



Anti-Discrimination Statement & Policy

last update: January 2024

ANTI-DISCRIMINATION STATEMENT

At USA Bobsled/Skeleton (USABS), we believe our entire community - our athletes, coaches, staff, officers, directors, committee members, members, officials and volunteers - has the right to participate in an environment free from prejudice and abuse. It is our intent that each person in our community is welcomed and appreciated for who they are, their special and unique personhood, and the contributions they offer. Any USABS activity or event should be open to any USABS member properly qualified under the rules of that activity or event. No employee, independent contractor, officer, director, committee member, member, athlete, coach, athlete representative, official, or volunteer of USABS shall discriminate on the basis of any classification protected by applicable local, state or federal laws.

We believe it is our duty to not only commit to the anti-discrimination policy as outlined below but to be a leader in addressing racial disparities and their root causes in our organization and our sport's community at large.

To do this, we will:

- Establish goals to improve the diversity of our board of directors.
- Seek out opportunities and methods to recruit more diverse candidates for open staff and board positions.
- Offer training to ensure all athletes, staff, coaches, and board members are well-versed in what it means to create an inclusive community.
- Implement tools to monitor and assess whether members of our community, particularly the athletes, staff, coaches and board members, are welcomed, appreciated and accepted at USABS.
- Connect with other National Governing Bodies (NGB's) as well as the United States Olympic & Paralympic Committee (USOPC) to share learnings regarding removing systemic racism and alleviating associated disparities from our communities.

ANTI-DISCRIMINATION POLICY:

We are openly committed to creating a secure, welcoming, and friendly environment, free from all racism, sexism, sexual misconduct, violence, bullying, and any form of sexual, physical, verbal or emotional abuse. We actively uphold the right of every individual and group within our community to be treated with dignity and respect. We believe everyone should be treated equitably and are committed to combating any discrimination, harassment or bullying. This

means we fully support and encourage anyone who is experiencing/has experienced, or has witnessed, any form of discrimination, harassment or bullying to come forward and tell us and to receive support and advice; no act is considered too small to be raised. Additionally, we will offer training on a recurring basis to ensure athletes, staff, coaches and board members are confident on how reporting works and how to seek support.

We take all such allegations seriously and will investigate thoroughly to ensure any such behavior is challenged and that any appropriate actions are taken.

To adhere to this policy, we will:

- Provide a mechanism for documenting incidents confidentially reported by athletes, coaches and staff to a designated person within the organization. Details on this process are documented on the [USABS website](#) under [Informal Concerns Process](#).
- Provide a mechanism to file a report on a major grievance regarding unethical or illegal activities safely and honestly with the organization's management and board of directors. Details on this process are documented on the [USABS website](#) under [Grievance Procedures](#).
- Protect those who report incidents (minor and major) or provide supplementary information from any kind of retaliation, and protect anonymity when preferred.
- Take action on each reported incident promptly and appropriately.
- Report on incidents to the Board of Directors, maintaining anonymity and confidentiality of those who reported and supplied supporting information.

As we continue to learn and grow in our understanding of diversity and inclusion, we are committed to regularly reviewing and enhancing our Anti-Discrimination Statement & Policy to reflect our evolving knowledge and commitment to equality.