



Member, United States
Olympic & Paralympic Committee

USA Team Handball Response and Resolution Policy

Purpose USA Team Handball (USATH) is committed to the safety of all individuals who participate in its programs or events, including, without limitation, minors and vulnerable adults. To help protect these individuals, the USATH Athlete Safety Policy and USATH Minor Athlete Abuse Prevention Policies (Both herein after referred to as Policy) establishes the standard of conduct for USATH Members. The following USATH Response and Resolution Policy (R&R Policy) is drafted to define and outline the process for any U.S. Center for SafeSport Code (Code) or Policy violation reported to USATH.

The R&R Policy applies to any alleged Policy or Code Violation reported to USA Team Handball. A Policy or Code Violation is defined below.

A Report filed with USA Team Handball does not release the reporting party from any other legal obligation to report. Reports must also be made to relevant state and federal agencies as required by law or the Center as required by the Code.

Policy Statement

I. Governance and Authority

- a. USA Team Handball will follow all governing policies, procedures, and laws. This includes, without limitation, the Policies, the Code, other governance documents of the U.S. Center for SafeSport (the Center), the Bylaws, the USOPC Bylaws, the Ted Stevens Olympic and Amateur Sports Act (36 U.S.C. Sec. 220501 et seq.), the Protecting Young Victims from Sexual Abuse and SafeSport Authorization Act of 2017, and the Empowering Olympic, Paralympic, and Amateur Athletes Act of 2020.

- b. Procedures do not prevent any Sanctioned Club or Participant from implementing higher safety standards or from making lawful employment-related decisions, even prior to the conclusion of any process outlined in the R&R Policy.
- c. The R&R Policy do not prevent any person from exercising their legal rights.

II. U.S. Center For SafeSport Jurisdiction

a. Exclusive Jurisdiction

USA Team Handball must refer to the Center all allegations within the Center's Exclusive Jurisdiction, as defined by the Code, immediately and no later than within 24 hours. This includes, without limitation, allegations involving:

- i. Sexual Misconduct, including, without limitation, Child Sexual Abuse and any Misconduct that is reasonably related to an underlying allegation of Sexual Misconduct;
- ii. Criminal Charges or Dispositions involving Child Abuse or Sexual Misconduct;
- iii. Misconduct Related to Reporting, where the underlying allegation involves Child Abuse or Sexual Misconduct;
- iv. Aiding and Abetting, when it relates to the Center's Process;
- v. Misconduct related to the Center's Process; or
- vi. Other Inappropriate Conduct, as defined in the Code.

b. Discretionary Jurisdiction

USA Team Handball will refer to the Center any allegations over which the Center exercises Discretionary Jurisdiction, as defined in the Code , immediately and no later than within 24 hours.

- c. USA Team Handball, in its sole discretion, may request the Center exercise its Discretionary Jurisdiction.

- d. USA Team Handball will not interfere in, investigate, attempt to influence the outcome of the investigation or resolve allegations within the Center's Jurisdiction.
- e. USA Team Handball is prohibited from discussing allegations within the Center's Jurisdiction. Questions related to those allegations should be directed to the Center
- f. USA Team Handball and its Participants must enforce and comply with any Temporary Measure or Sanction imposed by the Center.
- g. USA Team Handball's CEO or their designee is responsible for responding to any request from the U.S. Center for SafeSport within 72 hours that pertains to:
 - i. The eligibility status of a Participant
 - ii. The existence of USA Team Handball imposed temporary measures or safety plans
- h. Appeals of any matter under the Center's Jurisdiction must be directed to the Center.

III. United States Olympic & Paralympic Committee Jurisdiction

- a. USA Team Handball is required to abide by all applicable policies and procedures regarding athlete safety set forth by the USOPC.
- b. USA Team Handball must notify the USOPC's Office of Athlete Safety 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 ("OPTC") or at any third party-sponsored event in which the USOPC sends a delegation (a "Delegation Event").
- c. Any temporary measure(s) imposed by USA Handball and/or the Center in response to the allegation must be included in the required notification (as described in the following section).

- d. USA Handball must notify the USOPC's Office of Athlete Safety 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 Participants who USATH knows, or reasonably expects, to:
 - i. Be nominated for or selected as a Participant to a Delegation Event,
 - ii. Have access to an OPTC, and/or
 - iii. Receive a benefit and/or service from the USOPC as outlined in the USOPC Athlete Safety Policy.
- e. USA Team Handball must notify the USOPC Office of Athlete Safety in the event of any change or removal of any such sanction and/or temporary measure(s) within 24 hours of such change by USA Team Handball or being notified of a change or removal by the Center.

IV. Confidentiality

- a. The Bylaws, the Policies, and the Code provide some protections for confidentiality during the USATH R&R process (Process). They do not, and cannot, guarantee absolute confidentiality.
- b. Documents or evidence related to the process must remain confidential, in that they may not be disclosed outside of the proceedings, except as may be required by law or authorized by USA Team Handball. Violation of this provision, including by an advisor or attorney for any person involved in the Process, constitutes Abuse of Process under the Policies and the Code. Any advisor or attorney who violates this confidentiality provision may be permanently barred from further participation in any response and resolution process, regardless of whether they are a Member or Participant.
- c. USA Team Handball may disclose the outcome of the matter to those persons or organizations with a need to know so that the outcome can be properly effectuated or understood.

- d. A Claimant may publicly discuss the incident, their participation in the Process, or the outcome of the Process. A Claimant may not discuss the participation of others in the Process.
- e. A Respondent may publicly discuss the incident, their participation in the Process, or the outcome of the Process. However, a Respondent, or any advisor or attorney for a Respondent, may not disclose any Claimant's or Participant's identifying information, including without limitation names and contact information.
- f. If any person or entity misrepresents the Process, the underlying facts, or the outcome of a matter, USATH may publicly correct the record.
- g. USA Team Handball may be required to disclose information contained in a Report or learned during an investigation. Reasons for disclosure include, but are not limited to, the following:
 - i. Relevant state and/or federal law;
 - ii. Mandatory reporting related to Child Abuse and Sexual Misconduct;
 - iii. The Center's jurisdiction; or
 - iv. USA Team Handball's right, as allowed by the Code, to publicly correct any misrepresentation related to the Process.
- h. Each person involved in the Process is responsible for understanding what legal confidentiality requirements, if any, apply to their conduct.

V. Participant Rights

- a. A Claimant has the right to:
 - i. Submit a report anonymously
 - ii. Receive notification that USATH has accepted Jurisdiction
 - iii. Consult with an advisor or an attorney
 - iv. Choose whether or not to participate in the investigation and resolution
 - v. Receive notice of Restrictive or Temporary Measures imposed by USATH

vi. Participate in the investigation and resolution without publicly disclosing their identity or experiences, except as required by the Complaint Procedures outlined in the USATH Bylaws

vii. Receive notification of the resolution of the matter

b. A Witness has the right to:

i. Choose whether or not to participate in the investigation and resolution

ii. Participate in the investigation and resolution without publicly disclosing their identity or experiences, except as required by the grievance process outlined in the Complaint Procedures outlined in the USATH Bylaws

iii. Consult with an advisor or an attorney

c. A Respondent has the right to:

i. Receive written Notice of Allegations

ii. Consult with an advisor or an attorney

iii. Have an opportunity to be heard during the investigation

iv. Challenge a Temporary Measure of Suspension and be heard through the grievance process outlined in the USATH Bylaws.

v. Be heard through the Complaint Procedures outlined in the USATH Bylaws before being declared ineligible to participate in Amateur Athletic competition

VI. Impartiality

a. USA Team Handball R&R Policy Process is intended to be independent from conflicts of interest, personal bias, or undue influence from any one person or role. Only select and trained members of the USATH Board of Directors and employees of USATH, have access to Policy and Code violation reports made to USATH.

b. All USATH Safe Sport matters are subject to USATH Conflict of Interest Policy, which can be found [here](#)

VII. Prohibition of Retaliation

- a. USA Team Handball prohibits retaliation before, during, and after the process (whether led by the Center or USA Team Handball) of resolving an abuse or misconduct allegation. USA Team Handball Whistleblower Policy can be found in the USATH MAAPP.

VIII. Member Clubs and Local Affiliated Organizations

- a. USA Team Handball Member clubs and LAOs are required to forward any allegations of misconduct to the National Governing Body without delay.
 - i. A Report filed with USATH does not release the Reporting Party or the Member Club from any other legal obligation to report. Reports must also be made to relevant state and federal agencies as required by law or the Center as required by the Code.
- b. Investigations of any Policy or Code Violation may only be conducted by USA Team Handball national headquarter staff, a USATH appointed investigator or the U.S. Center for SafeSport. USA Team Handball Member clubs and LAOs may not independently conduct investigations of Policy or Code Violations.
- c. USA Team Handball Member clubs and LAOs may not interfere or attempt to interfere into any investigation conducted by USATH or the U.S. Center for SafeSport.

IX. Mandatory Reporting

- a. Although USA Team Handball strongly encourages all Participants to report allegations of Prohibited Conduct, adult Participants are mandatory reporters under the Code and USATH MAAPP. If an adult Participant learns of any allegation of Prohibited Conduct, they must report the allegation as follows:
 - b. The U.S. Center for SafeSport accepts all reports of sexual abuse and child abuse within the U.S. Olympic and Paralympic Movement. Report directly to the Center

if you have reasonable suspicion of sexual misconduct or harassment, child abuse (including child sexual abuse), or intimate relationships involving an imbalance of power.

c. 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 can also be reported directly to your sport's national governing body (NGB).

d. Complaints of a sexual nature related to MAAPP should be reported directly to the U.S. Center SafeSport without delay.

i. SafeSport Report Online and Helpline -

<https://uscenterforsafesport.org/report-a-concern/> - (833) 587-7233

e. In addition to reporting any abuse to the U.S. Center on SafeSport, persons must also report suspected child physical or sexual abuse to the appropriate law enforcement authority. Members of USA Team Handball (inclusive of employees) should not under any circumstances attempt to evaluate credibility or validity of any sexual or physical abuse allegation before reporting to the relevant law enforcement authority.

i. Important: If an adult Participant learns of information and reasonably suspects that a Minor has suffered an incident of Child Abuse (to include neglect, physical, emotional, and sexual abuse), they MUST report this to law enforcement (or in some states child protective services) AND the Center IMMEDIATELY. Filing a report with the Center does not satisfy the reporting requirement to law enforcement.

ii. Please visit

<https://www.childwelfare.gov/topics/responding/reporting/how/> for more information on reporting to law enforcement/child protective services.

- f. Complaints of a non-sexual nature related to this policy should be reported directly to the USA Team Handball Safe Sport customer service inbox of help@usateamhandball.org, directly to the CEO, or anonymously via the link on <https://www.teamusa.org/usa-team-handball/safe-sport>.
- g. Complaints of violations of the Minor Athlete Abuse Protection Policy should be reported directly to the USA Team Handball Safe Sport customer service inbox of help@usateamhandball.org, directly to the CEO, or anonymously via the link on <https://www.teamusa.org/usa-team-handball/safe-sport>.
- h. There are no associated costs, fees, or other financial barriers to submit a SafeSport report

X. Intake

a. Submitting an incident Report

- i. Anyone may report a Policy or Code Violation to USATH through the USA Team Handball SafeSport customer service inbox of help@usateamhandball.org or directly to the CEO.
- ii. Each Report will be treated as a confidential submission to the extent allowed by law and governing policy.
- iii. Reports may be made anonymously to USATH. An anonymous Report may limit the response and resolution process because of the inability to confirm the reported information. Reporting parties and Claimants may participate in the investigation and resolution without publicly disclosing their identity or experiences.
- iv. USATH's CEO or their designee will maintain a tracking spreadsheet/system for tracking reports and allegations that fall under USA Team Handball's jurisdiction. This document tracks the date the report was received, the individuals implicated in the report, the stage of the investigation, the outcome, and other pertinent information.

v. A Report filed with USATH does not release the Reporting Party from any other legal obligation to report. Reports must also be made to relevant state and federal agencies as required by law or the Center as required by the Code.

b. Intake

i. USATH's CEO or their designee will as soon as possible and no later than 24 hours after receiving the report review all Reports to determine if allegations or circumstances:

ii. Mandate reporting to law enforcement or child protective services;

iii. Mandate reporting to the Center;

iv. Are governed by the Code, the Policy, or the U.S. Center for SafeSport Minor Athlete Abuse Prevention Policies ("the MAAPP"); or

v. Require imposition of Restrictive Measures.

vi. USATH will determine Jurisdiction and promptly notifies the Claimant or Reporting Party of its jurisdictional determination.

vii. Matters involving more than one Claimant, or more than one Respondent may, in the discretion of USATH, be consolidated into a single matter.

XI. Related Proceedings

a. Effect of Criminal or Civil Proceedings

i. Because the standards for finding a violation of criminal law are different from the standards for finding a violation of the Policy or the Code, the resolution of a criminal proceeding without a conviction is not determinative of whether a violation of the Policy or the Code has occurred. Conduct may violate the Policy or the Code even if the Respondent is not charged, prosecuted or convicted for the same underlying conduct.

b. No Waiver of Other Legal Remedies

- i. Participating in the Process does not extend or restrict a person's right to file charges or claims regarding the underlying allegations with any agency, law enforcement, or court.

XII. Preliminary Inquiry and Investigation

- a. The investigation process will be followed by USATH's CEO or their designee to ensure the R&R Policy is being followed.
- b. The investigation process consists of:
 - i. A Notice of Allegations which summarizes the alleged Misconduct is provided to Respondent before the Respondent is contacted by an investigator. The Notice should include the policies that apply to the allegations, the right to representation, and confirmation that the Respondent will have an opportunity to respond to the allegations.
 - ii. Following the notice to Respondent, a Notice of USA Team Handball Safe Sport Report is provided to the club(s) in which Respondent is affiliated with or was affiliated with at the time of alleged Misconduct.
 - iii. A USA Team Handball appointed investigator will contact Claimant, the Reporting Party, identified Witnesses, and Respondent to request statements or interviews, as well as collect any evidence and information available pertaining to the allegations.
 - iv. If any party to a matter declines to participate, USA Team Handball may, in its discretion, choose not to proceed or may respond to the Report in limited and general ways.
 - v. Any party may consult with an advisor or an attorney. A party or Witness involved in the matter, or an employee of, board member of, or legal counsel for, USA Team Handball cannot serve as an advisor. Only a Claimant or Respondent may be accompanied by their respective advisor throughout the Process. While the advisor may provide support and advice throughout the Process, they may not speak on behalf of the

Claimant or Respondent, or otherwise participate in the Process except as provided herein. Only an attorney may speak on behalf of a Claimant or Respondent client.

vi. The investigator shall pursue all reasonable leads, with adequate time to effectively administer and manage their duties.

vii. All information gathered, including investigator's notes, are confidential and privileged work product of USA Team Handball. Disclosure of information necessary to facilitate USA Team Handball Complaint Procedures is not a subject matter waiver of any privilege.

viii. Following the investigation, the investigator shall present an investigation report to USA Team Handball's CEO. The report should include a clear articulation of the evidentiary standard applied to the evaluation of the alleged misconduct. USA Team Handball and its investigators will apply a preponderance of evidentiary standard.

ix. USA Team Handball's CEO will then determine, in their discretion, whether the matter is appropriate for resolution by dismissal, administrative closure, resolution agreement, or by the USA Team Handball's Judicial Committee through the Complaint Procedures.

XIII. Restrictive Measures

a. Restrictive Measures are intended to:

i. Ensure the safety and well-being of the handball community.

ii. Prevent conduct or participation detrimental to the sport or its Participants

iii. Prevent escalation of a reported Policy or Code Violation

iv. Restrict or monitor the participation of a Respondent

b. When imposing A Restrictive Measure, USA Team Handball evaluates the appropriateness of a measure based on:

i. The allegations and the facts and circumstances of the case;

ii. The need to maintain the safety or well-being of Participants or the community; and

iii. Whether the allegations against Respondent are sufficiently serious to warrant a safety measure.

c. USA Team Handball may impose Restrictive Measures at any time. A Restrictive Measure shall be effective immediately upon notice to Respondent, unless stated otherwise. Restrictive Measures will remain in effect until expressly removed by either USA Team Handball or the Center.

d. USA Team Handball may impose Restrictive Measures up to and including Suspension.

e. If USA Team Handball imposes a Suspension from participation in amateur athletic competition protected by the Ted Stevens Act or the USOPC Bylaws, then Respondent may appeal through the Complaint Procedures outlined in the USATH Bylaws. Respondent must inform USA Team Handball of their intent to appeal through the Complaint Procedures within five (5) business days of the imposition of a Suspension from participation by USA Team Handball. Failure to request a hearing within this timeframe will be deemed a waiver by Respondent.

f. Member Clubs must enforce any Restrictive Measure imposed by USA Team Handball or the Center.

i. USA Team Handball will notify the Member Club of any Restrictive Measure.

ii. The Member Club is responsible for enforcing the Restrictive Measure and notifying club Participants.

iii. The Member Club may impose any additional measures it deems necessary.

iv. USA Team Handball may notify Participants of the Restrictive Measure if it has reason to believe a Member Club has failed to enforce or provide notice of the Restrictive Measure.

v. USA Team Handball reserves the right to notify additional individuals on a need-to-know-basis to ensure athlete safety.

XIV. Resolution Process

a. USA Team Handball may resolve a misconduct matter by:

i. Dismissing matters not governed by the Policy or the Code.

ii. Administratively closing matters governed by the Policy or the Code for which there is insufficient information to determine that a violation occurred.

iii. Issuing an Admonishment letter.

iv. Reaching an agreed resolution with Respondent, which that may include:

1. Educational requirements

2. Parent surveys

3. Club audit

4. Self-assessment

5. Probation with reporting requirements

6. No contact directive

7. Restrictive or safety measures

8. Suspension

9. Ineligibility

10. any other terms agreed to by USA Team Handball and the Respondent.

v. Presenting the matter to a USA Team Handball Judicial Committee for matters not resolved by dismissal, administrative closure, Admonishment, or agreed resolution.

vi. The outcome of a matter does not restrict, limit or impede any rights of the persons witnessing, reporting or harmed by a Policy or Code Violation, Misconduct, abuse or unethical conduct.

vii. USA Team Handball may give notice of the resolution terms to each Claimant, Witness, or Reporting Party.

XV. Ineligibility And Permanent Ineligibility

- a. Ineligibility prohibits, until further notice, participation in any capacity, in any program, activity, Event, or competition sponsored by, organized by, or sanctioned by USA Team Handball, or held at a Member Club.
- b. Permanent ineligibility prohibits participation, in any capacity, in any program, activity, event, or competition sponsored by, organized by, or sanctioned by USA Team Handball, or held at a Member Club.
- c. Member Clubs must enforce any restrictions imposed by USA Team Handball or the Center.
- d. USA Team Handball reserves the right to notify any individual of a restrictive measure on a need-to-know-basis to ensure athlete safety.

XVI. Arbitration

- a. Opportunity to Participate. USA Team Handball and Respondent agree to submit to binding arbitration of any USA Team Handball Judicial Committee decision involving the opportunity to participate in amateur athletic competition. The arbitration shall be conducted according to the USATH Bylaws.
- b. Arbitration may be exercised upon demand of USA Team Handball or any aggrieved Amateur Athlete, coach, trainer, manager, administrator or official.

XVII. Data Tracking

- a. USA Team Handball's CEO or their designee maintains a Complaint Tracking schedule in a spreadsheet of all reports made to include emotional or physical misconduct, MAAPP violations, and reports of retaliation. USA Team Handball manages all reports of emotional and physical misconduct, MAAPP violations,

and reports of retaliation. LAOs are instructed to send all cases to USA Team Handball, so no cases should be adjudicated by them.

- b. For emotional or physical misconduct, the schedule tracks total reported incidents, number of investigations, and total number of violations adjudicated by USA Team Handball.
- c. For MAAPP violations, the schedule tracks the total reported incidents by policy type, the total number of investigations, and the total number of violations adjudicated by USA Team Handball.
- d. For reports of retaliation, the schedule tracks the total reported incidents, the total number of investigations, and the total number of violations adjudicated by USA Team Handball.
- e. USA Team Handball's CEO will submit "Data of Matters Addressed by the Organization" annually to the U.S. Center for SafeSport in the following format:
 - i. Reports of emotional or physical misconduct made to the Organization or its local affiliated organizations.
 - 1. Total reported incidents of alleged emotional misconduct
 - 2. Total reported incidents of alleged physical misconduct
 - 3. Total number of investigations of alleged emotional misconduct
 - 4. Total number or investigations of alleged physical misconduct
 - 5. Total number of violations for emotional misconduct adjudicated by the Organization, separated by cases adjudicated by NGB and cases adjudicated by its LAOs
 - 6. Total number of violations for physical misconduct adjudicated by the Organization, separated by cases adjudicated by NGB and cases adjudicated by its LAOs
 - ii. Reports to the Organization or its local affiliated organizations that a Participant violated the Minor Athlete Abuse Prevention Policies (MAAPP).
 - 1. Total reported incidents of alleged violations of the MAAPP, by policy type
 - 2. Total number of investigations of alleged violations of the MAAPP
 - 3. Total number of violations of the MAAPP, separated by cases adjudicated by NGB and cases adjudicated by its LAOs

- iii. Reports to the Organization or its local affiliated organization that a Participant engaged in retaliation.
 1. Total reported incidents of alleged retaliation
 2. Total number of investigations of alleged retaliation
 3. Total number of violations of retaliation policy separated by cases adjudicated by NGB and cases adjudicated by LAO

Glossary

Unless otherwise defined in the Policy, terms have the meanings stated in the glossary of the Policy or the Code.

An “Admonishment” is an official, written notice and formal admonition that a Participant has violated the Code or the Policy and that more severe sanctions will result should the Participant commit other violations. An Admonishment may require the Respondent to abide by certain terms and conditions.

“Complaint Procedures” refers to Article 14 of the USA Team Handball Bylaws.

An “Athlete” is any person eligible for competition or participation in any Sanctioned Event who is a member of USA Team Handball.

A “Child” is defined by the Code as “an individual who is, or is perceived by Respondent to be, under the age of 18.”

“Child Abuse” has the meaning established under relevant state or federal law. The federal definition of Child Abuse must be considered at all times and is defined by the Victims of Child Abuse Act of 1990. Child Abuse may also be defined by the law of the state in which the behavior occurs.

A “Claimant” is the person who is alleged to have experienced conduct that violates the Code or the Policy. If the Claimant is a minor, then their parent or guardian is also a Claimant.

“Jurisdiction” is the ability to enforce applicable policies including without limitation USA Team Handball Bylaws, or any other policy of USA Team Handball or the Center.

“Ineligible” is a restriction prohibiting participation, in any capacity, in any Event, program, activity, or competition authorized by, organized by, or under the auspices of the United States Olympic & Paralympic Committee (“the USOPC”), the NGB recognized by the USOPC, a Local Affiliated Organization as defined by the Code, or at a facility under the Jurisdiction of the same.

“Member” is anyone who has agreed to terms of membership or who has a USA Team Handball membership.

“Sanctioned or Member Club” is any club affiliated and sanctioned by of USA Team Handball.

A “Minor” is defined by the Code as “an individual who is, or perceived by the Respondent to be, under the age of 18.”

A “Minor Athlete” is an Amateur Athlete under 18 years of age who participates in, or has participated within the previous 12 months in, an Event, program, activity, or competition that is part of, or is partially or fully under the Jurisdiction of USA Team Handball.

A “No Contact Directive” is a restriction that prohibits communication between Participants. Communication includes, but is not limited to, contact by phone, through email or text message, via any social media application or other electronic medium, in-person interactions (verbal and non-verbal), or contact facilitated through a third party.

A “No Unsupervised Contact” restriction prohibits any and all unsupervised contact with Minor Members and any Minor at USA Team Handball-sanctioned events without a second Adult Participant present. The second Adult Participant must have current successful completion of the Center for SafeSport Course, as required by the Center and USA Team Handball. The second Adult Participant may not be named as a Respondent in any open matter with USA Team Handball or the Center or be in a resolution process of any matter, including but not limited to, suspension, ineligibility, probation or ongoing educational requirements. Any contact with Minor Members or any Minor at a USA Team Handball-sanctioned event must be observable and interruptible, as defined in the Policy, by the second Adult Participant. The second Adult Participant must be in close visual and physical proximity to see and hear interactions with these Minors at all times.

A “Participant” is any of the following: (i) a person who is seeking to be, currently is, or was a member of USA Team Handball; (ii) a person who is a “Covered Individual” under the Protecting Young Victim’s Act and SafeSport Authorization Act of 2017; or (iii) any person who is a “Participant” under the Code. This includes, but is not limited to: all non-member employees of Sanctioned Clubs; all members of USA Team Handball’s committees or task forces; all USA Team Handball employees and Directors; and all adults, including volunteers, authorized by USA Team Handball or any Member of USA Team Handball to interact with Athletes.

A “Permanent Ineligibility” sanction prohibits participation, in any capacity, in any Event, program, activity, or competition authorized by, organized by, or under the auspices of the USOPC, the NGB recognized by the USOPC, a Local Affiliated Organization as defined by the Code, any Paralympic Sports Organization, or at a facility under the Jurisdiction of the same. This sanction precludes any of the rights or privileges associated with membership in USA Team Handball, including but not limited to, participating in any Event conducted or sanctioned by USA Team Handball.

“Probation” is a period of supervision which may include required education, reporting, parent surveys, and other monitoring. Failure to complete the terms of probation or receipt of a new incident report while on probation may result in an extension of probation and an abuse of process misconduct violation.

A “Report” is notice of a Policy or Code Violation submitted to USA Team Handball through the USA Team Handball SafeSport customer service inbox of help@usateamhandball.org or directly to the CEO.

A “Reporting Party” is a person who files a grievance or similar Report with USA Team Handball.

A “Respondent” is a Participant who is alleged to have violated the Code or Policy.

A “Restrictive or Temporary Measure” is any restriction placed on an individual’s ability to participate in USA Team Handball sanctioned events. A restrictive measure can include, but is not limited to, no contact orders, travel or lodging restrictions, schedule modifications, the issuance of a “no unsupervised contact” restriction or a suspension of membership.

A “Policy or Code Violation” is an action that constitutes one or more of the following:

- Prohibited Conduct, as outlined in the Code.
- Prohibited Conduct, Misconduct, or Prevention Policy violations of the Policy.
- Any similar conduct violating current or previous standards promulgated by the Center or USA Team Handball at the time of conduct.
- Any conduct that would violate similar community standards existing at the time of the alleged conduct, including then applicable criminal or civil laws.

“Suspension” is removal from USA Team Handball membership for a specified period of time. A suspended Participant may not, in any capacity, participate in any program, activity, Event, or competition sponsored by, organized by, or under the auspices of the USOPC, any NGB, or any Local Affiliated Organization, or at a facility under the Jurisdiction of the same. A suspension of USA Team Handball membership prohibits contact with Sanctioned Clubs, USA Team Handball-sanctioned events, or other Events or activities involving Members, regardless of any business or financial interest. This includes training, travel, lodging or treatment related to any Sanctioned Clubs, USA Team Handball-sanctioned events, or other Events or activities involving Members.

A “Third-Party Reporter” is a person, other than the Claimant, who files a Report.

A “Witness” is a person who has knowledge regarding the facts underlying a reported Policy or Code Violation and presents their observation to a USA Team Handball investigator or the USA Team Handball Judicial Committee.