they have experienced misconduct and/or declines to participate, insufficient evidence, and there is no corroborative evidence to support the allegation(s).

Administrative Holds

An Administrative Hold is USA Judo's recognition that there is currently insufficient information to proceed with an investigation; however, USA Judo holds these matters thereby retaining jurisdiction and may re-open them at any time when sufficient information is made available.

Administrative Holds may occur for any one or more of the following reasons:

(a) Insufficient Information: There is insufficient information to proceed with or continue a formal investigation regarding an alleged policy violation. Lack of party and/or witness participation and/or relevant documentary evidence impedes a full assessment of the allegations, and such participation and/or evidence, if they were to become available, would be necessary to determine investigatory finding(s) or policy application.

(b) Claimant Declined: USA Judo has made the requisite attempts to contact the Claimant, and the Claimant has reported that they do not want to or are unable to participate in USA Judo's process at this time, and their participation is deemed necessary for USA Judo to proceed with an investigation.

(c) Non-Responsive Claimant: USA Judo has made the requisite attempts to contact the Claimant, and the Claimant has been non-responsive, and their participation is deemed necessary for USA Judo to proceed with an investigation.

(d) Unidentified Claimant: USA Judo has received a report of misconduct which does not identify the Claimant. USA Judo has made the requisite attempts to contact the Third-Party Reporter/witnesses and USA Judo has been unable to identify a Claimant, and their participation is deemed necessary for USA Judo to proceed with an investigation.

1.14 Expedited Procedure.

Upon the request of a party, and provided that it is necessary to expedite the proceeding to resolve a matter relating to a Protected Competition, as defined under the USOPC Bylaws, or other competition for which USA Judo selects athletes, coaches, trainers, managers, administrators, or officials to participate and represent the United States, that is so scheduled that compliance with regular procedures would not be likely to produce a sufficiently early decision to do justice to the affected parties, the Hearing Panel is authorized to hear and decide the matter according to such procedures as are necessary but fair to the parties involved. In considering whether to expedite proceeding, the Hearing Panel may consider whether the Claimant significantly delayed initiating the matter without substantial justification or for strategic advantage.

In such an expedited case, before the Hearing Panel is appointed, USA Judo may shorten any time periods as it deems necessary and appropriate.

1.15 General.

All notices, reports and decisions under this Policy shall be made in writing and delivered in electronic mail creating a record of receipt. Participation in these procedures shall be deemed to constitute agreement to be bound by the provisions of this Policy.

1.16 Publication of Ineligible Members.

Where a final decision has been rendered in a matter where the discipline imposed is expulsion, or ineligibility for membership USA Judo shall publish the information in one or more of its publications and on USA Judo's website.

1.17 Arbitration.

USA Judo agrees to submit to binding arbitration conducted under the commercial rules as established by a major national provider of arbitration and mediation services based in the US and designated by the USOPC with the concurrence of the Team USA Athletes' Commission and the National Governing Bodies' Council, as required by §220522(4)(B) of the Sports Act, to include any controversy involving the following two issues: (i) a Right to Compete Complaint or (ii) its recognition as a National Governing Body, as is provided in the Sports Act. Such controversy may include the opportunity of any amateur athlete, coach, trainer, manager, administrator, or official to participate in amateur athletic competition, upon the demand of the USOPC or any aggrieved amateur athlete, coach, trainer, manager, administrator, or official using an established major national provider of arbitration and mediation services based in the US and designated by the USOPC with the concurrence of the Team USA Athletes' Commission and the National Governing Bodies' Council, as required by §220522(4)(B) of the Sports Act. USA Judo does not require an individual to exhaust other remedies before demanding arbitration.

1.18 Confidentiality.

The Ethics and Grievance Committee may take into consideration previous complaints, regardless of the outcome, involving either the Claimant or Respondent to establish a pattern

of misconduct or abuse of process, such as retaliation. If previous complaints exist, are applicable and/or relevant, or may contribute to a pattern of related behavior, the USA Judo Compliance Administrator may provide a summary of such complaints subject to the requirements and as set forth below. Previous complaints that have been administratively closed are not subject to disclosure nor distribution of evidence and are to be maintained confidential by USA Judo. Previous complaints with a finding that resulted in disciplinary action are not subject to disclosure nor distribution of evidence, but may be discussed verbally during a hearing.

1.19 Exclusions.

The following decisions and proceedings shall not be reviewable through, or the subject of, this Policy:

- A. Anti-Doping Violations. A decision concerning an anti-doping rule violation adjudicated by USADA, WADA, or the IJF.
- B. U.S. Center for SafeSport Decisions. A decision concerning a Safe Sport violation adjudicated by the U.S. Center for SafeSport.
- C. Field of Play Decisions. Claims by a member of error in the interpretation or application of the rules or the application of a penalty, or any other claim arising in the course of a USA Judo, PJC or IJF - sanctioned event, which was, or could have been, the subject of a protest to the Chief Referee, Mat Supervisor, Event Director or a competition jury, including without limitation, the imposition of penalties such as incorrectly awarding of penalty or point.
- D. Board of Directors Decisions. Claims concerning specific action(s) or inaction(s) by the Board of Directors in the direction or management of USA Judo.

1.20 The Office of the Athlete Ombuds.

The Office of the Athlete Ombuds and its staff (the Athlete Ombuds) offers independent, confidential advice to athletes regarding their rights and responsibilities in the Olympic and Paralympic Movement, and assists athletes with a broad range of questions, disputes, complaints and concerns. The Athlete Ombuds' focus is to serve athletes who represent the U.S. in international competition. The Athlete Ombuds operates on the core principles of confidentiality and privacy, independence, and impartiality.

Duties of the Athlete Ombuds

- 1. Provide independent, confidential advice and assistance at no cost to athletes.
- 2. Assist in the resolution of athlete concerns and disputes through fact-finding, facilitated communication, and mediation.
- 3. Advocate for fair, transparent, timely and equitably administered policies and processes within the U.S. Olympic and Paralympic Committee (USOPC) and its member organizations.

Contact: Phone: (719) 866-5000 or 888-ATHLETE Email: ombudsman@usathlete.org

To review the Athlete Ombuds Confidentiality and Privacy Policy please visit:
www.teamusa.org/athleteombudsman.

Exhibit A
Hearing Rules

1. The hearing shall be closed to the public except for the Hearing Panel, the parties and their counsel (if applicable).
2. Except in the case of expedited procedures, the Hearing Panel shall rule on all motions and other matters raised in the proceeding.
3. The Hearing Panel shall set such timelines and other rules, not inconsistent with these rules, regarding the proceeding, witness lists, and the conduct of the hearing as it deems necessary.
4. All parties will receive notice of the identity of any witnesses that will appear at the hearing and a distribution of evidence such that the evidence may be inspected within a reasonable time to prepare one's position in the matter.
5. Each party shall have the right to appear personally or through a legal representative. All parties shall be given a reasonable opportunity to present and examine evidence, cross-examine witnesses and to present argument. Members of the Hearing Panel shall have the right to question witnesses or the parties to the proceeding at any time. a. Claimants or Respondents that are Minors (under age 18) have the option to be represented by their Parent/Legal Guardian.
6. Conformity to legal rules of evidence will not be necessary.
7. The hearing shall be informal, except that testimony shall be taken under oath. The hearing panel Chair does not have to be of the legal profession to issue an oath.
8. Any party may have a record made of the hearing. A court reporter may be present at the hearing at the request of a party. The court reporter shall be paid for by the party requesting the court reporter, or if mutually agreed, the cost may be equally divided. Any transcript shall be paid for by the party requesting the transcript. No other recording is allowed.
9. The hearing will occur in real-time at a time and place that all parties are able to attend.
10. Order of Hearing:
 - a. Disposition of any Motions The respondent may make a motion to dismiss and/or the Hearing Panel may on its own dismiss the matter on the grounds including, but not limited to jurisdiction, statute of limitations, failure to state a case and/or compliance with this Policy. If the complaint is not dismissed, the Hearing Panel shall hold a hearing on the complaint.
 - b. Opening Statements (time limit established by Chair of Hearing Panel):

- Complainant
- Respondent

c. Presentation of Evidence:

Complainant's Case:

- Presentation of evidence, accounts and witness testimony
- Cross examination by Respondent
- Questions by Hearing Panel

Respondent's Case:

- Presentation of evidence, accounts and witness testimony
- Cross examination by Complainant
- Questions by Hearing Panel

Closing Statements (time limit established by Chair of Hearing Panel):

- Complainant
- Respondent
- Complainant's rebuttal

d. Evidence:

Witness Testimony

- i. Complainant and Respondent will exchange witness lists in advance of the hearing, and their respective representatives or counsel, will have the right to call and/or question witnesses.
- ii. The Hearing Panel will also have the right to question witnesses.
- iii. The Hearing Panel may limit the number of witnesses if to do so is believed necessary to maintain an orderly and timely hearing yet affords a fair opportunity of the parties to be heard.
- iv. Documentary evidence will be exchanged by the parties in advance of the hearing, if and to the extent practicable, with copies of all documents provided to the Hearing Panel.
- v. The Hearing Panel shall set due dates for the exchange of such information. The Hearing Panel is authorized to resolve any dispute concerning the exchange of information.
- vi. No party and no one acting on behalf of any party shall communicate ex parte with a Hearing Panel member.

e. Burden of Proof: Burden of proof shall be upon the Complainant to prove their allegations by a preponderance of the evidence.

Exhibit B
Grievance Reporting Form

Information about the Complainant (the individual filing the complaint). Name (First and Last):

Club or State Association Name (If Applicable)

Parent/Guardian Name (If Applicable):

Membership Number:

Membership Type:

Email Address:

Phone Number:

Information about the Respondent (the person whom the complaint is being filed against).

Name (First and Last)

Or I am filing this complaint against USA Judo

Type of Complaint You Are Filing: Administrative Grievance (Time Bar 60 Days) Right to

Compete (Time Bar 6 Months)

Date of Alleged Violation:

Summary of Allegations:

Attachments, please attach your statement and/or any supporting evidence or documentation to support the alleged USA Judo policy violation.

Other Attachments:

Anti-Retaliation Statement: USA Judo prohibits retaliation against anyone who reports misconduct or provides information about misconduct as more fully detailed in USA Judo's Whistleblower Policy located at <https://www.usajudo.com/about-us/governance-documents>

Retaliation includes threatening, intimidating, harassing, coercing or any other conduct that would discourage a reasonable person from engaging or participating in the complaint processes when the action is reasonably related to the report or engagement with the process. Retaliation may be present even where there is a finding that no violation occurred.

Retaliation Definition: Any adverse or discriminatory action, or the threat of an adverse or discriminatory action, including removal from a training facility, reduced coaching or training, reduced meals or housing, and removal from competition carried out against a Protected Individual as a result of any communication, including the filing of a formal complaint, by the Protected Individual or a parent or legal guardian of the Protected Individual relating to the allegation of physical abuse, sexual harassment, or emotional abuse, with the United States Center for SafeSport; a coach, trainer, manager, administrator, or official associated with the USOPC; the United States Attorney General; a federal or state law enforcement authority; the

Equal Opportunity Employment Commission; or Congress. A Complaint that is not filed in accordance with USA Judo's Complaint and Grievance Policy shall render the filing void.

Filing Fee: Please select the payment you are submitting: \$250 – Individual \$500 - Organization

A Complainant may request a waiver of the filing fee by emailing the Ethics and Grievance Committee at ethics@usajudo.us.

Name of Complainant (Printed):

Signature:

Date:

Name of Parent/Guardian (If Applicable):

Signature:

Date:

Please submit your completed Grievance Reporting Form and all supporting attachments to: (i) Chief Executive Officer and (ii) Chair of the Ethics and Grievance Committee at ethics@usajudo.us. Please also submit your filing fee to USA Judo via check payable to USA Judo and remit payment to: USA Judo Attention: CEO, 1 Olympic Plaza, Colorado Springs, CO 80909