



US SPEEDSKATING

USS Athlete Safety Policy
&
Minor Athlete Abuse Prevention Policies

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PART I: USS ATHLETE SAFETY POLICY

Introduction

The US Speedskating (USS) Athlete Safety Policy is designed to ensure a safe, positive experience for all members of USS. This policy sets forth in writing an outline of organizational expectations and relevant areas of potential concern, with a goal of maintaining to the highest degree possible a healthy environment for all participants in our sport. While this document attempts to cover the following topics as thoroughly as possible, these efforts can only be as effective as the active participation of all concerned in reaching our mutual goals of a safe and successful sporting experience for all. This policy applies to and is enforced for all members (first-year members, club competitors/recreational skaters, national-level competitors, USS coaches, USS officials, USS club officers, introductory two-month members and USS alumni members) staff, including office staff, trainers and National Team coaches, Board members, volunteers, and contractors, including medical personnel, massage therapists, event volunteers and committee members. All the aforementioned groups constitute adult participants within the confines of this policy.

Consistent with the mission, vision and values of USS, the welfare of speed skating participants, especially minors, is of paramount concern. When any member, participant, coach, athlete, volunteer, or staff member is subjected to abuse, it undermines and is incongruent with the mission, vision, and values of USS that we expect to be upheld in our sport.

USS is committed to promoting a safe environment for its members, participants, athletes, coaches, officials, volunteers, and staff within all speed skating disciplines. Accountability and enforcement must be shared at the local and regional levels, as USS cannot oversee all local club and regional activities. USS has adopted this policy to promote a safe speed skating environment, both solely and in partnership with other necessary entities, including but not limited to: National/Regional Training Centers and partner facilities, training sites and sessions, competitive environments, member clubs and associations, teams, parents, athletes and throughout the entire speed skating community. Only through a cooperative effort will we achieve this goal and ensure the welfare of our members, athletes, and participants.

USS designates the U.S. Center for SafeSport (the Center) as the organization that will have exclusive authority to investigate and resolve allegations of sexual misconduct and any related misconduct. This includes, but is not limited to, conduct involving (a) sexual misconduct; and (b) prohibited conduct under the SafeSport Code for the U.S. Olympic and Paralympic Movement (the SafeSport Code) that is reasonably related to the underlying allegation of sexual misconduct. Exclusive authority means (a) only the Center will investigate and manage any related arbitration involving sexual misconduct; and (b) neither the NGB nor the USOPC will conduct its own investigation or arbitration with respect to possible sexual misconduct, except as otherwise requested.

Any harmful behaviors either defined within this policy or otherwise not included that inhibit a safe environment for USS athletes will not be tolerated.

US Speedskating is committed to protecting opportunities for athletes participating in sport. US Speedskating will continue to collaborate with various stakeholders with oversight responsibilities, e.g., IOC, IPC, NGBs, to ensure that women have a fair and safe competition environment consistent with Executive Order 14201 and the Ted Stevens Olympic & Amateur Sports Act, 36 U.S.C. § 22501, et. seq.

Definition of Abuse

Abuse, including child abuse, is defined by various sources such as state statutes, case law, sports organization

and professional association codes of conduct and training manuals, corporate and business workplace documents, and human rights commission materials. The definitions adopted in this policy include physical abuse, sexual abuse, emotional misconduct, bullying, hazing and harassment. USS' definitions of abuse are consistent with the U.S. Center for SafeSport's prohibited conduct and can be found here; [the SafeSport Code](#).

Reporting Information

Legal Reporting Requirements

USS will follow applicable law in reporting abusive situations to the proper authorities. If, in USS' reasonable and good faith judgment, reporting to the proper authorities is necessary to protect a person from the possibility of further abuse, it may make such report even if not compelled by law to do so. USS expects its National/Regional Training Centers and partner facilities, training sites and sessions, competitive environments, member clubs and associations, teams, parents, athletes and the speed skating community as a whole to adopt a similar response with regard to legal reporting requirements. [Click here](#) to view the mandatory reporting laws in your state.

Mandatory Reporting Requirements

Adult participants must know their reporting requirements under the SafeSport Code, state law, and federal law. Therefore, lack of knowledge about a reporting obligation will not be a defense.

All Adult Participants are required to report suspected SafeSport violations (sexual, physical, emotional, and MAAPP) to US Speedskating. Participants are required to immediately report suspected child abuse, which includes sexual misconduct, to the U.S. Center for SafeSport, local law enforcement, and comply with any applicable reporting requirements under state law. Child abuse includes incidents that involved a victim who was a minor at the time of the alleged incident, even if the victim is now an adult.

If an Adult Participant learns of information or reasonably and in good faith suspect that an incident of sexual misconduct has occurred, the individual must immediately report the incident directly to the U.S. Center for SafeSport. This requirement applies regardless of whether the suspected victim is an adult or a minor. However, if the sexual misconduct involves a minor, it must be reported as child, as mentioned above.

Other conduct that an Adult Participant must report to the Center includes criminal charge(s) or disposition(s) involving sexual misconduct or misconduct involving minors, misconduct related to the Center's process, including suspected incident(s) of abuse of process, or aiding and abetting, and retaliation. All other suspected SafeSport violations, like emotional and physical misconduct, should be reported to US Speedskating or the U.S. Center for SafeSport.

The reporting requirement under this section are individual obligations of each Adult Participant. Reporting to a supervisor does not relieve the Adult Participant of the obligations to report as specified under this section. Adult Participants must report even if they believe someone else has already reported.

However, no one should investigate suspicions or allegations of child abuse or other Prohibited Conduct or attempt to evaluate the credibility or validity of the allegations as a condition of reporting the Center or to appropriate authorities.

Reporting Suspected Abuse and/or MAAPP Violations

Any person who reasonably and in good faith believes a member of USS has abused another person per the USS Safe Sport Policy and/or violated the MAAPP, such person must notify the U.S. Center of SafeSport. They must also notify appropriate local authorities, their respective club/association, USS directly or the USS Safe Sport Designees. Any report received by USS of an allegation that falls within the Center's the Center's exclusive jurisdiction will be referred directly to the Center immediately and no later than 24 hours after the report was received.

All possible violations must be reported directly to the U.S. Center for SafeSport:

Telephone: 833-5US-SAFE (587-7233)

Online: <https://uscenterforsafesport.org/report-a-concern/>

Suspected abuse and/or MAAPP violations should also still be reported to the US Speedskating office by calling 801-417-5375 or emailing membership@usspeedskating.org

If preferred, individuals may also choose to report suspected abuse and/or MAAPP violations to the USS Safe Sport Designees listed below. These reports can be made either by email or phone.

- Male Staff Designee: Shane Domer, Chief of Sport Performance
 - sdomer@usspeedskating.org, (801) 417-5376
- Female Staff Designee: Marion Wohlrab, Chief of Sport Operations
 - mwohrlab@usspeedskating.org, (801) 417-5363
- Male Athlete Representative: William Gebauer
 - williamgebauer4444@gmail.com
- Female Athlete Representative: Sarah Warren
 - scwarre2@gmail.com

Telephone Inquiries

At least two USS staff members, one of each gender, shall be trained to receive telephone inquiries regarding abuse. USS will list both one male and one female designee on the USS website Safe Sport webpage as reporting recipients for inquiries regarding abuse. The Staff members shall:

1. Inform the caller that a written and signed complaint must be received by either the Center or USS to initiate any grievance and/or ethics procedures against a member of USS. They will also make the member aware of the USS Safe Sport Policy, Article 14 of the USS By-laws, and relevant USS Code of Conduct and USS Code of Ethics policies.
2. Offer the caller assistance in locating and obtaining a copy of the USS Safe Sport Policy, the online reporting forms and procedures for the Center and any associated grievance procedures to the caller;
3. Advise the caller that, if they have not already done so, the USS representative is required to file a report with the Center. Also inform the caller that if the abuse being reported is sexual in nature, the Center will take over jurisdiction from USS.
4. Advise the caller that USS may be legally obligated to report the allegations to the proper authorities even if no complaint is filed pursuant to the USS Safe Sport Policy and USS By-laws Article 14;
5. Encourage that the victim(s) seek professional help, if appropriate;
6. Prepare a written summary detailing the call and submit it to the Executive Director and the Center;
 - a. The Executive Director will determine, with the assistance of legal counsel if necessary, whether USS has a legal reporting requirement based upon the inquiry and act accordingly;
 - b. Written summaries will be filed and indexed by the alleged respondent and will become a part of any applicable misconduct/grievance/ethics breach file.

Implementation of the Misconduct/Grievance Procedures

1. At least two USS staff members, one of each gender, shall be trained in the proper implementation of the member misconduct, grievance and ethics procedures contained in the US Speedskating Bylaws, USS Safe Sport Policy, including violations of the Minor Athlete Abuse Prevention Policies, USS Code of Conduct, USS Code of Ethics, and the SafeSport Code.
2. One of the trained staff members will be designated to implement the procedures for each complaint;
3. The designated staff member will determine whether the respondent is an adult participant of USS;
 - a. If the respondent is an adult participant of USS, the matter should proceed in accordance with the existing applicable policy;
 - b. If the respondent is not an adult participant of USS, the staff member should notify the claimant or third-party reporter of the inability of USS to pursue the matter internally, as a courtesy, and will recommend a course of action;
4. If not already completed, the Executive Director will determine, with the assistance of legal counsel if necessary, whether USS has a legal reporting requirement based upon the complaint and act accordingly or whom shall properly handle the complaint (e.g. USS Staff, USS Ethics Committee, etc.);
5. The designated staff member will “shepherd” the complaint through the process set forth in the USS Bylaw Article 14, USS Safe Sport Policy, and/or the SafeSport Code. No filing fee will be required for Safe Sport related complaints.
6. If a request is received from the Center, the Safe Sport Manager and/or the Event and Membership Director will respond within 72 hours to determine the eligibility status of a Participant, and the existence of USS/LAO imposed temporary measures and/or safety plans.

Confidentiality and Privacy

To protect all individuals, anonymous reporting is permitted. US Speedskating will make reasonable efforts to safeguard requests for confidentiality and privacy from claimants, witnesses, and others with information.

Anonymity means the Center will not know the personally identifying information of the reporter. This does not mean that the underlying information will be protected. However, an anonymous report may limit the Center’s ability to investigate and respond to a report, and if an Adult Participant reports anonymously, it may not be possible for the Center to verify that mandatory reporting obligations have been satisfied. Consequently, the Center strongly encourages Adult Participants to provide their name and contact information when reporting.

“Whistleblower” Protection

Regardless of whether the allegation(s) is proven, USS will support the claimant(s)/third party reporter(s) and his or her right to express concerns in good faith. USS 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 claimant(s) or third-party reporter(s) may be grounds for disciplinary action.

Retaliation Policy

Any form of retaliation before, during, and/or after the response and resolutions process is prohibited. This applies both when the claim alleging abuse or misconduct is being handled by USS or the Center.

Interference Policy

USS shall not interfere in, attempt to interfere in, or attempt to influence the outcome of any Center investigation. LAOs shall not interfere in, attempt to interfere in, or attempt to influence the outcome of and USS or Center investigation.

Criminal Background Screenings

Individual Members

Before becoming an elected USS Board member, USS staff, USS contractor that has frequent or regular contact with athletes, certified USS coach and/or a level 3, 4 & 5 official (assigned by USS, to USS races), you must have a background check completed. You will be instructed on how to complete this process when going through the various procedures as outlined by USS staff and through the USS website.

Staff/Board of Directors

USS staff/contract staff members must submit to a criminal background check consistent with the USS Background Screening Policy. Individuals not given a “Green Light” consistent with that policy prior to their employment may not be hired. Individuals not given a “Green Light” on any subsequent criminal background check may be subject to dismissal. USS shall also check at least two references for each applicant who, if hired, would regularly work directly with minors.

All USS staff members will be informed about the USS Safe Sport Policy, which will be included as an appendix in the Employee Handbook and made aware of its importance to our members and our organization.

The elected members of the USS Board of Directors must submit to a criminal background check consistent with the USS Background Screening Policy. Individuals not given a “Green Light” consistent with that policy may be subject to removal.

Standards of Behavior

To promote a safe speed skating environment for US Speedskating activities and events and to lessen the likelihood that an abusive situation could develop, participants must adhere to the following US Speedskating Standards of Behavior:

1. When associating with Minor Athletes – Refer to Part III: Minor Athlete Abuse Prevention Policies (MAAPP) starting on page 17 of this policy.
2. Physical Contact – Speed skating is a sport where there may be occasional need for physical contact between a coach and an athlete. Physical contact is acceptable when it is reasonably intended to coach, teach or demonstrate a speed skating skill or to prevent or lessen injury (e.g., physically manipulating the body when demonstrating a technically correct position). However, care should be taken to ensure that such contact is not invasive of sensitive areas of the body and permission is always given by the athlete before any corrective physical contact occurs.
3. Parental Monitoring – Parents are encouraged to become as active as reasonably possible in monitoring any activity/event.

Professional Development

USS Certified Coaches and team support members of USS should strive to increase their level of proficiency and skill by remaining current on safety, health and training developments relevant to the sport and by seeking advice and counsel of colleagues and experts whenever such consultation is in the best interests of the athlete.

Registered Associations and Member Clubs

Required Components

As a condition to being granted the privilege of membership in USS as an Association or Direct Club, a club must agree to and comply with the following requirements for the entirety of the club's/business' membership period, certification of which must be made annually:

1. Adhere to and enforce the USS Safe Sport Policy, including the training and education requirements and required prevention policies of the Minor Athlete Abuse Prevention Policies, within their Association and/or Club and at all USS, Association and/or Club activities.
2. Certify that no persons currently ineligible for USS membership and no persons listed on a federal or state sex offender registry are or will be associated with USS activities in any way.
3. Employ or have in a position of supervision at least one member who is 18 years of age or older and holds a current Coaching Certification in USS.
4. Have a mission statement consistent with USS' mission to encourage participation and the pursuit of excellence in all aspects of speed skating.
5. Any questions/concerns/complaints regarding possible violations of the requirements in this section can be addressed by emailing membership@usspeedskating.org or by calling 801-417-5375.

Recommendations

USS does not directly operate speed skating associations/clubs, but outside of the governance USS provides, speed skating associations/clubs are operated independently at the local level. USS respects, to a degree, the autonomy of these local entities to operate, as they deem appropriate. Even though USS does not and cannot control all the activities or operations of its member entities, it requires certain expectations for membership and further invites local associations/clubs to join with USS in taking affirmative steps beyond those described in the above Section, "Registered Associations and Member Clubs", to promote a safe environment for all speed skating participants, such as by:

1. Implementing a thorough hiring process for all paid positions within the association/club including, for example, reference and criminal background checks;
2. Encouraging parents to become as active as reasonably possible in his/her child's speed skating activities; and
3. Otherwise implementing policies and procedures to lessen the likelihood that an abusive situation could develop.

Event Sanctions

As a condition to being granted a USS sanction for an event, the applicant must certify that no persons currently ineligible for USS membership, and no persons listed on a federal or state sex offender registry, will be associated with the event in any capacity, including, but not limited to, volunteers and meet support personnel. Sanctioned events may only be hosted by registered business entities (e.g. local or regional sport organizations, recreation departments, city sport councils or chambers of commerce, other) or USS member associations/clubs.

Social Media and Electronic Communications Policy

As part of USS' emphasis on participant safety, communications involving participants should be appropriate, productive, and transparent. Effective communication concerning practice, event, and administrative issues among coaches, administrators, athletes, and their families is critical.

However, the use of mobile devices, web-based applications, social media, and other forms of electronic communications increases the possibility for improprieties and misunderstandings and also provides potential offenders with unsupervised and potentially inappropriate access to participants. The improper use of mobile and electronic communications can result in misconduct.

All electronic communication between coaches and athletes must be for the purpose of communicating information about speed skating activities. Coaches, athletes and all administrators must follow common sense guidelines regarding the volume and time of day of any allowed electronic communication. All content between coaches and minor athletes should be readily available to share with the public or families of the athlete or coach. If the athlete is under the age of 18, any email, text, social media, or similar communication must also copy or include the athlete's parent(s). See also Part III (MAAPP) Electronic Communications on page 26.

Education of and Communication with the Speed Skating Community

- A. USS will provide resources for the education of members of the speed skating community geared toward promoting a safe speed skating environment as follows:
 - 1. Online, accessed via each individual USS membership account, required individuals can complete the various training courses (one annually in order) offered by the U.S. Center for SafeSport;
 - 2. At least annually in designated athlete meetings;
 - 3. In its various publications and policies.
 - 4. See also Part II: Education and Training starting on page 11 of this policy.
- B. USS will consistently communicate:
 - 1. Its mission, and that abuses are inconsistent with its mission and best interest of the sport of speed skating and its participants;
 - 2. Its commitment to and work toward a safe environment for all speed skating participants.
 - 3. Opportunities for education, awareness, and training when available for various groups of USS members.

Document Retention and Policy Overview

- 1. USS will retain misconduct/grievance files and materials via an Excel file.
- 2. LAOs (USS registered Clubs/Associations) are required to report any complaints/information regarding suspected or known non-sexual abuse/misconduct to USS within 48 hours. For suspected or known sexual abuse/misconduct this must be reported to law enforcement, the Center, and USS within 24 hours.
- 3. This policy shall be reviewed at least annually and updated as necessary.
- 4. USS must annually submit to the Center data regarding:
 - a. Reports of emotional or physical misconduct made to USS or its LAOs (USS registered Clubs/Associations)
 - i. Total reported incidents of alleged emotional misconduct
 - ii. Total reported incidents of alleged physical misconduct
 - iii. Total number of investigations of alleged emotional misconduct

- iv. Total number of investigations of alleged physical misconduct
- v. Total number of violations for emotional misconduct adjudicated by USS, separated by cases adjudicated by USS and cases adjudicated by its LAOs
- vi. Total number of violations for physical misconduct adjudicated by USS, separated by cases adjudicated by USS and cases adjudicated by its LAOs
- b. Reports to USS or its LAOs that a Participant violated the Minor Athlete Abuse Prevention Policies (MAAPP)
 - i. Total reported incidents of alleged violations of the MAAPP, by policy type
 - ii. Total number of investigations of alleged violations of the MAAPP
 - iii. Total number of violations of the MAAPP, separated by cases adjudicated by USS and cases adjudicated by its LAOs
- c. Reports to USS or its LAOs that a Participant engaged in retaliation
 - i. Total reported incidents of alleged retaliation
 - ii. Total number of investigations of alleged retaliation
 - iii. Total number of violations of retaliation policy separated by cases adjudicated by USS and cases adjudicated by its LAOs

PART II: EDUCATION AND TRAINING

The U.S. Center for SafeSport offers training regarding misconduct and abuse in sport and the measures we can all take to protect athletes. Learning about types of misconduct and abuse is an important step to recognize, reduce and respond effectively to inappropriate and potentially harmful behavior.

Organizational Requirements

US Speedskating and its registered Clubs and Associations must implement proactive policies designed to prevent abuse. These organizational requirements are described below.

Education & Training

1. US Speedskating must track whether Adult Participants under its jurisdiction complete the required training listed in Individual Training Requirements.
2. US Speedskating and its registered Clubs and Associations must, every 12 months, offer and, subject to parental consent, give training to minor athletes on the prevention and reporting of child abuse.
 - a. For training to minor athletes, US Speedskating and its registered Clubs and Association must track a description of the training and how the training was offered and provided to minor athletes.
 - b. US Speedskating and its registered Clubs and Associations are not required to track individual course completions of minor athletes.
3. US Speedskating and its registered Clubs and Associations must, every 12 months, offer training to parents on the prevention and reporting of child abuse.
 - a. For training to parents, US Speedskating and its registered Clubs and Associations must track a description of the training and how the training was offered and provided to parents.
 - b. US Speedskating and its registered Clubs and Associations are not required to track individual course completions of parents.

Required Prevention Policies and Implementation

1. US Speedskating must develop minor athlete abuse prevention policies to limit one-on-one interactions between a Minor Athlete and an Adult Participant. These policies must contain the mandatory components of the Center's model policies in Part III. These model policies cover:
 - a. Meetings
 - b. Individual training sessions
 - c. Therapeutic and Recovery Modalities and Manual Therapy
 - d. Locker rooms and changing areas
 - e. Electronic communications
 - f. Transportation
 - g. Lodging and Residential Environments
2. The policies must be approved by the Center as described in subsection (C) below. The policies may include the recommended components in Part III and the recommended policies in Part IV. Given the uniqueness of each sport, however, some recommended components or policies may not be feasible or appropriate. Such concerns should be addressed with the Center during the Policy Approval and Submission Process discussed below. US Speedskating may choose to implement stricter standards than the model policies.

3. US Speedskating must also require that its registered Clubs and Associations implement these policies within each Club and Association.
4. US Speedskating and its registered Clubs and Associations must implement these policies for all In-Program Contact.
 - a. At sanctioned events and facilities partially or fully under its jurisdiction, US Speedskating and its registered Clubs and Associations must take steps to ensure the policies are implemented and followed.
 - b. For In-Program Contact that occurs outside US Speedskating's and its registered Clubs and Associations sanctioned event or facilities, implementing these policies means:
 - i. Communicating the policies to individuals under its jurisdiction;
 - ii. Establishing a reporting mechanism for violations of the policies;
 - iii. Investigating and enforcing violations of the policies.
5. US Speedskating and its registered Clubs and Associations must have a reporting mechanism to accept reports that an Adult Participant is violating the US Speedskating Safe Sport Policy & Minor Athlete Abuse Prevention Policies. The Organization must appropriately investigate and resolve any reports received, unless the violation is reported to the Center and it exercises jurisdiction over the report. This requirement is in addition to requirements to report abuse under the SafeSport Code.

Policy Approval and Submission Process

1. US Speedskating may adopt the mandatory minimum requirements of the MAAPP as-is or adapt it to fit their needs. Regardless, US Speedskating must submit their policies to the Center at compliance@safesport.org for review and approval by April 1, 2024. The Center will approve, approve with modifications, or deny the policies. If the Center denies the proposed policy, the mandatory components of Part III of the Center's Model MAAPP become the default policy until the Center approves the policy.
2. US Speedskating must require their LAOs to incorporate the mandatory components of Part III. US Speedskating may require that their registered Clubs and Associations implement US Speedskating's policies, which may be more stringent than the policies in Part III.
3. The mandatory components of Part III will serve as the default policy for any Organization that fails to develop its own policy as required by this section.

Any changes made to the US Speedskating Safe Sport Policy & Minor Athlete Abuse Prevention Policies after the policy is approved must be submitted to the Center for approval. The previously approved MAAPP will remain in effect until written approval is provided to US Speedskating from the Center.

Individual Training Requirements

Overview

The U.S. Center for SafeSport online courses will educate you on the common risk factors in sport and suggest ways to protect athletes. By gaining a better understanding of the dynamics involved in certain situations, you can join the team of clubs, coaches, administrators, and parents committed to creating safe conditions for sport. Addressing misconduct in sport depends on being prepared; educating yourself is an important step. The Center's online training is divided into four courses: SafeSport Trained Core Course, Refresher Course: Recognizing and Reporting Misconduct, Refresher Course 2: Preventing Misconduct and Refresher Course 3. Again, one course

should be taken every 12 months in the order listed and in a continuous loop.

How to Take the Training

It's easy! Login to your USS Account, click on your profile card, go to the Center for SafeSport Training tab, click +Access Core Training, the appropriate course will automatically load, and your account will then automatically update. Email membership@usspeedskating.org with any questions.

Frequency of SafeSport Training and Background Screenings

1. Required individuals need to take one SafeSport Training course every 12 months in the following order: 1) SafeSport Core Course; 2) Refresher Course: Recognizing and Reporting Misconduct; 3) Refresher Course 2: Preventing Misconduct; 4) Refresher Course 3.
 - The year after completing Refresher Course 3 individuals will start over with the Core Course and continue through the four-year cycle again.
2. Background screenings are required every two years.
3. Background screenings are not required for individuals under 18 years of age. Once an individual reaches the age of majority (18 years), they will be subject to a background check.
4. USS will conduct annual checks on required individuals to make sure that they are in compliance with the SafeSport Training and background check requirements. USS will use the membership database as the tracking tool.

Who Is Required To Take The Training?

USS requires that all members of the USS Board of Directors, Staff, interns, contractors, Certified Coaches, Level 2, 3, 4 & 5 Officials, all USS members that have a 1st Year, Club Competitor/Recreational, or National-Level Competitor membership and that are 18 years of age or older, and all Club/Association staff, officers and board members to take the required SafeSport Training offered by the Center. Athletes no longer competing/involved through other means but are still listed in the USADA pool are encouraged to take the training.

Adult Participants	Regular Contact	Authority
NGB Board of Directors		X
NGB Staff/Inters/Contractors	X	X
USS Certified Coaches	X	X
Officials Levels 3, 4 and 5		X
Members 18+ (1 st Year, Club/Rec, National-Level)	X	
USS Members 18+ Lifetime Members (actively involved)	X	
Club Staff/Officers/Board	X	X
Association Staff/Officers/Board	X	X
Athletes in the USADA pool		
Event only EMT's/Medical Staff		
Volunteers		

Training Requirement Details

A. Mandatory Child Abuse Prevention Training for Adult Participants

1. Adult Participants Required to Complete Training

- a. 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 US Speedskating or its registered Clubs and Associations.
- b. 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.

2. 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.

3. 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. Every four years, Adult Participants will complete the SafeSport Trained Core training. Medical providers can take the Health Professionals Course in lieu of the SafeSport Trained Core and are required to take the refresher courses on an annual basis if they meet the criteria for A(1).

B. Minor Athlete Training Must Be Offered

1. US Speedskating and its registered Clubs and Associations must, every 12 months, offer (subject to parental consent) give training to minor athletes on the prevention and reporting of child abuse.
2. The Center offers youth courses, located at www.safesporttrained.org, that meet this requirement.

C. Parent Training Must Be Offered

1. US Speedskating and its registered Clubs and Associations must, every 12 months, offer training to parents on the prevention and reporting of child abuse.
2. The Center offers a parent course, located at www.safesporttrained.org that meets this requirement.

D. Optional Training

1. Adult Participants serving in a volunteer capacity, who will **not** have regular contact with or authority over any amateur athlete(s) who is a minor, should take the Center's brief Volunteer Course (or *SafeSport® Trained* Core Course) before engaging or interacting with any minor athlete(s).
2. US Speedskating may provide training *in addition to* the *SafeSport® Trained* Core Course, although they cannot refer to this training as "SafeSport" training. **Training other than the SafeSport Trained Core Course or Refresher does not satisfy this policy.**
3. Parents of minor athletes are provided free online access to the Center's parent course and are encouraged to take the training.

E. Exemptions and Accommodations

The Center's online training courses contain information about various forms of abuse. The courses do not include graphic descriptions of abuse or show violent images or video. The content may be uncomfortable or trigger trauma for some participants.

1. Exemptions to the online training requirement may be requested by survivors of abuse and misconduct. Survivors of abuse can request an exemption by contacting US Speedskating at membership@usspeedskating.org or can choose to contact the Center directly to request an exemption at exemptions@safesport.org. All exemptions granted by the Center or US Speedskating in this category are considered indefinite and do not need to be re-requested every year.
2. Exemptions to the online training requirement for reasons other than survivor of abuse and misconduct are limited to cognitive or physical disability or language barrier. Requests for these exemptions must be made by the individual to US Speedskating. US Speedskating will determine whether to grant the exemption. If US Speedskating grants the exemption, it must track the exemption to ensure it is appropriately applied to the individual's membership status. US Speedskating must preserve documentation that the exemption was granted and for what duration.
3. The Center has several options available to assist individuals in completing the online training courses, including screen reader-compatible versions and course availability in several languages, including English, Spanish, French, Mandarin, Russian, German, and Japanese. If none of the available options will fit the individual's needs, US Speedskating may determine whether to grant an exemption.

Board of Directors SafeSport Training Compliance Policy

Annual SafeSport Training Requirement:

All members of the US Speedskating (USS) Board of Directors are required to complete U.S. Center for SafeSport training on an annual basis, with no more than twelve (12) months between completed trainings. This training must be completed through each director's individual USS membership account, as maintained in the USS member database.

Verification of Compliance:

Directors must ensure their SafeSport training status is current and verifiable through their USS account. It is the responsibility of staff to monitor directors training expiration date so they complete the required training before expiration.

Non-Compliance Consequences:

Any board member who fails to complete and verify their annual SafeSport training by the required deadline shall be **prohibited from participating in any board meetings**, including all discussions, deliberations, and votes, until proof of current SafeSport certification is documented in their USS account.

Reinstatement:

Participation rights will be immediately restored upon confirmation that the director's SafeSport training is current in the USS membership system.

Oversight and Enforcement:

The Director of Athlete Safety, in coordination with the Executive Director, or designated compliance officer, shall be responsible for monitoring SafeSport compliance and notifying the Board of any director who is ineligible to participate due to non-compliance.

PART III: MINOR ATHLETE ABUSE PREVENTION POLICIES (MAAPP)

Introduction

US Speedskating and the U.S. Center for SafeSport (the Center) is committed to building a sport community where Participants can work and learn together in an atmosphere free of emotional, physical, and sexual misconduct. The most commonly used terms throughout this document are defined in the Terminology section in the back of this document.

Authority

The Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017 authorizes the Center to develop training and policies to prevent abuse—including physical, emotional, and sexual abuse—within the U.S. Olympic and Paralympic Movement. 36 U.S.C. § 220542(a)(1). Federal law requires that, at a minimum, national governing bodies and paralympic sports organizations must offer and give consistent training related to the prevention of child abuse: (1) to all adult members who are in regular contact with amateur athletes who are minors and (2) subject to parental consent, to members who are minors. 36 U.S.C. § 220542(a)(3). Federal law requires that these policies contain reasonable procedures to limit unobservable and uninterrupted one-on-one interactions between an amateur athlete, who is a minor, and an adult, who is not the minor's legal guardian, at facilities under the jurisdiction of organizations within the U.S. Olympic and Paralympic Movement. 36 U.S.C. § 220542(a)(2). To that end, the Center has developed the Minor Athlete Abuse Prevention Policies (MAAPP).

What is the MAAPP?

The MAAPP is a collection of proactive prevention and training policies for the U.S. Olympic and Paralympic Movement. It has four primary components:

1. Organizational Requirements for Education & Training and Prevention Policies;
2. An Education & Training Policy that requires training for certain Adult Participants within the Olympic and Paralympic Movement;
3. Required Prevention Policies, focused on limiting one-on-one interactions between Adult Participants and Minor Athletes that Organizations within the Olympic and Paralympic Movement must implement to prevent abuse;
4. Recommended Prevention Policies.

The Center developed the MAAPP to assist National Governing Bodies (NGBs), Local Affiliated Organizations (LAOs), the U.S. Olympic and Paralympic Committee (USOPC), and other individuals to whom these policies apply in meeting their obligations under federal law (Note: implementing these policies does not guarantee that an organization or individual fully complies with federal law or all applicable legal obligations). These Organizations should share these policies with all Participants and with parents/guardians of minor athletes. Those implementing these policies should consider the physical and cognitive needs of all athletes.

The MAAPP focuses on just two important aspects of a much larger comprehensive abuse prevention strategy. These policies address training requirements and limiting one-on-one interactions between adults and minor athletes. These policies are intended to be enforceable and reasonable, acknowledging, for example, that when a 17-year-old athlete turns 18, they become an adult athlete, and a complete prohibition of one-on-one interactions

may not be necessary or practical. Additionally, there may be other instances when one-on-one interactions could occur, and in those cases, these policies provide strategies so parents/guardians can provide informed consent if they choose to allow a permitted interaction. The Center recommends that parents first complete training on abuse prevention to be informed about potential boundary violations and concerns before consenting to the interaction.

While the MAAPP will help organizations implement these policies to greatly improve minor athlete safety, in no way can they guarantee athlete safety in all circumstances, especially when the policies are not fully implemented, followed, or monitored. These policies are not comprehensive of all prevention strategies, nor are they intended to be. These policies should be implemented alongside the [SafeSport Code](#). Additionally, other resources are available that may assist organizations in improving athlete safety.¹

How Does the Center Ensure Compliance with the MAAPP?

Federal law requires the Center to conduct regular and random audits of the NGBs to ensure compliance with these policies. 36 U.S.C. § 220542(a)(2)(E). More specific organizational compliance requirements can be found in Part I. Additionally, it is the responsibility of the USOPC and each NGB, LAO, and Adult Participant to comply with the MAAPP. The aforementioned Organizations can address violations of the MAAPP by Adult Participants in their respective programs. Adult Participants also have an independent responsibility to comply with these MAAPP provisions. Violations of these provisions can result in sanctions under the SafeSport Code.

Is the MAAPP Different from the SafeSport Code?

Yes. The [SafeSport Code](#) works alongside the MAAPP to prevent abuse. The MAAPP includes proactive prevention policies for organizations and individuals, while the SafeSport Code contains misconduct policies for individuals. However, violations of the MAAPP can violate the SafeSport Code, and violators who are also Participants can be sanctioned.

Scope

The MAAPP Applies to “In-Program Contact” Within the Olympic & Paralympic Movement

The MAAPP, or a policy containing the minimum required components of the MAAPP, is required for the U.S. Olympic & Paralympic Committee (USOPC), National Governing Bodies (NGB), and Local Affiliated Organizations (LAO) within the Olympic and Paralympic Movement (each an “Organization”).

Some policies impose requirements on Organizations at sanctioned events and facilities partially or fully under the Organization’s jurisdiction. For example, Organizations must monitor locker rooms at their facilities and sanctioned events. Other policies impose certain requirements on Adult Participants under the Organization’s jurisdiction when the Adult Participant is having “In-Program Contact.” For example, Adult Participants cannot have one-on-one meetings with a Minor Athlete unless it is observable and interruptible.

¹ Saul, J., & Audage, N. C. (2007). [Preventing Child Sexual Abuse Within Youth-serving Organizations: Getting Started on Policies and Procedures](#). Atlanta, GA: Centers for Disease Control and Prevention.

Canadian Centre for Child Protection. (2014). [Child Sexual Abuse: It Is Your Business](#). Winnipeg, Manitoba: Canadian Centre for Child Protection.

The Australian Royal Commission Into Institutional Responses to Child Sexual Abuse. (2017). [Final Report](#).

Who is a Minor Athlete?

A **Minor Athlete** is an amateur athlete under 18 years of age who participates in, or participated within the previous 12 months in, an event, program, activity, or competition that is part of, or partially or fully under the jurisdiction of, US Speedskating or its registered Clubs/Associations.²

Partial or Full Jurisdiction: Includes any sanctioned event (including all travel and lodging in connection with the event) by US Speedskating and/or any of its registered Clubs/Associations, or any facility that US Speedskating or any of its registered Clubs/Associations owns, leases, or rents for practice, training, or competition.

Who is an Adult Participant?

An Adult Participant is any adult (18 years of age or older) who is:

1. A member or license holder of US Speedskating or its registered Clubs/Association;
2. An employee or board member of US Speedskating or a registered Club/Association;
3. Within the governance or disciplinary jurisdiction of US Speedskating or a registered Club/Association;
4. Authorized, approved, or appointed by US Speedskating or a registered Club/Association; to have regular contact with or authority over minor athletes.³

What is In-Program Contact?

In-Program Contact includes sanctioned events and facilities, but it also applies more broadly to sport-related interactions. **The MAAPP defines “In-Program Contact” as:**

Any contact (including communications, interactions, or activities) between an Adult Participant and any Minor Athlete(s) related to participation in sport.

Examples of activities related to participation in sport that could be identified as In-Program Contact include, but are not limited to: competition, practices, camps/clinics, training/instructional sessions, pre/post-game meals or outings, team travel, review of game film, team- or sport-related relationship building activities, celebrations, award ceremonies, banquets, team- or sport-related fundraising or community service, sport education, or competition site visits.

Am I required to take SafeSport Training?

Certain Adult Participants within the Olympic & Paralympic Movement who have (i) regular contact with amateur athletes who are minors, (ii) authority over amateur athletes who are minors, or (iii) are employees or board members of US Speedskating or its registered Clubs/Associations are required to take training. The specific training requirements can be found in Part II: Education and Training.

Required Policies For One-On-One Interactions

The U.S. Center for SafeSport recognizes that youth-adult relationships can be healthy and valuable for development. Policies on one-on-one interactions protect children while allowing for these beneficial

² This term shall also include any minor who participates in, or participated within the previous 12 months in, a non-athlete role partially or fully under the jurisdiction of US Speedskating or its registered Clubs/Associations. Examples include, but are not limited to: officials, coaches, or volunteers.

³ This may include volunteers, medical staff, trainers, chaperones, monitors, contract personnel, bus/van drivers, officials, adult athletes, staff, board members, and any other individual who meets the Adult Participant definition.

relationships. As child sexual abuse is often perpetrated in isolated, one-on-one situations, it is critical that organizations limit such interactions between youth and adults and implement programs that reduce the risk of sexual abuse.

All one-on-one In-Program Contact between an Adult Participant and a Minor Athlete must be *observable and interruptible*, except in emergency circumstances or with a documented exception.

EXCEPTIONS

There are certain relationships and situations in which one-on-one interactions may be allowed or necessary. This section identifies policy exceptions for close-in-age relationships, Personal Care Assistants, dual relationships, and emergencies.

The following exceptions are applicable within all Required Prevention Policies unless otherwise noted.

A. Mandatory Components

1. A Close-in-Age Exception

The purpose of this exception is to allow for continued relationships among athletes on the same team.

This exception allows for one-on-one In-Program Contact between an Adult Participant and a Minor Athlete if:

- a. The Adult Participant has **no** authority over the Minor Athlete; and
- b. The Adult Participant is not more than 4 years older (determined by birth date) than the Minor Athlete.

Note: This exception is different than the close-in-age exception in the [SafeSport Code](#) pertaining to misconduct.

2. Exceptions for Adult Participant Personal Care Assistants Working with a Minor Athlete

This exception exists for Adult Participants who also assist a parasport athlete with activities of daily living and preparation for athletic participation.

This exception allows for one-on-one In-Program Contact between an Adult Participant and a Minor Athlete if the following requirements are met:

- a. the Minor Athlete's parent/guardian has provided written consent to US Speedskating or its registered Clubs and Associations for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
- b. the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and
- c. the Adult Participant Personal Care Assistant has complied with US Speedskating's Background Screening Policy.

3. Exceptions for Dual Relationships

This exception allows for one-on-one In-Program Contact when the Adult Participant has a relationship with a Minor Athlete that is outside of the sport program. The exception requires written consent of the Minor Athlete's parent/guardian at least annually. The consent must identify for which Required Prevention Policies the parent/guardian is allowing the one-on-one In-Program Contact.

4. Emergency Exception

This exception applies to all Required Prevention Policies for situations where an Adult Participant must violate requirement(s) of the MAAPP due to an emergency. Adult Participants must carefully consider whether specific circumstances meet the threshold of "emergency." Adult Participants should document emergency situations by

filling out the Emergency Exception for Policy Violation Form (available in the Appendix on page 29) and submitting it to USS by email to membership@usspeedskating.org.

The Center recommends parents take training on child abuse prevention before providing consent to the above exceptions. The Center offers a free Parent Course at safesporttrained.org.

Meetings

Sexual abuse often happens when children are alone with their abusers. This section provides policies for meetings to limit one-on-one interactions between children and adults, including mental health care professionals and licensed health care providers.

A. Mandatory Components

1. Observable and Interruptible

- a. Adult Participants must ensure that all In-Program meetings with Minor Athletes be observable and interruptible, unless an exception exists.

2. Meetings with licensed mental health care professionals and health care providers (other than athletic trainers⁴)

If a licensed mental health care professional, licensed health care provider, or a student under the supervision of a licensed mental health care professional or licensed health care provider, meets one-on-one with a Minor Athlete at a sanctioned event or a facility, which is partially or fully under US Speedskating's or its registered Clubs and Associations jurisdiction, the meeting must be observable and interruptible except:

- a. If the door remains unlocked; and
- b. Another adult is present at the facility and notified that a meeting is occurring, although the Minor Athlete's identity needs not be disclosed; and
- c. US Speedskating or its registered Clubs and Associations is notified that the professional or provider will be meeting with a Minor Athlete; and,
- d. The professional or provider obtains consent consistent with applicable laws and ethical standards, which can be withdrawn at any time.

B. Recommended Components

1. Parent Training

Parents/guardians receive the U.S. Center for SafeSport's education and training on child abuse prevention before providing consent for their Minor Athlete to have a meeting or training session with an Adult Participant subject to these policies.

Individual Training Sessions

Some abusers will single out athletes for special one-on-one instruction. This kind of isolation provides opportunities for abuse to occur. This section establishes rules for individual training sessions to protect youth athletes from uncomfortable or unsafe situations.

A. Mandatory Components

⁴ Athletic trainers who are covered under these policies must follow the "Manual Therapy and Therapeutic and Recovery Modalities" policy.

1. Observable and Interruptible

Adult Participants must ensure all In-Program individual training sessions with a Minor Athlete be observable and interruptible unless an exception exists.

2. Consent

The Adult Participant providing the individual training session must receive advance, written consent from the Minor Athlete's parent/guardian at least annually, which can be withdrawn at any time; and

3. Parent Observation

Parents/guardians must be allowed to observe the individual training session.

B. Recommended Components

1. Monitoring

If a permitted meeting or training session takes place between an Adult Participant(s) and a Minor Athlete(s) at a facility partially or fully under US Speedskating's or its registered Clubs and Associations jurisdiction, another Adult Participant will monitor each meeting or training session. Monitoring includes reviewing the parent/guardian consent form, knowing that the meeting or training session is occurring, knowing the approximate planned duration of the meeting or training session, and dropping in on the meeting or training session.

2. Parent Training

Parents/guardians receive the U.S. Center for SafeSport's education and training on child abuse prevention before providing consent for their Minor Athlete to have a meeting or training session with an Adult Participant subject to these policies.

Manual Therapy and Therapeutic and Recovery Modalities⁵

Many athletes require therapies to prevent or treat injuries. However, these treatment sessions can place children in vulnerable positions, especially if they involve physical contact with adults. This section establishes standards for therapeutic and recovery modalities and manual therapy to reduce the risk of inappropriate contact between youth and adults.

A. Mandatory Components

Note: Only the emergency exception applies within this policy.

1. Observable and Interruptible

Adult Participants must ensure that all In-Program Contact during manual therapy and therapeutic modalities and recovery modalities with Minor Athletes must be observable and interruptible.

2. Manual Therapy and Therapeutic and Recovery Modalities Requirements

Adult Participants must ensure all In-Program manual therapy and therapeutic and recovery modalities meet

⁵ Manual therapy and therapeutic and recovery modalities can be different for each sport. They can include, but are not limited to: first aid, massage, taping, cupping, stretching, cryotherapy, neuromuscular stimulations, electrical stimulation, or other modalities within the scope of a Healthcare Provider's credentials.

the following requirements:

- a. Have another Adult Participant physically present for the modality or manual therapy; and
- b. Have documented consent as explained in subsection (3) below; and
- c. Be performed with the Minor Athlete fully or partially clothed, ensuring that the breasts, buttocks, groin, or genitals are always covered; and
- d. Allow parents/guardians in the room as an observer, except for competition or training venues that limit credentialing; and
- e. The provider must narrate the steps in the modality before taking them, seeking assent of the Minor Athlete throughout the process.

3. Consent

- a. Providers of manual therapy, therapeutic modalities, or recovery modalities or US Speedskating, or its registered Clubs and Associations when applicable, must obtain consent at least annually from Minor Athletes' parents/guardians before providing any manual therapy, therapeutic modalities, or recovery modalities.
- b. Minor Athletes or their parents/guardians can withdraw consent at any time.

B. Recommended Components

1. Parent Training

Parents/guardians receive the U.S. Center for SafeSport education and training on child abuse prevention before providing consent for their Minor Athlete to receive a manual therapy, therapeutic modality, or recovery modality.

2. When possible, techniques should be used to reduce physical touch of Minor Athletes.
3. Only licensed providers should administer manual therapy, therapeutic modalities, or recovery modalities.
4. Coaches, regardless of whether they are licensed massage therapists, should not massage Minor Athletes.

Locker Rooms And Changing Areas

Young athletes may be especially vulnerable to abuse in changing areas where they are undressing and possibly showering. Appropriate monitoring is necessary in these areas to prevent abuse and other inappropriate conduct. This section outlines policies for locker rooms and changing areas to ensure privacy and safety.

A. Mandatory Components

1. Observable and Interruptible

Adult Participants must ensure that all In-Program Contact with Minor Athlete(s) in a locker room, changing area, or similar space where Minor Athlete(s) are present is observable and interruptible, unless an exception exists.

2. Conduct in Locker Rooms, Changing Areas, and Similar Spaces

- a. No Adult Participant or Minor Athlete can use the photographic or recording capabilities of any device in locker rooms, changing areas, or any other area designated as a place for changing clothes or undressing.
- b. Adult Participants must not remove their clothes or behave in a manner that intentionally or recklessly exposes their breasts, buttocks, groin, or genitals to a Minor Athlete in a locker room or changing area.
- c. Adult Participants must not shower with Minor Athletes unless:
 - i. The Adult Participant meets the Close-in-Age Exception; or
 - ii. The shower is part of a pre- or post-activity rinse while wearing swimwear.
- d. Parents/guardians may request in writing that their Minor Athlete(s) not change or shower with Adult Participant(s) during In-Program Contact. US Speedskating and its registered Clubs and Associations and the Adult Participant(s) must abide by this request.

3. Media and Championship Celebrations in Locker Rooms

US Speedskating and its registered Clubs and Associations may permit recording or photography in locker rooms for the purpose of highlighting a sport or athletic accomplishment if:

- a. Parent/legal guardian consent has been obtained; and
- b. US Speedskating and its registered Clubs and Associations approves the specific instance of recording or photography; and
- c. Two or more Adult Participants are present; and
- d. Everyone is fully clothed.

4. Personal Care Assistants

Adult Participant Personal Care Assistants are permitted to be with and assist Minor Athlete(s) in locker rooms, changing areas, and similar spaces where other Minor Athletes are present, if they meet the requirements detailed on page 19.

5. Availability and Monitoring of Locker Rooms, Changing Areas, and Similar Spaces

- a. US Speedskating and its registered Clubs and Associations must provide a private or semi-private place for Minor Athletes that need to change clothes or undress at sanctioned events or facilities partially or fully under US Speedskating's jurisdiction.
- b. US Speedskating and its registered Clubs and Associations must monitor the use of locker rooms, changing areas, and similar spaces to ensure compliance with these policies at sanctioned events or facilities partially or fully under US Speedskating's jurisdiction.
- c.

Electronic Communications⁶

Technology has made it easier for teams to communicate and share information. Unfortunately, it also makes it easier for abusers to contact children without supervision or share inappropriate images and video. This section sets standards for appropriate electronic communications between youth and adults.

A. **Mandatory Components**

1. Open and Transparent

- a. All one-on-one electronic communications between an Adult Participant and a Minor Athlete must be Open and Transparent, unless an exception exists.

⁶ Electronic communications include, but are not limited to: email, phone calls, videoconferencing, video coaching, texting, social media, or through any other electronic medium.

- b. “Open and Transparent” means that the Adult Participant copies or includes the Minor Athlete’s parent/guardian, another adult family member of the Minor Athlete, or another Adult Participant on every communication.
 - If a Minor Athlete communicates with the Adult Participant first, the Adult Participant must follow this policy if the Adult Participant responds.
- c. Only platforms that allow for Open and Transparent communication may be used to communicate with Minor Athletes.

2. Team Communication

When an Adult Participant communicates electronically to the entire team or any number of Minor Athletes on the team, the Adult Participant must copy or include the Minor Athletes’ parents/guardians, another adult family member of the Minor Athletes, or another Adult Participant.

3. Content

All electronic communication originating from an Adult Participant(s) to a Minor Athlete(s) must be professional in nature unless an exception exists.

4. Requests to Discontinue

Parents/guardians may request in writing that US Speedskating and its registered Clubs and Associations or an Adult Participant not contact their Minor Athlete through any form of electronic communication. The Organization and the Adult Participant must abide by any request to discontinue, absent emergency circumstances.

B. Recommended Components

1. Hours

Electronic communications should generally be sent only between the hours of 8:00 a.m. and 8:00 p.m. local time for the location of the Minor Athlete.

2. Social Media Connections

Adult Participants, except those with a Dual Relationship or who meet the Close-in-Age Exception, are not permitted to have private social media connections with Minor Athletes and should discontinue existing social media connections with Minor Athletes.

Transportation

Athletes are often carpooling or traveling without the supervision of their parent/guardian to practices and competitions. This can place them in vulnerable positions where they are susceptible to abuse. This section establishes policies for adults transporting children to or from sport activities.

A. Mandatory Components

1. Observable and Interruptible

Adult participants must ensure that all In-Program Contact during Transportation is Observable and Interruptible unless an exception exists or:

- a. The Adult Participant has advanced, written consent to transport the Minor Athlete one-on-one, obtained at least annually from the Minor Athlete’s parent/guardian. Minor Athlete(s) or their parent/guardian can withdraw consent at any time.

- b. The Adult Participant is accompanied by another Adult Participant or at least two minors who are at least 8 years of age.
2. Additional Requirements for Transportation Authorized or Funded by US Speedskating or its registered Clubs and Associations
 - a. Written consent from a Minor Athlete's parent/guardian is required for all transportation authorized or funded by US Speedskating or its registered Clubs and Associations at least annually.
 - b. Minor Athlete(s) or their parent/guardian can withdraw consent at any time.

B. Recommended Components

1. Shared or Carpool Travel Arrangement

The Organization encourages parents/guardians to pick up their Minor Athlete first and drop off their Minor Athlete last in any shared or carpool travel arrangement.
2. Parent Training

Parents/guardians receive the U.S. Center for SafeSport education and training on child abuse prevention before providing consent for their Minor Athlete to travel one-on-one with an Adult Participant.

Lodging and Residential Environments

Youth athletes traveling overnight face greater risk of sexual abuse if they are traveling without their parent/guardian. Abusers can take advantage of the situation by trying to have unsupervised time alone with children. This section sets rules for sleeping arrangements and room monitoring to protect athletes during overnight travel.

A. Mandatory Components

1. Observable and Interruptible

All In-Program Contact during lodging must be observable and interruptible unless an exception exists.

 - a. Lodging arrangements covered under this policy include, but are not limited to, hotel stays, rentals (i.e., Airbnb, VRBO, HomeToGo, etc.), and long-term residential environments, including lodging at training sites and billeting.
2. Hotel Rooms and Other Sleeping Arrangements
 - a. An Adult Participant cannot share a hotel room or otherwise sleep in the same room with a Minor Athlete(s), unless an exception exists **and** the Minor Athlete's parent/guardian has provided US Speedskating or its registered Clubs and Associations or Adult Participant with advance, written consent for each specific lodging arrangement.
 - b. Written consent from a Minor Athlete's parent/guardian must be obtained for all In-Program lodging at least annually.
 - c. Minor Athlete(s) or their parent/guardian can withdraw consent at any time.
3. Monitoring or Room Checks During In-Program Travel

If US Speedskating or its registered Clubs and Associations or team performs room checks during In-Program lodging, the one-on-one interaction policy must be followed and at least two adults must be present for the room checks.

4. Additional Requirements for Lodging Authorized or Funded by the US Speedskating or its registered Clubs and Associations

Adult Participants that travel overnight with Minor Athlete(s) are assumed to have Authority over Minor Athlete(s) and thus must comply with the Education and Training policy outlined in Part II, unless the Adult Participant meets the Close-in-Age exception.

B. Recommended Components

Parent Training

Parents/guardians receive the U.S. Center for SafeSport's education and training on child abuse prevention before providing consent for lodging arrangements under this policy.

Recommended Policies For Keeping Young Athletes Safe

A. Out-of-Program Contact

Adult Participants, who do not meet the Close-in-Age Exception nor have a Dual Relationship with a Minor Athlete, should not have out-of-program contact with Minor Athlete(s) without legal/parent guardian consent, even if the out-of-program contact is not one-on-one.

B. Gifting

1. Adult Participants, who do not meet the Close-in-Age Exception nor have a Dual Relationship with a Minor Athlete, should not give personal gifts to Minor Athlete(s).
2. Gifts that are equally distributed to all athletes and serve a motivational or educational purpose are permitted.

C. Photography/Video

1. Photographs or videos of athletes may only be taken in public view and must observe generally accepted standards of decency.
2. Adult Participants should not publicly share or post photos or videos of Minor Athlete(s) if the Adult Participant has not obtained the parent/guardian and Minor Athlete's consent.

TERMINOLOGY

Adult Participant: Any adult (18 years of age or older) who is:

- a. A member or license holder of US Speedskating or its registered Clubs/Associations;
- b. An employee or board member of US Speedskating or its registered Clubs/Associations;
- c. Within the governance or disciplinary jurisdiction of US Speedskating or its registered Clubs/Associations;
- d. Authorized, approved, or appointed by US Speedskating or its registered Clubs/Associations to have regular contact with or authority over minor athletes.⁷

Amateur Athlete: An athlete who meets the eligibility standards established by the National Governing Body for the sport in which the athlete competes.

Authority: When one person's position over another person is such that, based on the totality of the circumstances, they have the power or right to direct, control, give orders to, or make decisions for that person. Also see the [Power Imbalance definition in the SafeSport Code](#). *Note: NGBs and the USOPC must submit/include categories of members/individuals that fall under the definition, including specific volunteer designations.*

Close-in-Age Exception: An exception applicable to certain policies when an Adult Participant does not have authority over a Minor Athlete *and* is not more than 4 years older than the Minor Athlete (e.g., a 19-year-old and a 16-year-old). *Note: This exception only applies within the prevention policies and not regarding conduct defined in the SafeSport Code.*

Dual Relationships: An exception applicable to certain policies when an Adult Participant has a relationship with a Minor Athlete outside of the sport program and the Minor Athlete's parent/guardian has provided written consent at least annually authorizing the exception.

In-Program Contact: Any contact (including communications, interactions, or activities) between an Adult Participant and any Minor Athlete(s) related to participation in sport.

Examples of In-Program Contact include, but are not limited to: competition, practices, camps/clinics, training/instructional sessions, pre/post game meals or outings, team travel, review of game film, team- or sport-related relationship building activities, celebrations, award ceremonies, banquets, team- or sport-related fundraising or community service, sport education, or competition site visits.

LAO: A regional, state, or local club or organization that is directly affiliated with an NGB or that is affiliated with an NGB by its direct affiliation with a regional or state affiliate of said NGB (this includes US Speedskating registered Clubs and Associations). LAO does not include a regional, state, or local club or organization that is only a member of a National Member Organization of an NGB.

Minor Athlete: An Amateur Athlete under 18 years of age who participates in, or participated within the previous 12 months in, an event, program, activity, or competition that is part of, or partially or fully under the jurisdiction of, US Speedskating or its registered Clubs/Associations.⁸

Partial or Full Jurisdiction: Includes any sanctioned event (including all travel and lodging in connection with the event) by US Speedskating or its registered Clubs/Associations, or any facility that US Speedskating

⁷ This may include volunteers, medical staff, trainers, chaperones, monitors, contract personnel, bus/van drivers, officials, adult athletes, staff, board members, and any other individual who meets the Adult Participant definition.

⁸ This term shall also include any minor who participates in, or participated within the previous 12 months in, a non-athlete role partially or fully under the jurisdiction of an NGB, USOPC, or LAO. Examples include, but are not limited to: officials, coaches, or volunteers.

or its registered Clubs/Associations owns, leases, or rents for practice, training, or competition.

National Governing Body (NGB): A U.S. Olympic National Governing Body or Pan American Sport Organization recognized by the U.S. Olympic & Paralympic Committee pursuant to the Ted Stevens Olympic and Amateur Sports Act, 36 U.S.C. §§ 220501, et seq. This definition shall also apply to the USOPC, or other sports entity approved by the USOPC, when they have assumed responsibility for the management or governance of a sport included on the program of the Olympic, Paralympic, or Pan-American Games.

Adult Participant Personal Care Assistant: An Adult Participant who assists a parasport athlete who requires help with activities of daily living (ADL) and preparation for athletic participation. This support can be provided by a Guide for Blind or visually impaired athletes or can include assistance with transfer, dressing, showering, medication administration, and toileting. Personal Care Assistants are different for every athlete and should be individualized to fit their specific needs. When assisting a Minor Athlete, Adult Participant PCAs must be authorized by the athlete's parent/guardian.

Regular Contact: Ongoing interactions during a 12-month period wherein an Adult Participant is in a role of direct and active engagement with any amateur athlete(s) who is a minor. *Note: NGBs and the USOPC must submit/include categories of members/individuals that fall under the definition, including specific volunteer designations.*

Residential Environment: A place in which participants live or stay temporarily. Residential environments include, but are not limited to, onsite housing at training facilities, billeting, hotel stays, or rentals (i.e., Airbnb, VRBO, HomeToGo, etc.).

Billeting: A residential environment facilitated by an Adult Participant, US Speedskating or its registered Clubs/Associations, or sanctioned event staff in which a Minor Athlete is temporarily housed in a private home with an adult or family who is not related to or known by the Minor Athlete. This lodging arrangement is in conjunction with an activity related to sport.

U.S. Olympic & Paralympic Committee (USOPC): A federally chartered nonprofit corporation that serves as the National Olympic Committee and National Paralympic Committee for the United States.

USS CODE OF CONDUCT AND CODE OF ETHICS

For the benefit of membership and to outline areas of potential misconduct, US Speedskating has adopted and makes use of an organizational Code of Conduct and a Code of Ethics. Breaches of these codes may be addressed as per the US Speedskating Bylaws.

CONFLICT OF INTEREST DECLARATION

The USS Conflict of Interest Declaration will be signed by all Directors, Committee, Commission and Task Force Members, USS Staff/contract staff, and any member or affiliate of the organization cited as per USS Bylaws Article 15.

HELPFUL HYPERLINKS

[USS Safe Sport website page](#)

[U.S. Center for SafeSport home page](#)

[Centralized Disciplinary Database](#)

APPENDIX

Event Form Links

[Event Hosting USS Safe Sport Checklist](#)

[Complete Event Information Packet for USS Safe Sport](#)

[Quality Control \(v5\)](#)

[QR Code Poster for MAAPP and Reporting Options](#)

[Locker Room Monitor Log](#)

[Locker Room and Trainers Signage](#)

[Event Signage](#)

Consent Form Links

[General Consent Form](#)

[Dual Relationship Consent Form](#)

[Lodging Consent Form](#)

Other Form Links

[Emergency Exception for Policy Violation Form](#)

[Parental Permission for Minor to Complete SafeSport Training](#)