



USA Triathlon's Response and Resolution Policy

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1. INTRODUCTION

USA Triathlon's (also known as "USAT") Response and Resolution Policy outlines how USAT processes and adjudicates reported allegations of abuse and misconduct that fall within USAT's jurisdiction. USAT's response and resolution process is guided by the U.S. Center SafeSport Code (the "**SafeSport Code**" or "**Code**"), USAT's Safe Sport Policy and Minor Athlete Abuse Protection Policies ("**MAAPP**"), USAT's Grievance and Disciplinary Policy, USAT's Code of Conduct, and federal and state laws. USAT is committed to providing an effective athlete safety response process based on fairness, efficiency and neutrality. USA Triathlon requires all Participants to report any instances of sexual, emotional, or physical misconduct, as well as any violations of the MAAPP. Sexual abuse or misconduct and child abuse *must* be reported to the [U.S. Center for SafeSport](#) (the "**Center**") as well as law enforcement and any other agency required by your state law(s). All other forms of misconduct can be reported to the Center or to [USA Triathlon](#). In addition to USA Triathlon's Safe Sport Policy, the organization must have internal Response and Resolution Policies and Processes to ensure compliance with the U.S. Center for SafeSport's audit and compliance standards.

This Policy applies to "Participants" and "Adult Participants" which are defined as:

Participant Any individual who is seeking to be, currently is, or was at the time of any alleged Code violation:

- a. A member or license holder of USA Triathlon or LAO (also referred to as "**Certified Club**");
- b. An employee or board member of USA Triathlon or Certified Club;
- c. Within the governance or disciplinary jurisdiction of USA Triathlon or Certified Club;
- d. Authorized, approved, or appointed by USA Triathlon or Certified Club to have Regular Contact with or Authority over Minor Athletes

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

- a. A member or license holder of USA Triathlon or Certified Club;
- b. An employee or board member of USA Triathlon or Certified Club;
- c. Within the governance or disciplinary jurisdiction of USA Triathlon or Certified Club;
- d. Authorized, approved, or appointed by USA Triathlon or Certified Club to have Regular Contact with or authority over Minor Athletes.

USAT Participants are defined as being a member of one or more of the following groups:

- a. USA Triathlon Staff and Interns
- b. USA Triathlon Board Members
- c. USA Triathlon Certified Coaches
- d. USA Triathlon Certified Race Directors
- e. USA Triathlon Youth Event Race Directors
- f. USA Triathlon Certified Officials
- g. USA Triathlon National Team Elite Contracted Medical Personnel (i.e. doctors, trainers, chiropractors)
- h. USA Triathlon National Team Elite Contracted Massage Therapists
- i. USA Triathlon National Team Elite Contracted Mechanics
- j. USA Triathlon contractors who have direct contact with Athletes
- k. USA Triathlon Elite National Team Program Athletes
- l. Adult Participants who have Regular Contact or Authority with Minor Athletes
- m. Adult Participants who do not have Regular Contact or Authority over Minor Athletes
- n. Any other individual that USA Triathlon formally authorizes, approves or appoints to have (a) Authority over, or (b) Regular Contact with any Minor Athlete, including coaches, not already listed above
- o. Adults at Certified Clubs who have Regular Contact with or Authority over Minor Athletes, or are so designated by the Certified Club to have Regular Contact with or Authority over Minor Athletes
- p. Any other individual that a Certified Club formally authorizes, approves or appoints to have (a) Authority over, or (b) Regular Contact with any Minor Athlete not already listed
- q. Board members of Certified Club's
- r. Certified Club Administrators and Staff
- s. Any non-athlete USA Triathlon authorizes to train, reside, or work at any Olympic and Paralympic Training Center, not already listed above
- t. Minor Athletes
- u. Any other person that falls under the Governance or Disciplinary Jurisdiction of USAT or a Certified Club

2. REPORTING

Any participant that reasonably suspects or is aware of a violation of the MAAPP or the SafeSport Code, including retaliation, should make a report and they can do so directly through [the Center's Online Reporting](#) form or [directly to USAT](#). There are no associated costs or fees to file a report, and all reports can be submitted anonymously. In addition, athlete safety resources and current suspensions and bans are available on [USAT's Website](#).

2.1. Mandatory Reporting

All USA Triathlon staff and Adult Participants – including those with one-day memberships – are mandatory reporters and must know and understand their reporting requirements established under the SafeSport Code, state law, and federal law. Furthermore, USAT members and Adult Participants are required to comply with and understand the SafeSport Code, and all local, state and federal laws.

Adult Participants who learn of information or reasonably suspect sexual misconduct, criminal charges or dispositions involving sexual misconduct, or misconduct involving minors, misconduct related to the Center's process, including aiding and abetting, abusing process, and/or retaliation must report the incident(s) directly to the Center immediately. Adult Participants must further report sexual abuse or misconduct and child abuse to local law enforcement and any other agency as required by state law(s). Child abuse includes incidents that involved a victim who was a minor at the time of the alleged incident but may be an adult now.

Adult Participants must report violations of the SafeSport Code and MAAPP, including suspected violations of misconduct and/or allegations of misconduct. It is not the responsibility of the person receiving the report to evaluate the veracity of the claim, only to share the claim. Child abuse includes incidents that involved a victim who was a minor at the time of the alleged incident but may be an adult now. Every participant must comply with any other applicable reporting requirements under state law.

Adult Participants who learn of information or reasonably suspect emotional or physical misconduct (including bullying, stalking, hazing and harassment) or violations of the SafeSport Code or MAAPP must report the incident(s) [directly to USA Triathlon](#) or to trisafe@usatriathlon.org. USA Triathlon's reporting mechanisms have no associated costs, fees, or other financial barriers attached to submitting a report. Reporters have the option to remain anonymous when filing a report. The USAT Legal Team is responsible for checking the trisafe@usatriathlon.org email daily for any reports that have been submitted to USA Triathlon.

Reports to the Center may be made anonymously, however, it may not be possible to verify that Mandatory Reporting obligations have been satisfied. All mandatory reports which can be verified are tracked in USAT's SafeSport Cases Tracking internal database to ensure compliance with state and federal law, and the Center's requirements.

USAT has adopted the SafeSport Code's definition of Mandatory Reporting and Failure to Report. USAT complies with all applicable policies and procedures as outlined in the [SafeSport Code](#). It is not the responsibility of the person receiving the report to evaluate the veracity of the claim, only to report the claim.

2.2. Prohibition of Retaliation

Retaliation before, during and/or after the process of resolving an abuse or misconduct allegation is prohibited by USAT and the Center. USA Triathlon has zero tolerance for retaliation against individuals who make good faith reports under this Policy or any other applicable USA Triathlon policy.

USA Triathlon has adopted the following definition of retaliation in compliance with the Ted Stevens Olympic and Amateur Sports Act (the "**Ted Stevens Act**").

Retaliation means any adverse or discriminatory action, or the threat of an adverse or discriminatory action, including removal from a training facility, reduced coaching or training, reduced meals or housing, or removal from competition, carried out against an individual as a result of any

communication, including the filing of a formal complaint, by the individual or a parent or legal guardian of the individual relating to the allegation of any type of abuse or misconduct with:

- the Center;
- a coach, trainer, manager, administrator, or official associated with the corporation;
- the Attorney General;
- a Federal or State law enforcement authority;
- the Equal Employment Opportunity Commission; or
- Congress.

2.3 Confidentiality

To help protect individuals who make a SafeSport report in good faith, USA Triathlon will keep any Third-Party Reporter or Witness confidential, unless disclosure is necessary to USAT's investigation or resolution of a matter. When such a disclosure is necessary, USAT will inform the Third-Party Reporter or Witness if possible.

2.4 No Interference

USAT shall not interfere in, attempt to interfere in, or attempt to influence the outcome of any investigation by the Center. Participants are also prohibited from interfering in, attempting to interfere in, or attempting to influence the outcome any USAT investigation or any investigation by the Center.

2.5 Reporting Allegations and Notice of Temporary Measures to the USOPC's Office of Athlete Safety

USA Triathlon will follow the reporting protocols outlined in the [USOPC's Athlete Safety Policy](#) for any alleged abuse reported to it that occurred at an Olympic and Paralympic Training Center (OPTC) or any third party-sponsored event to which the USOPC sends a delegation (a "**Delegation Event**").

USA Triathlon will provide notice to the USOPC's Security & Athlete Safety Office of any temporary measure(s) (both imposed or removed) affecting Participants who might or will be attending a Delegation Event, have access to an OPTC, or receive a benefit and/or service from the USOPC.

3. PROHIBITED BEHAVIOR

To maintain a safe and respectful environment for all participants, the following behaviors are strictly prohibited and may result in disciplinary action from USA Triathlon or the Center. USAT has a zero-tolerance policy for any prohibited conduct that occurs in our sport.

- Criminal Charges or Dispositions
 - Including Warrants for Arrest and/or Sex Offender Registry
- Child Abuse
- Sexual Misconduct
 - Including Gender-Related Harassment, Nonconsensual Sexual Contact or Intercourse, Sexual Exploitation, and/or Bullying or Hazing, or other inappropriate conduct of a sexual nature, exposing a minor to sexual content/imagery
- Emotional and Physical Misconduct

- Including Stalking, Bullying, Hazing and Harassment
- Aiding and Abetting
- Misconduct Related to Reporting
- Misconduct Related to the Center's Process
- Other Inappropriate Conduct
- Violation of Minor Athlete Abuse Prevention Policies / Proactive Policies

4. RESPONSE AND RESOLUTION

4.1 Overview

Any report made directly to USA Triathlon is forwarded to the Center to determine its jurisdiction over the claim. Reports are reviewed by the Center to determine if the Center has Exclusive or Discretionary Jurisdiction as defined below. Any reports made to USA Triathlon will be forwarded to the Center immediately and no later than within 24-hours of review by USA Triathlon.

4.2 Definitions

Exclusive Jurisdiction: The Center has the exclusive jurisdiction to investigate and resolve allegations that a Participant engaged in one or more of the following:

- Sexual Misconduct, including without limitation child sexual abuse and any misconduct that is reasonably related to an underlying allegation of Sexual Misconduct;
- Criminal Charges or Dispositions involving Child Abuse or Sexual Misconduct;
- Misconduct Related to Reporting, where the underlying allegation involves Child Abuse or Sexual Misconduct;
- Misconduct Related to Aiding and Abetting, Abuse of Process, or Retaliation, when it relates to the Center's process;
- Other Inappropriate Conduct, as defined in the SafeSport Code.

Discretionary Jurisdiction: The Center has discretionary jurisdiction to investigate and resolve allegations that a Participant engaged in one or more of the following:

- Non-sexual Child Abuse;
- Emotional and Physical Misconduct, including Stalking, Bullying Behaviors, Hazing, and Harassment;
- Criminal Charges or Dispositions not involving Child Abuse or Sexual Misconduct;
- Minor Athlete Abuse Prevention Policy or other similar Proactive Policy violations;
- Misconduct Related to Aiding and Abetting, Abuse of Process, or Retaliation, when it relates to the processes of the USOPC, USAT, USAT Clubs, or any other organization under the Center's jurisdiction.

4.3 Jurisdiction Notification

USA Triathlon or the Center will promptly inform the reporting party once notification of jurisdiction is determined by the Center. The notification of jurisdiction will communicate who will be addressing the matter that was reported i.e., whether it is the Center, USAT, or the affiliated USAT Certified Club if applicable.

1. If USA Triathlon receives a complaint that falls under the Center's Exclusive Jurisdiction, USAT will:
 - a. Request that the reporting party submit a free report online [directly to the Center](#)
 - b. Submit the original report received by USAT to the Center within 24-hours of review by USA Triathlon, if applicable
 - c. Contact law enforcement within one (1) business day, if applicable
 - d. Ensure that mandatory reporting requirements are met pursuant to the SafeSport Code

2. If USA Triathlon receives a complaint that falls under the Centers' discretionary jurisdiction, and if USAT has no conflict of interest, USAT will:
 - a. Request that the reporting party submit a free report online [directly to the Center](#)
 - b. Submit the original report received by USAT to the Center within 24-hours of review by USA Triathlon, if applicable
 - c. Notice of Jurisdiction:
 - i. Should the Center accept jurisdiction, the Center is responsible for notifying their jurisdiction to the Claimant, Respondent, and Third-Party Reporter. USAT will not interfere with any SafeSport Investigation and will await the outcome of the case from the Center.
 - ii. Should the Center decline jurisdiction, USAT will notify the Claimant, Respondent, and any Third-Party Reporter of jurisdiction. Cases under USAT's jurisdiction are assigned to the USAT Legal Team for review.

3. If USAT receives a complaint that falls under the Center's discretionary jurisdiction, AND USAT does have a conflict of interest, USAT will:
 - a. Request that the reporting party submit a free report online [directly to the US Center for SafeSport](#)
 - b. Submit the original report received by USAT to the Center within 24-hours of review by USA Triathlon, if applicable
 - c. Should the Center accept jurisdiction, it is the Center's responsibility to notify its jurisdiction to the Claimant and Respondent. USAT will not interfere with any SafeSport investigation, and will await the outcome of the case from the Center.
 - d. Should the Center decline jurisdiction, USAT will hire an independent investigator.

4.4 Internal Procedures for Conducting an Investigation (USAT Jurisdiction)

Where the Center does not take jurisdiction and refers jurisdiction to USAT, USA Triathlon will review the case. USAT will decide whether to investigate the claim itself or to retain an independent investigator. The CEO of USAT has final say on whether an independent investigator will be retained, after consultation with the General Counsel (further details of this process are below).

- a. USAT will review the submitted SafeSport report, will promptly notify the Claimant that USAT has jurisdiction, and will confirm with the Claimant that they would like to proceed with the report.
- b. If the Claimant would like to withdraw the complaint, USAT will document and send an Administrative Closure Letter to the Claimant. At this time, the complaint is considered withdrawn and closed.

- c. If the Claimant wants to move forward, USAT will confirm with the Claimant next steps (which will include a formal interview) and advise the Claimant of confidentiality, namely, that:
 - i. Information may be accessed by the USAT Legal Team, USAT management, the Center, and/or law enforcement.
 - ii. Information may also be shared with Clubs, Coaches, Officials, etc. to assist with the enforcement of safety plan(s) and temporary measure(s).
- d. USAT will undertake a preliminary inquiry and will allow the claimant to provide any relevant information pertaining to the matter.
- e. USAT will confirm whether the Claimant would like to remain anonymous.
- f. USAT will request a list of witnesses, if any.
- g. USAT will conduct a formal interview with the Claimant.
- h. Following the Claimant's formal interview, USAT will determine if an Administrative Closure is applicable. If so, the USAT Legal Team will send the Claimant a closure notice.
- i. If an Administrative Closure is not applicable at this time, USAT will send a Notice of Allegations to the Respondent and advise them of their opportunity to interview and provide witnesses or other information that could be used to help resolve the case.

USAT Interviews

- a. Interviews may be conducted in person, by telephone, or video call.
- b. The Claimant and their witnesses will be interviewed first. Both the Claimant and their witnesses may submit evidence.
- c. USAT will interview the Respondent and their witnesses after interviews with the Claimant are completed. Both the Respondent and their witnesses may submit evidence.
- d. Witnesses will be advised of the Confidentiality parameters as stated above.

Administrative Closure: If, based on the investigation, the USAT Legal Team determines that there is not probable cause (i.e., no fair basis or probability) to believe that the Complaint has merit or that the underlying facts and circumstances give rise to an issue that is appropriate for resolution under this Policy, the USAT Legal Team, in consultation with the CEO, may administratively dismiss the Complaint. USAT will document this as an Administrative Closure and send the Claimant a closure notice. The Respondent will receive a closure notice only if they have first received a Notice of Allegations.

Probable Cause: If, based on the investigation, the USAT Legal Team determines that there is probable cause (i.e., fair basis or probability) to believe that the Complaint has merit or that the underlying facts and circumstances give rise to an issue that is appropriate for resolution under this Policy, the USAT Legal Team, may attempt to informally resolve the dispute that is the subject of the Complaint to the satisfaction of the parties. If such resolution is successful, the agreed upon resolution will be recorded by USAT and notified to the Claimant and the Respondent. If an informal resolution cannot be reached, the USAT Legal Team will present its findings and recommend resolution to the CEO. If Temporary Measures have not already been established, USAT will review and determine whether any Temporary Measures should be implemented as deemed appropriate. The Claimant and the Respondent will be notified of the outcome and any Temporary Measures.

Ethics Committee: The USAT Legal Team may refer an allegation to the USA Triathlon Ethics Committee if it involves a potential violation of the USA Triathlon Code of Conduct, Whistleblower Policy, Statement of Ethics, or Conflict of Interest Policy. The Ethics Committee will determine whether the violation is within its jurisdiction and if so, the disciplinary action(s), if any, that should be imposed on the Respondent.

The USAT Legal Team may also investigate an allegation under the USA Triathlon Whistleblower Policy or direct a complainant to the Grievance and Disciplinary Policy, if necessary. The USAT Legal Team or the CEO, depending on the circumstances, may refer the matter to external legal counsel for appropriate advice.

All reports are tracked on USAT's SafeSport Case Tracking internal spreadsheet, to include allegations and outcomes. The USAT Legal Team maintains the internal Case Tracking spreadsheet and is also responsible for ensuring that the Response and Resolution Policy is followed.

*All communications, interviews, documents, and evidence will be documented and logged in USAT's case file and USAT's Internal SafeSport Case Tracking.

4.5 USAT Jurisdiction – Independent Investigator

In certain cases, USAT may hire an independent investigator to take over the investigation of a SafeSport case. As part of the independent investigator's investigation into a matter, the independent investigator may:

- Seek to interview the Claimant and/or Reporting Party. If a Third-Party Reporter made the initial report, the independent investigator will seek to interview the victim that experienced the alleged abuse.
- Seek to interview the Respondent. The Respondent will be provided with the opportunity to present a response to the allegations, including evidence and the names and/or contact information of potential witnesses with direct knowledge of the allegations.
- Seek to interview witnesses with direct knowledge of the allegations.
- Seek additional evidence (e.g., videotape, audio recording, email correspondence) based on the interview(s) of individuals involved.
- Review the evidence provided by the Claimant, Reporting Party (if applicable), Respondent, and any witnesses and document all investigative efforts.
- Determine whether any of the allegations violates the SafeSport Code, MAAPP, Code of Conduct, or any other applicable USAT policy.
- Present findings and recommendation(s) to the USAT Legal Team regarding potential sanctions for any prohibited conduct.

The USAT Legal Team will review the independent investigator's finding(s) and recommendation(s) and consult with the CEO to determine a resolution. The CEO may consult with external legal counsel and/or members of USAT's Executive Leadership team as necessary when evaluating the findings and recommendations.

The following factors may be considered:

- The safety of any athletes, coaches, or other individuals involved and whether there are any safety concerns with the Respondent continuing to participate in the sport;
- Any prior history of misconduct by the respondent;
- Respondent's relationship with USAT, if applicable; and
- The relationship between the Claimant and Respondent.

The CEO will review the recommendations and determine the disciplinary action(s), if any, required to be taken; unless the CEO is an involved party in the matter. If the CEO is an involved party, the USAT Legal Team will review the findings and recommendations and consult with the Chair of the Board of Directors to determine the disciplinary action(s), if any, and resolution. If appropriate, the Ethics Committee may also be consulted.

At any point prior to the final resolution, USA Triathlon may close the investigation if (a) the independent investigator advises that they cannot complete their investigation (e.g., unwilling participants, lack of information, etc.) or (b) it is determined that there is no USA Triathlon SafeSport Policy violation.

4.6 USAT Jurisdiction - Staff Members

If a USAT Staff Member is involved in a SafeSport case, and if USA Triathlon does not believe that the allegations rise to a serious athlete safety allegation, there may be an internal investigation conducted by the USAT Legal Team, Human Resources, and/or appropriate members of the USAT Executive Leadership team. This team will work with the CEO to determine if the matter should be investigated internally or if an independent investigator should be hired. The CEO will have final authority on how an investigation involving a staff member shall be conducted, unless the CEO is an involved party, then the USAT Legal Team will work with the Chair of the Board of Directors to determine the course of an investigation involving the CEO.

Any disciplinary action(s), unless the CEO is an involved party in the matter, will be decided by the CEO upon review of the recommendations of the relevant team. If the CEO is an involved party, the USAT Legal Team will review the findings and recommendations and consult with the Chair of the Board of Directors to determine the disciplinary action(s), if any, and the appropriate resolution.

4.7 Certified Clubs

Where the Center does not have jurisdiction over a complaint that relates to a USAT Certified Club, and USAT has determined that the Certified Club would be the more appropriate forum for resolving the matter, the matter will be referred to the relevant Certified Club's leadership for resolution. Certified Clubs are encouraged to investigate and resolve incidents of abuse or misconduct that occur at the Certified Club level if the incident(s) do not involve Sexual Abuse or Misconduct or do not involve a Minor Athlete. Certified Clubs are encouraged to reference the [for more information about what constitutes emotional and physical abuse or misconduct and what to do when a report is received.](#) for more information about what constitutes emotional and physical abuse or misconduct and what to do when a report is received.

In addition to the Emotional and Physical Abuse and Misconduct Toolkit, USA Triathlon will provide the Center's [Response Processes Fundamentals and Best Practices](#) document to clubs on an annual basis.

On an annual basis, Certified Clubs are required to submit to USAT via a provided survey the number of emotional and physical misconduct or abuse incidents that were reported and managed by the Certified Club during the specified time period.

A Certified Club Administrator of each USA Triathlon Certified Club, which can include a Certified Club Board President or Certified Club Board SafeSport Chair, is responsible for ensuring that their Certified Club follows this policy.

4.8 Temporary Measures Imposed by USAT

USAT may impose Temporary Measures at any time if an assessment of known facts and evidence suggests that Temporary Measures are necessary to mitigate risk, or to protect athletes or the multisport community from harm. Temporary Measures will be implemented on a case-by-case basis and tailored to the specific needs of a matter, based on the severity of the allegations, the evidentiary support for the allegations, and/or the perceived risk to athletes or the sport community. Temporary Measures can reduce potential conflict throughout an investigation; mitigate risk for participants; lessen the likelihood of intimidation, harassment, or retaliation; prevent a hostile sporting environment; and/or ensure a fair and neutral investigation into the matter. Temporary Measures may include, but are not limited to, altering training schedules, providing or requiring chaperones, implementing contact limitations, implementing measures prohibiting one-on-one interactions, and suspensions from participation in some or all aspects of sport activity.

Before the Center expressly exercises jurisdiction over allegations regarding a particular Participant, USAT has the authority to implement Temporary Measures, up to and including a suspension, to address any allegations of misconduct that USAT believes are necessary and/or appropriate.

If USAT recommends a Temporary Measure that would materially affect the Respondent's opportunity to participate (e.g., suspension), the recommendation will be discussed with the CEO. The Respondent will be notified of the measures and will be presented with an opportunity to be heard. USAT will notify the Center within 48 hours of any Temporary Measures imposed.

Where the Center expressly exercises jurisdiction over allegations regarding a particular Participant, USAT cannot, in response to the allegations, issue a suspension or other restriction that may deny or threaten to deny a Respondent's opportunity to participate in sport.

If an individual is currently under investigation by the Center, USA Triathlon reserves the right to implement a safety plan or impose Temporary Measures on the individual who is currently under investigation. However, USAT does not have the authority to impose a suspension or other restriction that may deny or threaten to deny a Respondent's opportunity to participate in sport.

Should the USAT Ethics Committee impose a Temporary Measure that materially affects the Respondent's opportunity to participate, the Respondent may request a hearing and/or appeal the decision pursuant to USAT's Grievance and Disciplinary Policy.

Any Temporary Measures that do not materially affect the Respondent's opportunity to participate (e.g. suspension), are not subject to review and may not be appealed.

Temporary Measures will be automatically discontinued upon the resolution of the case, unless the resolution explicitly notes that the Temporary Measures should be continued.

4.9 Temporary Measures Imposed by the Center

The Center may at any time impose Temporary Measures. A Temporary Measure shall be effective immediately upon notice to the Respondent, unless stated otherwise. Temporary Measure(s) will remain in effect until the Center expressly removes the Temporary Measure(s).

Respondents may request a Temporary Measures Hearing directly with the Center.

If the Center issues a Notice of Exercise of Jurisdiction, any Temporary Measures previously imposed by USAT or the USOPC will be automatically and immediately adopted by the Center as its own, and will be applicable throughout all Olympic and Paralympic sports in the United States. The Temporary Measures will remain in effect unless and until the Center modifies those measures.

4.10 Enforcement of Temporary Measures

A Notice of Temporary Measures will be contemporaneously provided to the Respondent(s) and the Center if issued by USAT. The Notice of Temporary Measures document is confidential, however, the fact that the Temporary Measures are in place is not. A summary of the Notice of Temporary Measures may be shared with the Claimant and, where applicable, those individuals or organizations with a “need to know” and in a position of authority over the Respondent, so that the measure(s) may be properly effectuated, enforced, and/or understood.

A failure to comply with Temporary Measures by the Respondent is an independent violation of the SafeSport Code. USAT will adhere to and comply with all Temporary Measures imposed by the Center and will report any violations of which it becomes aware immediately.

Note: The imposition of a Temporary Measure(s) does not in any way constitute a finding by USAT or the Center as to the veracity of the reported allegations.

5. REQUESTS FROM THE CENTER

The USAT Legal Team will respond to the Center’s Request for Information within 72 hours of reviewing it. Specifically, the USAT Legal Team will respond to the Center’s Requests for Information regarding the eligibility status of a Participant and/or USAT imposed Temporary Measures or Safety Plans within 72 hours of reviewing it. At any time, should the Center choose to change the information requested, USAT will immediately comply.

6. ENFORCEMENT OF SANCTIONS

6.1 Internal Procedures for Issuing Sanctions from USAT

- a. If sanctions have been determined by USAT or the Ethics Committee, USAT will update the Respondent’s member account accordingly, to include notes indicating the discipline and/or

sanctions imposed. This information will be documented in USAT's Internal SafeSport Tracking, in addition to the Respondent's member profile.

- b. If applicable, USAT will update its Organizational Exclusion List on its website to reflect the member's first name, last name, and date(s) of suspension or ban. Any person that would be responsible for enforcing Temporary Measures and/or a safety plan will be notified as well.

6.2 Internal Procedures for Complying with Sanctions issued by the Center

When USAT receives notice from the Center containing information about a sanction being imposed by the Center, the member being sanctioned should already have been notified by the Center regarding such sanction(s).

- a. USAT will update the member account to reflect the sanction and add internal notes to their account. USAT will update any interested parties who need to be aware of the sanction for enforcement and athlete safety purposes.
- b. If the sanction is a suspension or ban or otherwise renders the Respondent ineligible to participate, USAT will post the suspension on the USAT website and update its Organizational Exclusion List.
- c. If the Center issues a Jurisdictional Hold, USAT will update its Organizational Exclusion List and will notify the Center if a person with a Jurisdictional Hold attempts to reinstate or gain membership.

7. QUALITY CONTROL SYSTEM

USA Triathlon's [Events Quality Control Policy](#) is the designated Quality Control System for SafeSport purposes. USAT and all sanctioned events are required to implement the Quality Control System at any event that is owned or sanctioned by USA Triathlon.

For any questions about the Events Quality Control System, contact the USA Triathlon Legal Team.

8. DATA OF MATTERS ADDRESSED BY USA TRIATHLON

On an annual basis, the USA Triathlon Legal Team will submit a report to the Center regarding matters that have been addressed by USAT and by USA Triathlon Certified Clubs. USA Triathlon will consolidate the Certified Clubs reports and annually submit them to the Center. To obtain the information from clubs, USAT will send an online reporting form to Certified Clubs for them to complete.

The following data will be collected and submitted.

A. Reports to USA Triathlon or USAT Certified Clubs of Emotional and Physical misconduct

- Total reported incidents of alleged emotional misconduct
- Total number of investigations of alleged emotional misconduct
- Total number of violations for emotional misconduct adjudicated
- Total reported incidents of alleged physical misconduct
- Total number of investigations of alleged physical misconduct
- Total number of violations for physical misconduct adjudicated

B. Reports to USA Triathlon or USAT Certified Clubs of MAAPP violations.

- Total reported incidents of alleged violations of the MAAPP, by policy type
- Total number of investigations of alleged violations of the MAAPP
- Total number of violations of the MAAPP adjudicated