

SAFE SPORT POLICY

Effective Date: September 1, 2026

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USATT SAFE SPORT ABUSE AND MINOR ATHLETE ABUSE PREVENTION POLICY REPORTING FORM

SECTION I
INTRODUCTION

MISSION STATEMENT FOR USATT SAFE SPORT POLICIES AND PROCEDURES

USATT is committed to building a Sport Community where participants can play, work and learn together in an atmosphere free of emotional, physical, and sexual misconduct.

THE SAFESPORT CODE FOR THE U.S. OLYMPIC AND PARALYMPIC MOVEMENTS

The USATT Safe Sport Policy [the "Policy"] is based on the SafeSport Code for the U.S. Olympic and Paralympic Movements [the "Code"], effective April 1, 2022 – and as amended in the future, including the most recent amendment: January 1, 2026 – which is incorporated by reference as if it were fully set out in this document.

The current Code (January 1, 2026) is set out in its entirety on the USA Table Tennis website (https://www.usatt.org/athlete-resources/safesport).

FAIR AND SAFE COMPETITION ENVIRONMENT FOR WOMEN

USA Table Tennis, along with the National Governing Bodies of all U.S. sports under the purview of the United States Olympic & Paralympic Committee ("USOPC") intend to collaborate with one another, the USOPC, and various other stakeholders with oversight responsibilities such as the International Olympic Committee, the International Paralympic Committee, and the International Table Tennis Federation to ensure that women have a fair and safe competition environment consistent with Executive Order 14201and the Ted Stevens Olympic & Amateur Sports Act, 36 U.S.C. § 22501, et. seq.

APPLICATION OF THE SAFESPORT CODE AND USATT SAFE SPORT POLICIES AND PROCEDURES

The SafeSport Code and USATT Safe Sport Policy apply to "Participants" as defined by the Code. In order to protect, all persons associated with USATT from all forms of abuse, USATT, in conjunction with the U.S. Center for SafeSport [the "Center"] must assess a Participant's fitness and eligibility to be involved in amateur sport and USATT. Participation in the private associations making up the Olympic Movement is a privilege, not a right.

JURISDICTION

USATT defers jurisdiction to investigate and resolve all matters in which the Center has been vested with exclusive jurisdiction under the Code and/or in those matters where the Center has exercised its discretionary jurisdiction to investigate and resolve allegations against a Participant.

Prior to the Center expressly exercising jurisdiction over allegations against Participant, USATT has the authority to implement necessary and/or appropriate measures, up to and including a suspension, to address any allegations of misconduct.

When USATT has reason to believe that the allegations fall within the Center's exclusive jurisdiction, USATT – while able to impose measures – will not investigate or resolve those allegations.

When the allegations presented fall with the Center's discretionary jurisdiction, USATT may investigate and resolve the matter unless and until such time as the Center expressly exercises jurisdiction over the particular allegations.

If and when the Center expressly exercises jurisdiction over particular allegation regarding a particular Participant, USATT will not issue – in response to those allegations – a suspension or other restriction that may deny or threaten to deny a Respondent's opportunity to participate in Sport. However, USATT may implement necessary Safety Plans or other Interim Measures.

Nothing contained in this policy is intended to supersede, replace, or otherwise abrogate the USATT Bylaws, Athlete Handbook or Operations Manual, or the Ted Stevens Olympic and Amateur Sports Act.

SECTION II
DEFINITIONS

The USATT Safe Sport Policy expressly incorporates by reference, as if set out in this Policy, all definitions as set out in the SafeSport Code.

SECTION III
SAFE SPORT POLICY

A. APPLICATION

USATT Safe Sport Policy Applies to Participants as Defined by the SafeSport Code for the U.S. Olympic and Paralympic Movements, specifically:

1. Any individual who is seeking to be, currently is, or was at the time of the alleged Code and/or Policy violation:

a. A member or license holder of USATT and/or a USATT Affiliated Member Club;

b. An employee or board members of USATT and/or a USATT Affiliated Member Club;

c. Within the governance or disciplinary jurisdiction of USATT and/or a USATT Affiliated Member Club.

d. Authorized, approved, or appointed by USATT and/or a USATT Affiliated Member Club to have regular contact with or authority over Minor Athletes.

B. PROHIBITED CONDUCT

USATT Safe Sport Policy Defines Prohibited Conduct consistent with the definition presented by the SafeSport Code for the U.S. Olympic and Paralympic Movements, specifically:

1. This section of the Policy sets forth expectations for Participants related to emotional, physical, and sexual misconduct in sport, including bullying, hazing, and harassment. The privilege of participation in the Olympic Movements may be limited, conditioned, suspended, terminated, or denied if a Participant's conduct is or was inconsistent with this Policy and/or the best interest of sport and those who participate in it.

2. It is a violation of the for a Participant to engage in or tolerate: (1) Prohibited Conduct, as outlined in the Policy; (2) any conduct that would violate any current or previous U.S. Center for SafeSport, USATT, or USATT Affiliated Member Club standards analogous to Prohibited Conduct that existed at the time of the alleged conduct; or (3) any conduct that would violate community standards analogous to Prohibited Conduct that existed at the time of the alleged conduct, including then applicable criminal and/or civil laws.

3. Prohibited Conduct includes (Each Category is Defined Below):

A. Criminal Charges or Dispositions

B. Child Abuse

C. Sexual Misconduct

D. Emotional and Physical Misconduct, including Stalking, Bullying, Hazing, and Harassment

E. Aiding and Abetting

F. Misconduct Related to Reporting

G. Misconduct Related to the Center's Process

H. Other Inappropriate Conduct

I. Violation of Minor Athlete Abuse Prevention Policies / Proactive Policies

A. Criminal Charge or Disposition

It is a violation of the Policy for a Participant to have a Criminal Charge or Disposition. Criminal Conduct is relevant to an individual's fitness to participate in sport. The age of a Criminal Charge or Disposition is not relevant to whether a violation of the Policy occurred but may be considered for sanctioning purposes.

1. Definitions

a. Criminal Disposition

It is a violation of the Policy for a Participant to be or have been subject to any disposition or resolution of a criminal proceeding, other than an adjudication of not guilty, including, but not limited to: an adjudication of guilt or admission to a criminal violation, a plea to the charge or a lesser included offense, a plea of no contest, any plea analogous to an Alford or Kennedy plea, the disposition of the proceeding through a diversionary program, deferred adjudication, deferred prosecution, disposition of supervision, conditional dismissal, juvenile delinquency adjudication, or similar arrangement.

b. Criminal Charge, including Warrant for Arrest

It is a violation of the Policy for a Participant to have any pending criminal charge(s) or warrant(s) for arrest.

When assessing whether conduct constitutes a Criminal Charge or Disposition, the Center may assess and rely upon the original charges, amended charges, or those to which a plea was entered.

2. Sex Offender Registry

A Participant who is currently on any state, federal, territorial, or tribal sex offender registry is ineligible to participate.

3. Hearing Related to Criminal Charge or Disposition

A Participant who wishes to challenge USATT's decision related to a Criminal Charge or Disposition may request a hearing concerning the sanction only pursuant to Rule-14.

If USATT renders a Decision regarding a Participant's Criminal Charge or Disposition, and that Charge or Disposition is subsequently modified by a criminal court, the Participant may request that the matter be reopened by USATT, pursuant to Section XI(S). In instances where a pending criminal charge(s) resolves, in that the charge(s) is eventually dismissed, results in an acquittal, or results in a Criminal Disposition as defined above, a Respondent's request to reopen will always be granted and a new Decision issued.

B. Child Abuse

It is a violation of the Code for a Participant to engage in Child Abuse.

C. Sexual Misconduct

It is a violation of the Policy for a Participant to engage in Sexual Misconduct. Sexual Misconduct offenses include, but are not limited to:

1. Sexual or Gender-related Harassment
2. Non-consensual Sexual Contact (or attempts to commit the same)
3. Non-consensual Sexual Intercourse (or attempts to commit the same)
4. Sexual Exploitation
5. Bullying or hazing, or other inappropriate conduct of a sexual nature.

1. Sexual or Gender-related Harassment

Sexual harassment is any unwelcome sexual advance, request for sexual favors, or other unwanted conduct of a sexual nature, whether verbal, non-verbal, graphic, physical, or otherwise, when the conditions outlined in (a) and/or (b), below, are present.

Sexual harassment includes harassment related to gender, sexual orientation, gender identity, or gender expression, which may include acts of aggression, intimidation, or hostility, whether verbal or non-verbal, graphic, physical, or otherwise, even if the acts do not involve conduct of a sexual nature, when the conditions outlined in (a) and/or (b), below, are present.

a. Submission to such conduct is made, either explicitly or implicitly, a term or condition of any person's employment, standing in sport, or participation in Events, sports programs and/or activities; or when submission to or rejection of such conduct is used as the basis for sporting decisions affecting the individual (often referred to as "quid pro quo" harassment); or

b. Such conduct creates a hostile environment. A "hostile environment" exists when the conduct is sufficiently severe, persistent, and/or pervasive such that it interferes with, limits, or deprives any individual of the opportunity to participate in any program or activity. Conduct must be deemed severe, persistent, or pervasive from both a subjective and an objective perspective.

Whether a hostile environment exists depends on the totality of known circumstances, including, but not limited to:

i. The frequency, nature, and severity of the conduct;
ii. Whether the conduct was physically threatening;
iii. The effect of the conduct on the Claimant's mental or emotional state;
iv. Whether the conduct was directed at more than one person;
v. Whether the conduct arose in the context of other discriminatory conduct;
vi. Whether the conduct unreasonably interfered with any person's educational or work performance and/or sport programs or activities; and
vii. Whether the conduct implicates concerns related to protected speech.

A hostile environment can be created by persistent or pervasive conduct or by a single or isolated incident that is sufficiently severe. The more severe the conduct, the less need there is to show a repetitive series of incidents to prove a hostile environment, particularly if the conduct is physical. A single incident of sexual contact without Consent, for example, may be sufficiently severe to constitute a hostile environment. In contrast, the perceived offensiveness of a single verbal or written expression, standing alone, is typically not sufficient to constitute a hostile environment.

2. Nonconsensual Sexual Contact

It is a violation of the Policy for a Participant to engage in Sexual Contact without Consent. Sexual Contact is any intentional touching of a sexual nature, however slight, with any object or body part (as described below), by a person upon another person. Sexual Contact includes but is not limited to: (a) kissing, (b) intentional touching of the breasts, buttocks, groin or genitals, whether clothed or unclothed, or intentionally touching of another with any of these body parts; and (c) making another touch themselves, the Participant, or someone else with or on any of these body parts.

3. Nonconsensual Sexual Intercourse

It is a violation of the Policy for a Participant to engage in Sexual Intercourse without Consent. Sexual intercourse is any penetration, however slight, with any object or body part (as described below), by a person upon another person. Sexual Intercourse includes (a) vaginal penetration by a penis, object, tongue, or finger; (b) anal penetration by a penis, object, tongue, or finger; and (c) any contact, no matter how slight, between the mouth of one person and the genitalia of another person.

4. Sexual Exploitation

It is a violation of the Policy for a Participant to engage in Sexual Exploitation. Sexual Exploitation occurs when a
Participant purposely or knowingly:

a. Allows third parties to observe private sexual activity from a hidden location (e.g., closet) or through electronic means (e.g., Skype or live-streaming of images) without Consent of all parties involved in the sexual activity.

b. Records or photographs private sexual activity and/or a person's intimate parts (including genitalia, groin, breasts or buttocks) without Consent of all parties in the recording or photo.

c. Engages in voyeurism (e.g., watching private sexual activity or viewing another person's intimate parts when that person would have a reasonable expectation of privacy), without Consent of all parties being viewed.

d. Disseminates, shows or posts images of private sexual activity and/or a person's intimate parts (including genitalia, groin, breasts or buttocks) without prior Consent of the person depicted in the images.

e. Intentionally exposes another person to a sexually transmitted infection or virus without that person's knowledge.
f. Engages in prostituting or trafficking another person.

5. Bullying, Hazing, or Other Inappropriate Conduct of a Sexual Nature.

It is a violation of the Policy for a Participant to engage in bullying, hazing, and other inappropriate conduct of a sexual nature, as further defined in the corresponding sections below.

D. Emotional and Physical Misconduct

It is a Policy violation for a Participant to engage in emotional and/or physical misconduct, when that misconduct occurs within a context that is reasonably related to sport, which includes, without limitation:

1. Emotional Misconduct
2. Physical Misconduct
3. Bullying Behaviors
4. Hazing
5. Harassment.

1. Emotional Misconduct

Emotional Misconduct includes (a) Verbal Acts, (b) Physical Acts, (c) Acts that Deny Attention or Support, (d) Criminal Conduct, and/or (e) Stalking. Emotional Misconduct is determined by the objective behaviors, not whether harm is intended or results from the behavior.

a. Verbal Acts
Repeatedly and excessively verbally assaulting or attacking someone personally in a manner that serves no productive training or motivational purpose.

b. Physical Acts
Repeated and/or severe physically aggressive behaviors, including but not limited to, throwing sport equipment, water bottles or chairs at or in the presence of others, punching walls, windows or other objects.

c. Acts that Deny Attention or Support
Ignoring or isolating a person for extended periods of time, including routinely or arbitrarily excluding a Participant from practice.

d. Criminal Conduct
Emotional Misconduct includes any act or conduct described as emotional abuse or misconduct under federal or state law (e.g. child abuse, child neglect).

e. Stalking

Stalking occurs when a person purposefully engages in a course of conduct directed at a specific person, and knows or should know, that the course of conduct would cause a reasonable person to (i) fear for their safety, (ii) the safety of a third person, or (iii) to experience substantial emotional distress.

"Course of conduct" means at least two or more acts, in which a person directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about another person, or interferes with another person's property.

"Substantial emotional distress" means significant mental suffering or anguish.

Stalking also includes "cyber-stalking," wherein a person stalks another using electronic media, such as the internet, social networks, blogs, cell phones, texts, or other similar devices or forms of contact.

f. Exclusion

Emotional Misconduct does not include professionally accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline or improved Athlete performance. Emotional Misconduct also does not include conduct reasonably accepted as part of sport and/or conduct reasonably accepted as part of Participant's participation.

2. Physical Misconduct

Physical Misconduct is any intentional contact or noncontact behavior that causes, or reasonably threatens to cause, physical harm to another person.

Examples of physical misconduct may include, without limitation:

a. Contact violations

Punching, beating, biting, striking, choking or slapping another; intentionally hitting another with objects, such as sporting equipment; encouraging or knowingly permitting an Athlete to return to play prematurely following a serious injury (e.g., a concussion) and without the clearance of a medical professional.

b. Non-contact violations

Isolating a person in a confined space, such as locking an Athlete in a small space; forcing an Athlete to assume a painful stance or position for no athletic purpose (e.g., requiring an athlete to kneel on a harmful surface); withholding, recommending against, or denying adequate

hydration, nutrition, medical attention or sleep; providing alcohol to a person under the legal drinking age; providing illegal drugs or non-prescribed medications to another.

c. Criminal Conduct
Physical Misconduct includes any act or conduct described as physical abuse or misconduct under federal or state law (e.g. child abuse, child neglect, assault).

d. Exclusion
Physical Misconduct does not include professionally accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline, or improved Athlete performance. For example, hitting, punching and kicking are well regulated forms of contact in combat sports, but have no place in swimming. Physical Misconduct also does not include conduct reasonably accepted as part of sport and/or conduct reasonably accepted as part of Participant's participation.

3. Bullying Behavior

Repeated and/or severe behavior(s) that are (a) aggressive (b) directed at a Minor, and (c) intended or likely to hurt, control, or diminish the Minor emotionally, physically or sexually. Bullying-like behaviors directed at adults are addressed under other forms of misconduct, such as Hazing and/or Harassment.

Examples of bullying behavior may include, without limitation, repeated and/or severe:

a. Physical
Hitting, pushing, punching, beating, biting, striking, kicking, choking, spitting or slapping, or throwing objects (such as sporting equipment) at another person.

b. Verbal
Ridiculing, taunting, name-calling or intimidating or threatening to cause someone harm.

c. Social, including cyberbullying
Use of rumors or false statements about someone to diminish that person's reputation; using electronic communications, social media or other technology to harass, frighten, intimidate or humiliate someone; socially excluding someone and asking others to do the same.

d. Sexual
Ridiculing or taunting based on gender or sexual orientation (real or perceived), gender traits or behavior, or teasing someone about their looks or behavior as it relates to sexual attractiveness.

e. Criminal Conduct
Bullying Behavior includes any conduct described as bullying under federal or state law.

f. Exclusion
Conduct may not rise to the level of Bullying Behavior if it is merely rude (inadvertently saying or doing something hurtful), mean (purposefully saying or doing something hurtful, but not as part of a pattern of behavior), or arising from conflict or struggle between persons who perceive they have incompatible views and/or positions. Bullying does not include professionally accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline, or improved Athlete performance.

4. Hazing

Any conduct that subjects another person, whether physically, mentally, emotionally or psychologically, to anything that may endanger, abuse, humiliate, degrade or intimidate the person as a condition of joining or being socially accepted by a group, team, or organization. Purported Consent by the person subjected to Hazing is not a defense, regardless of the person's perceived willingness to cooperate or participate.

Examples of Hazing include:

a. Contact acts
Tying, taping or otherwise physically restraining another person; beating, paddling or other forms of physical assault.

b. Non-contact acts
Requiring or forcing the consumption of alcohol, illegal drugs or other substances, including participation in binge drinking and drinking games; personal servitude; requiring social actions (e.g., wearing inappropriate or provocative clothing) or public displays (e.g., public nudity) that are illegal or meant to draw ridicule; excessive training requirements demanded of only particular individuals on a team that serve no reasonable or productive training purpose; sleep deprivation; otherwise unnecessary schedule disruptions; withholding of water and/or food; restrictions on personal hygiene.

c. Sexualized acts
Actual or simulated conduct of a sexual nature.

d. Criminal acts
Any act or conduct that constitutes hazing under applicable federal or state law.

e. Exclusion

Conduct may not rise to the level of Hazing if it is merely rude (inadvertently saying or doing something hurtful), mean (purposefully saying or doing something hurtful, but not as part of a pattern of behavior), or arising from conflict or struggle between persons who perceive they have incompatible views and/or positions. Hazing does not include professionally accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline, or improved Athlete performance.

5. Harassment

Repeated and/or severe conduct that (a) causes fear, humiliation or annoyance, (b) offends or degrades, (c) creates a hostile environment (as defined above), or (d) reflects discriminatory bias in an attempt to establish dominance, superiority or power over an individual or group based on age, race, ethnicity, culture, religion, national origin, or mental or physical disability; or (e) any act or conduct described as harassment under federal or state law. Whether conduct is harassing depends on the totality of the circumstances, including the nature, frequency, intensity, location, context, and duration of the behavior.

Conduct may not rise to the level of Harassment if it is merely rude (inadvertently saying or doing something hurtful), mean (purposefully saying or doing something hurtful, but not as part of a pattern of behavior), or arising from conflict or struggle between persons who perceive they have incompatible views and/or positions. Harassment does not include professionally accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline, or improved Athlete performance.

E. Aiding and Abetting

Aiding and Abetting occurs when one aids, assists, facilitates, promotes, or encourages the commission of Prohibited Conduct by a Participant, including but not limited to, knowingly:

1. Allowing any person who has been identified as suspended or otherwise ineligible by USATT to be in any way associated with or employed by an organization affiliated with or holding itself out as affiliated with an NGB, LAO, the USOC or the Olympic Movements;

2. Allowing any person who has been identified as suspended or otherwise ineligible by USATT to coach or instruct Participants;

3. Allowing any person who has been identified as ineligible by USATT to have ownership interest in a facility, an organization, or its related entities, if that facility/organization/related entity is affiliated with or holds itself out as affiliated with an NGB, LAO, USOC or the Olympic Movements.

4. Providing any coaching-related advice or service to an Athlete who has been identified as suspended or otherwise ineligible by USATT.

5. Allowing any person to violate the terms of their suspension or any other sanctions imposed by USATT. In addition, a Participant also violates the Policy if someone acts on behalf of the Participant to engage in Aiding or Abetting, or if the guardian, family member, or Advisor of a Participant, including Minor Participants, engages in Aiding or Abetting.

F. Misconduct Related to Reporting

1. Failure to Report

An adult Participant who fails to report actual or suspected Sexual Misconduct or Child Abuse to the Center and/or USATT, when appropriate, to law enforcement may be subject to disciplinary action under the Center's resolution procedures, USATT policies, and may also be subject to federal or state penalties.

a. The obligation to report is broader than reporting a pending charge or criminal arrest of a Participant; it requires reporting to the Center and/or USATT any conduct which, if true, would constitute Sexual Misconduct and/or Child Abuse. The obligation to report to the Center and/or USATT is an ongoing one and is not satisfied simply by making an initial report. The obligation includes reporting, on a timely basis, all information of which an Adult Participant becomes aware, including the names of witnesses, third-party reporters, and Claimants.

b. The obligation to report includes personally identifying information of a potential Claimant to the extent known at the time of the report, as well as a duty to reasonably supplement the report as to identifying information learned at a later time.

c. Participants should not investigate or attempt to evaluate the credibility or validity of allegations involving Sexual Misconduct and/or Child Abuse. Participants making a good faith report are not required to prove the reports are true before reporting.

2. Intentionally Filing a False Allegation

In addition to constituting misconduct, filing a knowingly false allegation that a Participant engaged in Prohibited Conduct may violate state criminal law and civil defamation laws. Any person making a knowingly false allegation in a matter over which the Center and/or USATT exercises jurisdiction shall be subject to disciplinary action by the Center and/or USATT.

a. An allegation is false if the events reported did not occur, and the person making the report knows the events did not occur.

b. A false allegation is different from an unsubstantiated allegation; an unsubstantiated allegation means there is insufficient supporting evidence to determine whether an allegation is true or false. Absent demonstrable misconduct, an unsubstantiated allegation alone is not grounds for a Code violation.

[NOTE: The Protecting Young Victims from Abuse and SafeSport Authorization Act of 2017 requires that the Center "protect the privacy and safety of the [Claimant]." However, a Claimant may waive this provision by choosing to publicly disclose his/her own identifying information at any time.]

G. Misconduct Related to the Center's Process

The behaviors identified below constitute Prohibited Conduct and may give rise to a sanction. In addition, a Participant also violates the Policy if someone acts on behalf of the Participant and engages in any of the following Prohibited Conduct, including a Participant's Advisor, or the guardian, or family member of a Minor Participant. In such a case, the Participant and/or, if the party acting on behalf of the Participant is also a Participant, that person, may be sanctioned.

1. Abuse of Process

A Participant, or someone acting on behalf of a Participant, violates this Policy by directly or indirectly abusing or interfering with the Center's and/or USATT's process by: (a) falsifying, distorting, or misrepresenting information, the resolution process, or an outcome; (b) destroying or concealing information; (c) attempting to discourage an individual's proper participation in or use of, the Center's and/or USATT's processes; (d) harassing or intimidating (verbally or physically) any person involved in the Center's and/or USATT's processes before, during, and/or following proceedings (including up to, through, and after any review by an arbitrator); (e) publicly disclosing a Claimant's identifying information; (f) failing to comply with a temporary measure or other sanction; (g) distributing or otherwise publicizing materials created or produced during an investigation or Arbitration as a part of these policies or procedures, except as required by law or as expressly permitted by the Center and/or USATT; or (h) influencing or attempting to influence another person to commit abuse of process.

2. Retaliation

Retaliation against anyone for engaging in USATT's processes is prohibited. A Participant, someone acting on behalf of a Participant, an NGB, LAO, the USOC or any organization subject to the Policy shall not take an adverse action against any person for making a good faith report of a possible Code of Conduct violation to the Center and/or USATT or other relevant organization as identified herein or for participating in any process under this Policy.

Retaliation includes threatening, intimidating, harassing, coercing or any other conduct that would discourage a reasonable person from engaging or participating in the Center's and/or

USATT's processes when the action is reasonably related to the report or engagement with the Center and/or USATT. Retaliation may be present even where there is a finding that no violation occurred.

Retaliation does not include good-faith actions lawfully pursued in response to a report of a Policy violation.

H. Other Inappropriate Conduct

1. Intimate Relationship

An Adult Participant violates this Policy by engaging in an intimate or romantic relationship where a Power Imbalance exists.

An Intimate or Romantic relationship is a close personal relationship—other than a familial relationship—that exists independently and outside of the sport relationship. Whether a relationship is intimate is based on the totality of the circumstances, including: regular contact and/or interactions outside of or unrelated to the sport relationship (electronically or in person), the parties' emotional connectedness, the exchange of gifts, ongoing physical and/or intimate contact and/or sexual activity, identity as a couple, the sharing of sensitive personal information, and/or intimate knowledge about each other's lives outside the sport relationship.

2. Exposing a Minor to Imagery

An Adult Participant violates this Code by intentionally exposing a Minor to content or imagery of a sexual nature, including but not limited to pornography, sexual comment(s), sexual gestures, and/or sexual situation(s).

This provision does not exclude the possibility that similar behavior between Adults could constitute Sexual Harassment, as defined in the Policy.

3. Intentional Exposure of Private Areas

An Adult Participant violates this Policy by intentionally exposing breasts, buttocks, groin, or genitals, or induces Imbalance, or to a Minor.

4. Inappropriate Physical Contact

An Adult Participant violates this Policy by engaging in inappropriate physical contact with a Participant where there is a Power Imbalance. Such inappropriate contact includes, but is not limited to, intentionally:

a. touching, slapping, or otherwise contacting the buttocks or genitals of a Participant;
b. excessively touching or hugging a Participant;
c. kissing a Participant.

5. Willful Tolerance

A Participant violates this Policy by willfully tolerating any form of Prohibited Misconduct, when there is a Power Imbalance between that Participant and the individual(s) who are being subjected to the Prohibited Conduct.

SECTION IV
USATT MINOR ATHLETE ABUSE PREVENTION POLICIES

It is a violation of the USATT SafeSport Policy for a Participant to violate any provision of the Minor Athlete Abuse Prevention Policies.

As it relates to minor athletes, the Minor Athlete Abuse Prevention Policies supersede anything found in USATT's SafeSport policy.

All Policies and Procedures established in the USATT SafeSport Policy in Section V (Reporting and Discipline) and Section VI (SafeSport Compliance – Training and Screening) are fully applicable to this Section and USATT's Minor Athlete Abuse Prevention Policies.

APPLICABLE TERMINOLOGY

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

a. A member or license holder of USATT and/or a USATT Affiliated Member Clubs;
b. An employee or board member of USATT and/or a USATT Affiliated Member Club;
c. Within the governance or disciplinary jurisdiction of USATT and/or USATT Affiliated Member Clubs;
d. Authorized, approved, or appointed by USATT and/or USATT Affiliated Member Clubs to have regular contact with or authority over Minor Athletes.

Amateur Athlete: An athlete who meets the eligibility standards established by USATT and/or the International Table Tennis Federation.

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.

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 four years older (determined by birthdate) 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 table tennis sport program and the Minor Athlete's parent/guardian has provided written consent at least annually authorizing the exception.

Electronic Communications: Methods of communicating that include, but are not limited to: email, phone calls, videoconferencing, video coaching, texting, social media, and through any other electronic medium.

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.

Local Affiliated Organization (LAO): USATT Affiliated Member Clubs.

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 USATT and/or a USATT Affiliated Member Club. 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.

Partial or Full Jurisdiction: Includes any sanctioned event (including all travel and lodging in connection with the event) by USATT and/or a USATT Affiliated Member Club, or any facility that USATT and/or USATT Affiliated Member Club owns, leases, or rents for practice, training or competition.

National Governing Body (NGB): A U.S. Olympic National Governing Body and/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 requiring 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 who is a minor. USATT defines Regular Contact as five (5) instances of In-Program Contact within a twelve (12) month period.

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, USATT and/or USATT Affiliated Member Club, or sanctioned event staff in which an amateur athlete who is a minor 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

MAAPP EDUCATION & TRAINING POLICY

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 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 USATT and/or a USATT Affiliated Member Club.

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.

2. Additional Persons Required to Complete Training

a. Whether covered under the definition of "Adult Participants" set out above or not, the following persons must complete the SafeSport Trained Core either through the Center's online training:

1. All persons authorized, approved or appointed by USATT: (i) to a Position of Authority over athletes, or (ii) to have frequent contact with athletes;
2. All USATT office staff, members of the Board of Directors, and Committee Members;
3. All USATT Certified Coaches;
4. All adults acting in an official, professional, regular coaching capacity for any other person (adult or Minor Athlete) at a USATT Affiliated Member Club;
5. All adults in any way coaching and/or providing playing advice of any type whatsoever to a Minor Athlete at a USATT Affiliated Member Club;
6. All adults serving as an in-tournament match coach for a Minor Athlete at a USATT Sanctioned Tournament;
7. All athletes designated for the USADA required testing pool (RTP);
8. All athletes and alternates, training partners, guides, medical personnel, or other team leaders 18 years of age or older who are selected by USATT to participate in national or international competitions and/or Delegation Events; and/or are selected by USATT to train at any Olympic and Paralympic Training Center, USOPC Training Center, or USATT Training Site;
9. All USATT National Team coaches, leaders and/or chaperones;
10. All tournament officials, including umpires and referees, at USATT Sanctioned Events;
11. All persons, including Tournament Directors and Competition Managers, placed in Positions of Authority for USATT Sanctioned Events;
12. All persons serving on a medical staff and/or serving as medical trainers at USATT Affiliated Clubs or USATT Sanctioned Events;
13. All persons in a position of actual, perceived or implied authority in a USATT Affiliated Member Club, including (but not limited to) owners, directors, and employees;

14. All persons credentialed as a member of the working media for USATT Sanctioned Events;
15. All independent contractors and volunteers providing support to USATT which involves direct interaction with the USATT membership, as well as patrons and participants of USATT Affiliated Member Clubs or sanctioned events;
16. Assistants, or personal care assistants who are funded, have a contractual obligation with, or are credentialed by a NGB, or otherwise have regular contact with NGB athletes; and
17. All other adult members, including athletes, of USATT who could reasonably be considered as having regular contact athletes who are minors at a USATT Member Club and/or a USATT Sanctioned Tournament.

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3. Timing of Training

Adult Participants must complete this training upon the earliest occurrence of the following:

a. Before regular contact with an amateur athlete who is a minor begins; or

b. Within the first 45 days of either initial membership or upon beginning a new role subjecting the adult to this policy.

4. Refresher Training

The above listed Adult Participants and Additional Persons (Listed in Paragraph 2 above) must complete a refresher course on an annual basis (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 (every twelve months) if they meet the criteria for A(1).

B. Minor Athlete Training

1. Every twelve months, USATT and USATT's Affiliated Member Clubs must offer, subject to parental consent, free training to Minor Athletes on the prevention and reporting of child abuse, including course material presented by the US Center for SafeSport at safesporttrained.org.

C. Parent Training

1. Every twelve months, USATT and USATT's Affiliated Member Clubs must offer free training to parents on the prevention and reporting of child abuse, including course material presented by the US Center for SafeSport at safesporttrained.org.

D. Volunteer Training

1. USATT requires that all Adult Participants serving in a volunteer capacity, who will not have regular contact with or authority over an amateur athlete who is a minor at national level table tennis events to undertake and complete Volunteer Course presented by the US Center for SafeSport. Those volunteers in a position of regular contact with or authority over an amateur athlete who is a minor will be required to complete the *SafeSport Trained Core*.

E. Exemptions and Accommodations

1. 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.

2. Exemptions to the online training requirement may be requested by survivors of abuse and misconduct. Survivors of abuse can request an exemption by contacting USATT or can choose to contact the Center directly to request an exemption at exemptions@safesport.org. All exemptions granted by the Center or USATT in this category are considered indefinite and do not need to be re-requested every year.

3. 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 USATT. USATT will determine whether to grant the exemption. If USATT grants the exemption, USATT will track the exemption to ensure it is appropriately applied to the individual's membership status. USATT must preserve documentation that the exemption was granted and for what duration.

4.. 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. USATT will work in conjunction with the US Center for SafeSport on developing reasonable and appropriate accommodations, and track any exemptions, for persons with disabilities and individuals with limited English proficiency to satisfy these training requirements.

REQUIREMENTS FOR EDUCATION & TRAINING AND PREVENTION POLICIES

A. Education & Training

1. USATT must track whether Adult Participants under its jurisdiction complete the required training under the MAAPP Education & Training policy of the USATT Safe Sport Policy.

2. USATT and/or USATT's Affiliated Member Clubs shall, every twelve 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, USATT must track a description of the training and how the training was offered and provided to Minor Athletes.
b. USATT will not, however, track individual course completions of Minor Athletes.

3. USATT and/or USATT's Affiliated Member Clubs shall, every twelve months , offer training to parents on the prevention and reporting of child abuse.

a. With respect to training offered to parents, USATT will track a description of the training and how the training was offered and provided to parents.

b. USATT will not track individual course completions of parents.

B. Required Prevention Policies and Implementation

1. USATT shall develop minor athlete abuse prevention policies to limit one-on-one interactions between an amateur athlete who is a minor and an Adult Participant (the "MAAP Policies") in the areas set out below:

a. Meetings

b. 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. USATT's MAAP Policies must be approved by the US Center for SafeSport. 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. USATT and the USOPC may choose to implement stricter standards than the model policies.

3. USATT must require that all USATT affiliated Member Clubs implement the MAAP Policies set out in this document.

4. USATT requires that each Member Club implement USATT's MAAP Policies for all In-Program Contact.

a. USATT requires that Member Clubs implement USATT's MAAP Policies at sanctioned events and facilities partially or fully under USATT's or the Member Club's jurisdiction. USATT shall take proactive steps to ensure the policies are implemented and followed.

b. For In-Program Contact that occurs outside a USATT and/or Member Club's 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. USATT shall establish and disseminate a reporting mechanism to accept reports that an Adult Participant is violating USATT's MAAP Policies. USATT shall investigate and resolve any reports

received, unless the violation is reported to the Center and it exercises jurisdiction over the report, in accordance with the Policies and Procedures established in USATT's SafeSport Policy. This requirement is in addition to requirements to report abuse under the SafeSport Code.

C. Policy Approval and Submission Process

1. USATT shall submit the organization's MAAP Policies to the Center for review and approval. The Center is empowered to approve, approve with modifications, or deny the policies. If the Center denies the proposed policy, the Center's mandatory components of Part III become USATT's Policies until the Center approves such Policies.

2. USATT requires that all affiliated Member Clubs and National Member Organizations implement the full MAAP Policies of USATT.

3. The mandatory components of the Center's MAAP Policies will serve as the default policy for any organization that fails to develop its own policy as required by this section.

4. Any changes made to the USATT MAAPP 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 USATT from the Center.

USATT POLICIES FOR ONE-ON-ONE INTERACTIONS BETWEEN ADULTS AND MINOR ATHLETES

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.

A. EXCEPTIONS

1. Close in Age Exception

One-on-One In Program Contact between an Adult Participant and a Minor Athlete is permitted if:

a. The Adult Participant has no authority over the Minor Athlete; and
b. The Adult Participant is not more than four (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. Exception for Adult Participant Personal Care Assistant Working with a Minor Athlete

One-On-One In-Program Contact between Adult Participants, who also assist an athlete with activities of daily living and preparation for athletic participation, and a Minor Athlete is permitted if:

a. The Minor Athlete's parent/guardian has provided written consent to USATT and/or the USATT Affiliated Member Club for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
b. The Adult Participant Personal Care Assistant has complied with USATT's Education and

Training Policy; and

c. The Adult Participant Personal Care Assistant has complied with USATT's criminal background screening policy.

3. Exception for Dual Relationships

One-On-One In-Program Contact between an Adult Participant and a Minor Athlete is permitted if:

a. The Adult Participant has a relationship with the Minor Athlete that is outside of the table tennis sport program; and

b. The Minor Athlete's parent/guardian has provided written consent to USATT and/or the USATT Affiliated Member Club, at least every twelve months, specifically allowing for one-one-one In-Program Contact between the Adult Participant and the Minor Athlete. The consent must identify for which Required Prevention Policies the parent/guardian is allowing the one-on-one In-Program Contact.

4. Exception for Emergency Circumstances

An Exception exists for all USATT Minor Athlete Abuse Prevention Policies if the Adult Participant must violate such Policies due to an emergency. Adult Participants are required to carefully consider whether the specific circumstances meet the threshold of an "emergency," and such Adult Participants should document the emergency circumstances in accordance with USATT or USATT Affiliated Member Club protocol set out below.

a. At the earliest opportunity available and, in no case later than 24 hours after the incident, the Adult Participant must prepare a detailed written description of (i) the nature of the emergency circumstances; (ii) the action taken by the Adult Participant; and (iii) the current status of the situation.

b. At the earliest opportunity available and, in no case later than 24 hours after the incident, the Adult Participant must email the detailed written description of the emergency circumstances to USATT's Athlete Protection Officer (mark.thompson@usatt.org) (719-329-4200). The APO then shall then immediately notify the parent and/or legal guardian for the minor athlete of these emergency circumstances, the action taken, and the current status of this matter.

B. PARENT TRAINING

Parent Training: USATT recommends that parents/guardians take training on child abuse prevention, including the free Parent Course at safesporttrained.org, before providing consent to the above noted exceptions.

MEETINGS BETWEEN ADULT PARTICIPANTS AND MINOR ATHLETES

Sexual abuse often happens when children are alone with their abusers. USATT's Policies and Rules for meetings seeks to limit one-on-one interactions between children and adults, including mental health care professionals and licensed health care providers.

A. USATT POLICIES FOR MEETINGS BETWEEN ADULT PARTICIPANTS AND MINOR ATHLETES

1. Observable and Interruptible

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

2. Meetings with Licensed Mental Health Care Professionals and Health Care Providers (Other Than Athletic Trainers)

   NOTE: Athletic Trainers who are covered under this Policy must follow the "Manual Therapy and Therapeutic and Recovery Modalities" Policy.

   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 on-on-one with a Minor Athlete at a sanctioned event or a facility, which is partially or fully under the jurisdiction of USATT and/or a USATT Affiliated Member Club, 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. USATT and/or the USATT Affiliated Member Club 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. PARENT TRAINING

   USATT recommends that parents/guardians receive the US Center for SafeSport 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 BETWEEN ADULT PARTICIPANTS AND MINOR ATHLETES

A. USATT POLICIES FOR INDIVIDUAL TRAINING SESSIONS

1. Observable and Interruptible

   Adult Participants must ensure that all In-Program individual training sessions with a Minor Athlete are 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;

3. Parent Observation

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

4. Monitoring

Where reasonably feasible, USATT recommends that, 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 USATT's and/or a USATT Affiliated Member Club's 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.

C. PARENT TRAINING

USATT recommends that parents/guardians receive the U.S. Center for SafeSport 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 MODALITIES BETWEEN ADULT PARTICIPANTS AND MINOR ATHLETES

A. USATT POLICIES FOR IN-PROGRAM MANUAL THERAPY AND THERAPEUTIC AND RECOVERY MODALITIES

NOTE: 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.

NOTE: Only the emergency exception applies within this policy.

1. Manual Therapy and Therapeutic Modalities and Recovery Modalities

All In-Program manual therapy and therapeutic modalities and recovery modalities of a Minor Athlete must:

a. Be observable and interruptible; and

b. Have another Adult Participant physically present for the manual therapy and therapeutic modalities and recovery modalities; and

c. Have documented consent as explained in Subsection (2) below; and

d. Be performed with the Minor Athlete fully or partially clothed, ensuring that the breasts, buttocks, groin, or genitals are always covered; and

e. Allow parents/guardians in the room as an observer, except for competition or training venues that limit credentialing; and

f. The provider must narrate the steps in the modality before taking them, seeking assent of the Minor Athlete throughout the process.

2. Consent

a. Providers of manual therapy and therapeutic modalities and recovery modalities must obtain consent annually from Minor Athletes' parents/guardians before providing any manual therapy and therapeutic modalities and recovery modalities

b. Minor Athletes or their parents/guardians can withdraw consent at any time.

3. Techniques to Reduce Physical Touch

When possible, providers of manual therapy and therapeutic modalities and recovery modalities must use techniques designed and intended to reduce physical touch of Minor Athletes.

4. Mandatory Licensing for Providers

Providers of manual therapy and therapeutic modalities and recovery modalities must be properly licensed in order to administer a manual therapy and therapeutic modalities and recovery modalities.

5. Prohibition Against Coaches Providing Massages

USATT Certified Coaches, regardless of whether they are licensed massage therapists, are prohibited from providing massages to Minor Athletes.

B. PARENT TRAINING

USATT recommends that parents/guardians receive the US Center for SafeSport education and training on child abuse prevention before providing consent for their Minor Athlete to receive manual therapy and therapeutic modalities and recovery modalities.

LOCKER ROOMS AND CHANGING AREAS

A. USATT POLICIES FOR IN-PROGRAM CONTACT IN LOCKER ROOMS, CHANGING AREAS OR SIMILAR SPACES

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 clothes or behave in a manner that intentionally or recklessly exposes their breasts, buttocks, groins, or genitals to a Minor Athlete.

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. USATT and/or a USATT affiliated Member Club and the Adult Participant(s) must abide by this request.

3. Media and Championship Celebrations in Locker Rooms

USATT 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. USATT and/or a USATT affiliated Member Club 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 for the exception for Adult Participant Personal Care Assistants.

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

c. USATT and /or an Affiliated Member Club 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 the jurisdiction of USATT and/or a USATT Affiliated Member Club;

d. USATT and/or the USATT affiliated Member Club 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 USATT's jurisdiction and/or the jurisdiction of a USATT affiliated Member Club.

ELECTRONIC COMMUNICATIONS BETWEEN ADULT PARTICIPANTS AND MINOR ATHLETES

A. USATT POLICIES FOR ONE-ON-ONE ELECTRONIC COMMUNICATIONS

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.

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 another Adult Participant, the Minor Athletes' parents/guardians, or another adult family member of the Minor Athlete.

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 USATT and/or a USATT affiliated Member Club or an Adult Participant subject to this policy not contact their Minor Athlete through any form of electronic communication. USATT and/or the USATT affiliated Member Club and the Adult Participant must abide by any request to discontinue, absent emergency circumstances.

5. Hours

Electronic communications can 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.

6. Social Media Connections

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

TRANSPORTATION

A. USATT POLICIES FOR ONE-ON-ONE IN-PROGRAM TRAVEL

1. Observable and Interruptible

All In-Program Travel involving Minor Athlete(s) related to table tennis activities must be observable and interruptible, unless an exception exists.

2. Transportation

a. An Adult Participant cannot transport a Minor Athlete one-on-one during In-Program travel unless the Adult Participant has advance, 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. An Adult Participant meets the In-Program transportation requirements if the Adult Participant is accompanied by another Adult Participant or at least two minors who are at least eight years of age.

c. Written consent from a Minor Athlete's parent/guardian is required on an annual basis for all transportation sanctioned, authorized or funded by USATT and/or Affiliated Member Clubs. Parents/Guardians or Minor Athlete(s) can withdraw consent at any time.

B. PARENT TRAINING

USATT recommends that parents/guardians receive the US 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.

C. SHARED OR CARPOOL TRAVEL ARRANGEMENT

USATT recommends that parents/guardians pick up their Minor Athlete first and drop off their Minor Athlete last in any shared or carpool travel arrangement.

LODGING AND RESIDENTIAL ENVIRONMENTS

A. USATT POLICIES FOR ONE-ON-ONE IN-PROGRAM LODGING AND RESIDENTIAL ENVIRONMENTS

1. Hotel Rooms and Other Sleeping Arrangements

a. All In-Program Contact at a hotel or lodging site and long-term residential environments, including lodging at training sites and billeting, between an Adult Participant and a Minor Athlete must be observable and interruptible.

b. 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 USATT and/or an Affiliated Member Club or Adult Participant with advance, written consent for each specific lodging arrangement.

c. Written consent from a Minor Athlete's parent/guardian must be obtained for all In-Program lodging at least annually. Parents/Guardians or Minor Athlete(s) can withdraw consent at any time.

2. Monitoring or Room Checks During In-Program Travel

If the USATT and/or an Affiliated Member Club 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.

3. Additional Requirements for Lodging Authorized or Funded by USATT and/or a USATT Affiliated Member Club

a. Adult Participants traveling with USATT and/or a USATT Affiliated Member Club must sign USATT's lodging policy at least annually.

b. Adult Participants that travel overnight with Minor Athlete(s) are assumed to have Authority over Minor Athlete(s) and thus must comply with USATT's Education & Training Policy, unless the Adult Participant meets the Close-in-Age exception.

B. PARENT TRAINING

USATT recommends that parents/guardians receive the US Center for SafeSport education and training on child abuse prevention before providing consent for lodging arrangements under this policy.

ADDITIONAL USATT 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, cannot 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, cannot 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 cannot 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.

V. REPORTING AND DISCIPLINE

A. APPLICATION

USATT Safe Sport Reporting Policy Applies to All Participants as Defined by the SafeSport Code for the U.S. Olympic and Paralympic Movements.

B. ATHLETE PROTECTION OFFICER

1. USATT shall designate an Athlete Protection Officer ("APO"), who shall be appointed by the CEO, after consultation with the Chair of the Board, and with the approval of the Board.

2. The APO's name and contact information shall be posted on USATT's website in a prominent position.

    a. Current Name and Contact Information for USATT APO:
        i. Mark Thompson (Mark.Thompson@USATT.org) (719-329-4200)

3. Unless otherwise specifically stated in the USATT Safe Sport Policy or in the SafeSport Code, in all Safe Sport matters reported under the Policy or Code ["Reports of Misconduct"], USATT's APO is charged with the responsibility of following and implementing all USATT Safe Sport Response and Resolution Protocols, including the preliminary investigation, evaluation, jurisdictional determination, and processing of a Report of Misconduct.

4. In the discharge of his or her required duties, the APO shall be free to consult with the Chief Executive Officer, the Chair of the Board, USATT legal counsel, outside counsel, and such other USATT officers, officials and experts as he or she deems appropriate.

5. With the approval of the CEO, the APO shall have the authority on behalf of USATT to retain an independent Special Investigator to undertake the APO's duties in a SafeSport report or complaint if such is deemed appropriate and/or necessary for any reason including potential conflicts of interest.

6. If the APO is the subject of a Report or Complaint under this Policy, the CEO shall appoint an independent Special Investigator to undertake the duties of the APO.

C. REPORTING POLICY

THERE ARE NO FEES WHATSOEVER ASSOCIATED WITH SUBMITTING A REPORT OF MISCONDUCT TO THE US CENTER FOR SAFESPORT OR TO USATT.

1. Child Abuse

An adult participant who learns of information and reasonably suspects that a child has suffered an incident of child abuse, including sexual abuse shall immediately make a report of the suspected abuse to: (i) Law Enforcement; (ii) the US Center for SafeSport; and the (iii) the USATT Athlete Protection Officer.

a. Law Enforcement

i. The agency designated by the Attorney General, consistent with federal requirements set forth in Section 226 of the Victims of Child Abuse Act of 1990 (34 U.S.C. Section 20341).

ii. Applicable State Law Enforcement agency; learn more about this requirement by visiting https://www.childwelfare.gov/topics/responding/reporting.

b. US Center for SafeSport

i. Through the USCSS online reporting form: **(Report a SafeSport Concern | U.S. Center for SafeSport (www.uscenterforsafesport.org).**

ii. By Phone at 833-587-7233 during regular business hours (Monday-Friday, 9:00 am MT – 5:00 pm MT.)

Reporting such conduct to the Center does not satisfy an Adult Participant's obligation to report to law enforcement or other appropriate authorities consistent with Section 226 of the Victims of Child Abuse Act of 1990 (34 U.S.C. Section 20341).

2. Sexual Misconduct

USATT and the US Center for SafeSport encourages ANYONE who experiences or becomes aware of an incident of Sexual Misconduct to immediately report the incident to: (i) the Center; (ii) law enforcement if the matter involves possible criminal conduct; and (iii) the USATT Athlete Protection Officer. If an Adult Participant reasonably suspects that an incident(s) of Sexual Misconduct has occurred, they must immediately report the incident(s) to the US Center for SafeSport and the USATT Athlete Protection Officer.

3. Emotional and Physical Misconduct

Adult Participants are required to report to the USATT Athlete Protection Officer any and all emotional and physical misconduct (including bullying, stalking, hazing and harassment) prohibited under the Code and/or the USATT SafeSport Policy.

4. Violations of the Minor Athlete Abuse Prevention Policy

Adult Participants are required to report to the Center and the USATT Athlete Protection Officer violations of USATT's MAAP Policy, including alleged violations of the one-on-one observable and interruptible standard regarding In-Program contact between an adult participant and a minor athlete.

4. Criminal Disposition

Adult Participants are required to report to the Center and the USATT Athlete Protection Officer Criminal Charge(s) and Disposition(s) involving sexual misconduct or misconduct involving Minors.

5. Misconduct Related to Process

Adult Participants are required to report to the US Center for SafeSport and the USATT Athlete Protection Officer any suspected incident(s) of:

a. Aiding and Abetting;

b. Abuse of Process; and/or

c. Retaliation

6. Policy Violations

Adult Participants are required to report to the USATT Athlete Protection Officer any and all policy violations, including violations of USATT's MAAP Policies.

D. HOW TO REPORT

1. HOW TO REPORT TO THE US CENTER FOR SAFESPORT

USATT encourages Participants to report all potential SafeSport violations directly to the **US Center for SafeSport (Report a SafeSport Concern | U.S. Center for SafeSport (www.uscenterforsafesport.org).** Please note that it is mandatory to report allegations of child abuse, sexual abuse and/or sexual misconduct to the Center.

2. HOW TO REPORT TO USATT

USATT will take a Report of Misconduct in the way that is most comfortable for the person initiating a report including an anonymous, in-person, verbal or written report. Regardless of how one chooses to report, it is helpful to USATT for individuals to provide, at a minimum, (1) the name of the complainant(s); (2) the type of misconduct alleged and the name(s) of the individual(s) alleged to have committed the misconduct.

USATT will immediately report any allegations of child abuse or inappropriate sexual acts towards a minor directly to the appropriate law enforcement officials. USATT will report all matters under the exclusive jurisdiction of the US Center for SafeSport, including any allegations of inappropriate sexual conduct or any allegations of inappropriate conduct towards a minor, to the US Center for SafeSport within 24 hours of receiving such a report.

a) Athlete Protection Officer

Individuals reporting child physical or sexual abuse or other misconduct may call, mail, fax or email USATT's Athlete Protection Officer, Mark Thompson (mark.thompson@usatt.org) whose contact information can also be found at: https://www.teamusa.org/usa-table-tennis/athlete-safety/safe-sport. The APO may request that the reporting person submit a Reporting Form, described below.

b) Reporting Form

Individuals reporting child physical or sexual abuse or other misconduct may complete an Incident Report Form, which can be found at: https://www.teamusa.org/usa-table-tennis/athlete-safety/safe-sport. Information on this form includes:

1) The name(s) of the complainant(s)
2) The type of misconduct alleged
3) The name(s) of the individual(s) alleged to have committed the misconduct
4) The approximate dates the misconduct was committed
5) The names of other individuals who might have information regarding the alleged misconduct
6) A summary statement of the reasons to believe that misconduct has occurred

USATT accepts anonymous reports. USATT will also withhold a known complainant's name, upon request, to the extent permitted by law.

Note: Reporting Peer-to-Peer Sexual Abuse
Approximately 1/3 of all child sexual abuse occurs at the hands of other children and the obligation to report extends to peer-to-peer child sexual abuse. Whether or not a sexual interaction between children constitutes child sexual abuse turns on the existence of an aggressor, the age difference between the children, and/or whether there is an imbalance of power or intellectual capabilities. **If Participants have any concerns that an interaction between children may constitute sexual abuse, report it *immediately* to the appropriate law enforcement authorities.**

3. CONFIDENTIALITY, ANONYMOUS REPORTING AND BAD-FAITH ALLEGATIONS

a) Confidentiality

To the extent permitted by law, and as appropriate, USATT will keep confidential the complainant's name on request, not make public the names of potential victims, the accused perpetrator or the people who made a report of child physical or sexual abuse to the authorities.

b) Anonymous Reporting

USATT recognizes it can be difficult to report an allegation of misconduct and strives to remove as many barriers to reporting as possible. Anonymous reports may be made without the formality of completing an Incident Report Form:

- By completing the Reporting Form without including their name
- By expressing concerns verbally
- Through email, texts or notes.

However, anonymous reporting may make it difficult for USATT to investigate or properly address allegations.
All reported suspicions of child physical or sexual abuse will be reported to the appropriate law enforcement authorities, if sufficient information is provided.

c) No Retaliation

Regardless of outcome, USATT will support the complainant(s) and his or her right to express concerns in good faith. USATT will not encourage, allow or tolerate attempts from any individual to retaliate, punish, allow or in way harm any individual(s) who reports a concern in good faith. Protection from retaliation includes any potential retaliatory actions before, during, or after the reporting process and is applicable whether the investigation is under the jurisdiction of USATT or the US Center for SafeSport. Such actions against a complainant will be considered a violation of this policy and grounds for disciplinary action. Any allegations of retaliation should be reported using the same process as for reporting an initial concern.

d) Bad-Faith Allegations

A report of abuse, misconduct or policy violations that is malicious, frivolous or made in bad faith is prohibited. Such reports will be considered a violation of this policy and grounds for disciplinary action. Depending on the nature of the allegation, a person making a malicious, frivolous or bad-faith report may also be subject to civil or criminal proceedings.

4. DISCIPLINE

USATT will address allegations against constituents under USATT Bylaw Articles X and X-A, and the Supplemental Hearing Procedural Rules of the Ethics and Grievance Committee.

E. RESPONDING TO REPORTS OF MISCONDUCT

USATT shall refer each Report of Misconduct to the US Center for SafeSport, which may, at its sole discretion, assume jurisdiction over the matter.

In appropriate circumstances, USATT has the authority to submit Reports of Misconduct to USATT Member Clubs to resolve in accordance with the rules, regulations policies and procedures of such Member Club. USATT will exercise this authority only if a decision requires the interpretation of rules, regulations, policies and procedures of such Member Club.

USATT may also contact any law enforcement agency that is conducting its own investigation to inform that agency that the USATT and/or the US Center for SafeSport is also investigating, to ascertain the status of the criminal investigation, and to determine the extent to which any evidence collected by law enforcement may be available to USATT in its investigation.

At the request of law enforcement, USATT may delay its investigation temporarily while an external law enforcement agency is gathering evidence. USATT will resume its investigation when notified that law enforcement has completed the evidence gathering stage of its criminal investigation. USATT may also provide some or all of its case information, documentation, or evidence to law enforcement.

1. Allegations of Misconduct Other Than Child Physical or Sexual Abuse

On receipt of an allegation of misconduct, as defined in USATT's SafeSport Policy, that does not involve child physical or sexual abuse, USATT shall determine the appropriate steps to address the conduct based on several factors, including (i) the age of the complainant or victim, (ii) the age of the accused and (iii) the nature, scope and extent of the allegations. Such steps may include, without limitation:

a) The collection of additional information from the individual in question, other individuals with potential knowledge or evidence of the incident or the accused individual;
b) Formal investigation and hearing; and/or
c) Retention of legal counsel or investigation services to investigate and/or make a recommendation as to whether a violation of the relevant policy has occurred and/or a recommendation as to the appropriate sanction.

2. Allegations of Serious Misconduct Including Child Physical or Sexual Abuse

Where serious allegations of misconduct are at issue (e.g., child physical and sexual abuse as defined in our SafeSport Policy), **USATT shall refer the matter to the US Center for SafeSport,** which may assume jurisdiction over the matter. In addition, USATT may elect in its discretion to undertake a full investigation and hearing before determining the appropriate disciplinary action. This investigation and/or hearing will in no way interfere with an ongoing criminal investigation or prosecution.

F. PROCEDURES

1. Suspension Before Final Resolution

If the reported complaint indicates that an individual's continued employment, membership or participation poses a risk of ongoing physical or emotional harm, USATT may wish to suspend the accused individual pending final resolution of the complaint to eliminate any danger to an athlete, sport participant or other individual. In such instances, USATT will provide the individual with notice and offer her/him an opportunity to contest the suspension.

USATT may suspend the accused individual where there is a reasonable belief that the individual has committed emotional, physical or sexual misconduct. Evidence which may be found sufficient to support a reasonable belief includes, at a minimum:

a) the suspension or termination of employment or membership by a national governing body or other sport organization
b) an Incident Report Form with specific and credible information
c) other legal documentation or report supporting a reasonable belief that the individual has committed emotional, physical or sexual misconduct, including abuse of a child (e.g., a criminal indictment).

For the purposes of this Policy, a suspension from sport involvement shall mean that for the duration of the period of suspension, the accused individual may not participate in any capacity or in any role in the business, events, or activities of USATT, including events or activities sanctioned by USATT.

Any suspension before final resolution may be appealed to the American Arbitration Association (AAA) at the written request of the accused individual within 14 days of the suspension.

2. Investigation

As appropriate, and at its discretion, USATT may institute a formal investigation and hearing procedure to address serious allegations of misconduct (e.g., physical and sexual misconduct). However, USATT anticipates that an investigation and hearing will be undertaken to address only the most serious allegations and patterns of behavior that warrant significant sanctions. Accordingly, USATT anticipates that this disciplinary procedure will be used rarely.

If an investigation is conducted, the complainant, victim and accused individual shall have the right to:

a) Receive written notice of the report or complaint, including a statement of allegations (note: the name of the alleged victim may be redacted.)
b) Present relevant information to the investigator(s)
c) Legal counsel, at his or her own expense

3. Procedural Safeguards

In every case where a hearing is warranted pursuant to this Policy, an adjudication shall be conducted that shall in all cases comply with USATT's bylaws. The adjudication shall further conform to the provisions and principles set out hereafter. However, deviations in one or more of the procedural safeguards are permitted, provided the following conditions are satisfied:

a) The individual is informed of the allegations and evidence brought against him or her

b) The individual is given a reasonable opportunity to respond to the allegations brought forward
c) The individual may be represented by legal counsel at his or her expense
d) The panel member(s) who make the determination are free of conflicts of interests and render an unbiased decision
e) There is a right to appeal the panel's decision.

4. Preliminary Determination

On receipt of a disclosure and/or additional information made pursuant to this Policy, if the Athlete Protection Officer has determined that there is a sufficient reasonable, reliable and persuasive evidence to support the complaint alleging emotional, physical or sexual misconduct, he or she shall notify the CEO who, in consultation with the General Counsel, shall refer the matter to the USATT Ethics & Grievance Committee, which will appoint a Hearing Panel pursuant to Bylaw Articles X and X-A, and the Supplemental Hearing Procedural Rules of the Ethics and Grievance Committee. The Hearing Panel will include at least one member of USATT's Athletes' Advisory Council.

5. Notice

The accused individual will be notified of a specific date and time to ensure that he or she is available for the hearing. Unless the Hearing Panel requires the individual to attend the hearing in person, the individual may appear by telephone conference call. The individual has the right to be represented by legal counsel at the hearing, provided that the counsel's participation may be subject to the reasonable hearing rules related to the conduct of the hearing.

6. Timing

The Hearing Panel shall have the authority to set timelines and other rules regarding the proceeding and the conduct of the hearing, as it deems necessary. On request of the accused individual, and provided that it is necessary to expedite the proceeding to resolve a matter relating to scheduled training or competition, the Hearing Panel may render an expedited determination.

7. Evidence

At the hearing, the accused individual will be allowed to present any reasonable evidence or argument that he or she wishes the Panel to consider. The Panel may require or permit documentary evidence, such as the written report of any investigator or other fact-finder, before the hearing and that the names of any witnesses be disclosed before the hearing. The Panel may also consider another organization's determination as evidence to be considered.

If the complainant/alleged victim(s) is a minor, the investigator's or other fact-finder's report may substitute for the minor witness's direct testimony, provided that the accused had an opportunity to present and respond to relevant information collected during the investigation and before the report was transmitted to the Hearing Panel.

The Hearing Panel may proceed in the accused individual's absence if it cannot locate the individual or if the individual declines to attend the hearing.

8. Findings and Sanctions

The Panel has the discretion to impose sanctions on the individual if it finds based on a preponderance of the evidence that emotional, physical or sexual misconduct has occurred.

The Panel will communicate its finding to the individual. The Panel may impose sanctions on the individual in its findings.

Any sanctions imposed by the Panel against the individual must be proportionate and reasonable, relative to the content that is found to have occurred. The decision regarding the appropriate sanction shall be up to the panel deciding each complaint. In imposing a sanction, the Hearing Panel shall consider:

a) The legitimate interest of USATT in providing a safe environment for its participants
b) The seriousness of the offense or act
c) The age of the accused individual and alleged victim when the offense or act occurred
d) Any information produced by the accused individual, or produced on behalf of the individual, in regard to the individual's rehabilitation and good conduct
e) The effect on USATT's reputation
f) Whether the individual poses an ongoing concern for the safety of USATT's athletes and participants
g) Any other information, which in the determination of the Panel, bears on the appropriate sanction

Sanctions may range from a warning and a reprimand to suspension from sport involvement with USATT for a period of time. Suspensions from sport involvement with USATT may be temporary or permanent. The most severe sanction possible to impose will be permanent suspension from sport involvement and expulsion from USOC activities and facilities.

For the purposes of this Policy, a suspension from sport involvement shall mean that, for the duration of the period of the suspension, the accused individual may not participate in any capacity or in any role in any business, events, or activities conducted or sanctioned by USATT or by any Member Club or Affiliate Club. No Member Club or Affiliate Club shall affiliate itself with any individual suspended from sport involvement or allow such individual to participate in any capacity in any of its business, events, or activities.

In the event that the allegation is made against an athlete, the Athlete Protection Officer will communicate its findings to the Hearing Panel.

9. Confidentiality

The conduct of the hearing will be private. If the Panel determines that the individual has violated policy, it may publish its decision or a brief summary of its decision, unless the accused is a minor. However, if the individual appeals, the summary of the panel's decision will not be disclosed until an appellate decision has been made.

If the Panel determines the accused individual did not violate the relevant policy, the panel will publish a summary only at the individual's written request.

10. Appeal

If the individual disagrees with the finding or sanction of the Panel and wishes to appeal, he or she may file an appeal with the AAA within 14 days of USATT's finding. A decision rendered by the AAA shall be final and binding on all parties.

G. USATT ANNUAL ATHLETE SAFETY REPORT

1. Maintenance of Annual Athlete Safety Report

USATT shall maintain annual records tracking Safe Sport Reports of Misconduct. Such reports shall include:

a) Date of Initial Report of Misconduct;
b) General Descriptive Nature of the Report of Misconduct;
c) Jurisdiction of the Report of Misconduct;
d) Status of the Case, if ongoing;
e) Date of Resolution; and
f) General Descriptive Nature of the Resolution of the Case, if resolved;

USATT Member Clubs are required to report to USATT any Reports of Misconduct that are processed at the Member Club Level. Such reports shall be included in the USATT Annual Athlete Safety Report.

USATT's Athlete Protection Officer shall provide the Annual Safe Sport Policy Report to the USATT Board of Directors on the first Board Meeting of the Calendar Year.

VI. SAFE SPORT COMPLIANCE AND TRAINING PROTOCOL

A. Introduction

USA Table Tennis is committed to maintaining a safe and healthy environment in which our members and athletes can train and compete.

As a part of this effort, USATT Safe Sport Policy requires that Adult Participants, as defined in USATT's Safe Sport Policy, who hold, or are seeking to hold, certain Positions of Authority ("POA"), must become fully **Safe Sport Compliant**.

Furthermore, Adult Participants who have regular contact with and/or authority over minor-aged athletes must become **Safe Sport Trained**.

B. Safe Sport Compliant – Adult Participants in Positions of Authority

USATT Safe Sport Policy requires that Adult Participants, who hold, or are seeking to hold, Positions of Authority ("POA"), must become **fully Safe Sport Compliant**.

1. "Adult Participant"

USATT Safe Sport Policy defines an Adult Participant as any adult (18 years of age or older) who is:

a. A member or license holder of USATT and/or a USATT Affiliated Member Clubs;
b. An employee or board member of USATT and/or a USATT Affiliated Member Club;
c. Within the governance or disciplinary jurisdiction of USATT and/or USATT Affiliated Member Clubs;
d. Authorized, approved, or appointed by USATT and/or USATT Affiliated Member Clubs to have regular contact with or authority over Minor Athletes.

2. USATT Positions of Authority Requiring Full Safe Sport Compliance

A. USATT Positions of Authority requiring Full Safe Sport Compliance are:

1. All persons authorized, approved or appointed by USATT: (i) to a Position of Authority over athletes, or (ii) to have frequent contact with athletes;
2. All USATT office staff, members of the Board of Directors, and Committee Members;
3. All USATT Certified Coaches;
4. All adults acting in an official, professional, regular coaching capacity for any other person (adult or Minor Athlete) at a USATT Affiliated Member Club;
5. All adults in any way coaching and/or providing playing advice of any type whatsoever to a Minor Athlete at a USATT Affiliated Member Club;
6. All adults serving as an in-tournament match coach for a Minor Athlete at a USATT Sanctioned Tournament;
7. All athletes designated for the USADA required testing pool (RTP);
8. All athletes and alternates, training partners, guides, medical personnel, or other team leaders 18 years of age or older who are selected by USATT to participate in national or international competitions and/or Delegation Events; and/or are selected by USATT to train at any Olympic and Paralympic Training Center, USOPC Training Center, or USATT Training Site;
9. All USATT National Team coaches, leaders and/or chaperones;
10. All tournament officials, including umpires and referees, at USATT Sanctioned Events;

11. All persons, including Tournament Directors and Competition Managers, placed in Positions of Authority for USATT Sanctioned Events;
12. All persons serving on a medical staff and/or serving as medical trainers at USATT Affiliated Clubs or USATT Sanctioned Events;
13. All persons in a position of actual, perceived or implied authority in a USATT Affiliated Member Club, including (but not limited to) owners, directors, and employees;
14. All persons credentialed as a member of the working media for USATT Sanctioned Events;
15. All independent contractors and volunteers providing support to USATT which involves direct interaction with the USATT membership, as well as patrons and participants of USATT Affiliated Member Clubs or sanctioned events;
16. Assistants, or personal care assistants who are funded, have a contractual obligation with, or are credentialed by a NGB, or otherwise have regular contact with NGB athletes; and
17. All other adult members, including athletes, of USATT who could reasonably be considered as having regular contact athletes who are minors at a USATT Member Club and/or a USATT Sanctioned Tournament.

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3. Volunteers at USATT Sanctioned Events

A. All volunteers at USATT Sanctioned Events who hold Positions of Authority at such an Event, as defined by the USATT Safe Sport Policy, must be fully Safe Sport Compliant. Volunteers at USATT Sanctioned Events, who do not hold Positions of Authority as defined by the USATT Safe Sport Policy, but who are required as a part of their role or duties as a Volunteer at such Event to interact with Minor Athletes, or who could be reasonably expected to have direct interaction with Minor Athletes, must be SafeSport Trained. Volunteers who serve in operational positions for the set up or tear down of a USATT Sanctioned Event, only, and who do not have a reasonable expectation of interacting with Minor Athletes are not required to be Safe Sport Compliant or SafeSport Trained.

4. Other Circumstances Requiring Full Safe Sport Compliance

A. Other Circumstances Requiring Full Safe Sport Compliance include:

1. Each USATT Training Site shall require Full Safe Sport Compliance, including criminal background checks, as set out in the USATT Safe Sport Policy, for those individuals it formally authorizes, approves or appoints (a) to serve in a position of authority over athletes, or (b) to have regular contact with athletes.

5. Full Safe Sport Compliance

Full SafeSport Compliance is a two-part process: (i) annual completion of SafeSport Training presented by the US Center for SafeSport at SafeSportTrained.Org; and (ii) submission to a criminal background check every two years.

a. SafeSport Training

Adult Participants holding, or seeking to hold, USATT Positions of Authority must successfully complete SafeSport Training provided by the US Center for SafeSport every year. The first time a person takes SafeSport Training, that person must complete the Core Training Course. After the first year, that person may be eligible for the Refresher Course.

b. Criminal Background Check

Adult Participants holding, or seeking to hold, USATT Positions of Authority must submit for a Criminal Background Check every two (2) years. There are certain rules and procedures related to criminal convictions that may disqualify an individual from holding certain roles at USATT, including membership. Please see the USATT Safe Sport Policy for a description of the "Red Light Review" procedure related to potentially disqualifying criminal convictions and the procedures related to the "Red Light Review" process.

6. Additional Circumstances Requiring Criminal Background Checks

A. Other Circumstances Requiring Criminal Background Checks include:

1. Contracts with third-party vendors/contractors that are (a) in a position of authority over or (b) in regular contact with athletes must include compliance with USATT criminal background check policies and protocols. The contracts shall also specify that certification must be provided by the vendor/contractor upon request by the NGB, to establish that the mandated background checks were conducted;
2. When partnering with community organizations for events, the partnership agreement shall include language regarding background check requirements. Such agreements require that the community organization upon request by USATT, to establish that the mandated background checks were conducted.

B. Prohibition Against Serving in A USATT Position of Authority Without Full Safe Sport Compliance

Persons who are not fully up to date with Safe Sport Compliance shall not serve in a USATT Position of Authority. Persons undertaking a new Position of Authority must undergo a new Criminal Background Screening prior to commencing such new role or competition.

C. Safe Sport Trained – Adult Participants Who Have Regular Contact or Authority Over Minor-Aged Athletes

Adult Participants, who do not hold USATT Positions of Authority, but who have regular contact with and/or authority over minor-aged athletes must be Safe Sport Trained.

1. "Adult Participant"

USATT Safe Sport Policy defines an Adult Participant as any adult (18 years of age or older) who is:

a. A member or license holder of USATT and/or a USATT Affiliated Member Clubs;
b. An employee or board member of USATT and/or a USATT Affiliated Member Club;
c. Within the governance or disciplinary jurisdiction of USATT and/or USATT Affiliated Member Clubs;
d. Authorized, approved, or appointed by USATT and/or USATT Affiliated Member Clubs to have regular contact with or authority over Minor Athletes.

2. "Regular Contact" With a Minor-Aged Amateur Athlete

For the purpose of USATT's Safe Sport and Minor Athlete Abuse Prevention Policy Regular Contact is defined as: ongoing interactions during a 12-month period wherein an Adult Participant is in a role of direct and active engagement with any Minor Athlete(s).

3. "Authority Over" a Minor-Aged Amateur Athlete

For the purpose of USATT's Safe Sport and Minor Athlete Abuse Prevention Policy Authority Over is defined as: 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.

4. Safe Sport Trained

Adult Participants who have regular contact with and/or authority over minor-aged athletes must successfully complete SafeSport Training provided by the US Center for SafeSport every year. The first time a person takes SafeSport Training, that person must complete the Core Training Course. After that first year, that person may be eligible to take a Refresher Course.

5. Completion of Safe Sport Training

Adult Participants who must be Safe Sport Trained must complete such training

a) at the time regular contact with a minor-age amateur athlete begins; or
b) within forty-five (45) days of becoming a USATT member; or
c) upon beginning a new role subjecting the adult to this policy.

6. Prohibition Against Having Regular Contact With or Authority Over Minor-Aged Amateur Athletes Unless Safe Sport Trained

Adult Participants are prohibited from having Regular Contact With or Authority Over minor-aged amateur athletes unless they are Safe Sport Trained.

D. MAAPP Requirement that USATT Offer Safe Sport Training to Minor Aged Members Who Are Amateur Athletes

USATT shall, subject to parental consent, annually offer and give training to USATT members who are minors regarding the prevention and reporting of child abuse.

E. Exemptions to the Training and Screening Requirements

Exemptions from the Training and Screening Requirements of USATT's SafeSport Policy may be made on a case-by-case basis for victims/survivors. Requests may be made directly to the U.S. Center for SafeSport, ngbservices@safesport.org, or to USA Table Tennis. The US Center for SafeSport will work with USA Table Tennis regarding appropriate accommodations for persons with disabilities to satisfy the training requirements herein.

VII. CRIMINAL BACKGROUND SCREENING AND RED LIGHT REVIEW

A. USATT POLICY ON CRIMINAL BACKGROUND SCREENING

1. The Purpose of USATT's Criminal Background Screening Process

The purpose of USATT's Background Check Process is to:

a) Protect USATT members, athletes and participants so that known offenders do not have access to USATT members in connection with USATT sanctioned events or activities;
b) Deter offenders that have not been caught from joining USATT programs;
c) Continue USATT's reputation as a sport where participants are protected against abuse; and
d) Help protect USATT, USATT clubs, and their respective employees and volunteers from liability that could arise from allowing a known offender to have access to members, athletes and participants.

B. USATT BACKGROUND SCREENING PROCESS – CRITERIA

1. Full background screens will include at least the following search components:

   a. Social Security Number validation;

   b. Name and address history records;

   c. Two independent Multi-Jurisdictional Criminal Database searches covering 50 states plus DC, Guam and Puerto Rico;

   d. Federal District Courts search for each name used and district where the individual currently lives or has lived during the past seven years, going back the length of time records are available and reportable;

   e. County Criminal Records for each name used and county where the individual currently lives or has lived during the past seven years, going back the length of time records are available and reportable for each county searched;

   f. National Sex Offender Registry database search of all available states, plus DC, Guam and Puerto Rico;

   g. Multiple National Watch Lists;

   h. SafeSport Disciplinary Records; and

   i. Comprehensive International Records search U.S. citizens who have lived outside of the United States for six consecutive months in any one country, during the past seven years.

2. Supplemental (off-year) background screening will include at least the following search components:

   a. Multi-Jurisdictional criminal database covering 50 states plus DC, Guam and Puerto Rico;

   b. Sex Offender Registry database searches of all available states, plus DC, Guam and Puerto Rick; and

   c. SafeSport Disciplinary Records.

3, Background screening for media personnel, and those that must be conducted by third-party vendors/contractors, will be conducted using a name-based or fingerprint-based record search in any combination that shall include at least:

a. Social Security Number validation;

b. Multi-Jurisdictional Criminal Database searches covering 50 states plus DC, Guam and Puerto Rico;

c. Federal District Courts search for each name used and district where the individual currently lives or has lived during the past seven years, going back the length of time records are available and reportable;

d. County Criminal Records for each name used and county where the individual currently lives or has lived during the past seven years, going back the length of time records are available and reportable for each county searched;

e. National Sex Offender Registry database search of all available states, plus DC, Guam and Puerto Rico; and

f. SafeSport Disciplinary Records.

g. Background Screening Review Process

C. CRIMINAL BACKGROUND SCREEN – RED LIGHT REVIEW

1. USATT initiated background screening that results in a report of a disposition or resolution of a criminal proceeding, other than an adjudication of not guilty[1], for any of the below criminal offenses will be subject to a Red Light Review regarding an individual's level of access and involvement in USATT:

a. Any felony; and

1) For purposes of these procedures, the term "felony" shall refer to any criminal offense punishable by imprisonment for more than one year.

b. Any misdemeanor involving:

1) All sexual crimes, criminal offenses of a sexual nature to include but not limited to; rape, child molestation, sexual battery, lewd conduct, possession and distribution of child pornography, possession and distribution of obscene material, prostitution, indecent exposure, public indecency, and any sex offender registrant;

a) Any participant that has been convicted of, received an imposition of a deferred sentence for, or any plea of guilty or no contest for any sexual crime, criminal offense of a sexual nature, and/or is a sex offender registrant must report this to USATT. USATT will report the same to USOPC;

[1] For the purposes of this section, a "disposition or resolution of a criminal proceeding, other than an adjudication of not guilty" shall include, but is not limited to: an adjudication of guilt or admission to a criminal violation; a plea to the charge or a lesser included offense; a plea of no contest, any plea analogous to an Alford or Kennedy plea; the disposition of the proceeding through a diversionary program; deferred adjudication; deferred prosecution; disposition of supervision; conditional dismissal; juvenile delinquency adjudication or similar arrangement; the existence of an ongoing criminal investigation; a warrant for arrest; or any pending charges.

2) Any drug related offenses;

3) Harm to a minor and vulnerable person, including, but not limited to, offenses such as child abandonment, child endangerment/neglect/abuse, contributing to the delinquency of a minor, and DUI with a minor;

4) Violence against a person (including crimes involving firearms and domestic violence);

5) Stalking, harassment, blackmail, violation of a protection order and/or threats;

6) Destruction of property, including arson, vandalism, and criminal mischief; and

7) Animal abuse or neglect.

2. Red Light Review – Determination of Affiliation, Access, or Participation

After receiving notification of a Red Light Review, USATT's Athlete Protection Officer (APO) will determine if and to what degree the individual will be:

1) affiliated with the USATT;

2) granted access to an Olympic Training Center; or

3) permitted to participate in a Delegation Event.

a. In the discharge of these duties, the APO shall be free to consult with the Chief Executive Officer, the Chair of the Board, USATT legal counsel and such other USATT officers, officials and experts as he or she deems appropriate.

b. The APO shall immediately provide written notice to the person against whom an adverse determination has been issued due to a Red Light Review. This notice shall identify: (i) the relevant criminal disposition at issue; and (ii) the level of access and/or involvement in USATT that will be permitted and/or denied to the relevant person. This notice shall be designated a "Red Light Review – Adverse Action Letter".

c. USATT will notify the USOPC of any decision reached by USATT, which has the effect of allowing an individual covered by USATT's Background Screening Policy to reside, train or compete at an Olympic Training Center or participate in a Delegation Event, if the individual's background screen was flagged for any disposition or resolution of a criminal proceeding, other than an adjudication of not guilty for any of the below crimes:

1) Any felony involving:

a) Violence against a person within the previous ten (10) years;

b) Violent crimes involving weapons (including armed robbery and aggravated assault with a weapon) within the previous ten (10) years; and

c) Animal abuse, cruelty or neglect.

2) As well as any felony or misdemeanor involving:

a) All sexual crimes and criminal offenses of a sexual nature to include, but not limited to: rape, child molestation, sexual battery, lewd conduct,

possession or distribution of child pornography, possession and distribution of obscene material, and any sex offender registrant (excluding prostitution, indecent exposure, and public indecency);

b) Drug offenses including: drug distribution, intent to distribute, manufacturing, trafficking, or sale within the previous 7 years (excluding crimes for drug use or possession); and

c) Harm to a minor or vulnerable person, including, but not limited to: offenses such as child abandonment, child endangerment/neglect/abuse, contributing to the delinquency of a minor, providing alcohol to a minor, and DUI with a minor.

3. Appeal of APO Decision on Red Light Review

a. An individual who receives an "Red Light Review – Adverse Action Letter" has a right to appeal the decision set out in such Letter. An individual seeking review (the "Appellant") may act on his or her own behalf during the appeal or may be assisted by a representative.

i. Unless exigent circumstances otherwise require, the Appellant shall have ten (10) business days from the date that he or she is informed of the decision in the Adverse Action Letter to submit a Notice of Appeal to the APO. The Notice of Appeal must contain the Appellant's express written consent for the use of the Appellant's Criminal Background Screening Results by all persons associated with the consideration of the appeal.

ii. The Appellant shall present all evidence in support of the appeal to the APO, including the identity and contact information of all witnesses proffered on Appellant's behalf. The APO may elect to speak with witnesses and hear further argument on behalf of the Appellant in consideration of the appeal.

iii. After full consideration of the evidence presented the appeal, the APO shall issue a decision either affirming or overturning the previous decision contained in the Adverse Action Letter, in whole or part.

b. If the Appellant is dissatisfied with the APO's ruling on appeal, within ten (10) business days of that decision, the Appellant can request in writing to the CEO a full hearing from a three-person panel as designated by USATT's Ethics and Grievance Committee. This Hearing Panel is empowered to consider all evidence and information presented on behalf of the Appellant, including testimony and evidence compiled by the APO.

i. The Hearing Panel is not bound by the findings of fact or decisions made by the APO, rather, after full consideration of the evidence, the Hearing Panel is empowered to make its own decision based upon a preponderance of the evidence and a standard of whether a reasonable person could conclude that, due to confirmed findings of the Criminal Background Screen previously compiled, the Appellant poses an unacceptable level of risk for other persons associated with USATT.

ii. The Hearing Panel shall issue a written opinion on its decision.

c. If the Appellant disagrees with the decision of the Hearing Panel and outcome of the

appeal, he or she may file a demand for arbitration with the American Arbitration Association as provided in USATT's Bylaws. The award obtained in the arbitration shall be final and binding on all parties.

d. The intentional submission of false information or evidence in connection with any proceeding provided herein shall be grounds for disciplinary action in accordance with USATT disciplinary procedures.

C. USOPC AUTHORIZED TO CONDUCT SECONDARY REVIEW OF USATT DETERMINATION OF CRIMINAL BACKGROUND CHECK

1. USATT shall defer to USOPC Policy and Procedures as it relates to criminal background checks including situations under which a secondary review of USATT's background check determination is deemed by the USOPC to be necessary.

ADDENDUM A

USATT ATHLETE SAFETY POLICY
SAFE SPORT COMPLIANCE PROTOCOLS

USATT Athlete Safety Policy –
Safe Sport Education and Training Compliance Protocol

USA Table Tennis is committed to maintaining a safe and healthy environment in which our members and athletes can train and compete.

As a part of this effort, USATT Safe Sport Policy requires that Adult Participants, as defined in USATT's Safe Sport Policy, who hold, or are seeking to hold, certain **Positions of Authority ("POA"),** must become **fully Safe Sport Compliant**. Furthermore, Adult Participants who have regular contact with and/or authority over minor-aged athletes must become Safe Sport Trained (**Adult Participants Requiring Training** – See Below).

USATT Staff and Board Members must remain fully Safe Sport Compliant at all times while holding such positions. USATT's Athlete Protection Officer, or a person under the APO's direction, shall review twice per year (on January 15 and July 15) the Safe Sport Compliance status of Staff and Board Members. The APO shall report these findings to the Chief Executive Officer and the Board Chair and notify all Staff and Board Members of pending Safe Sport Compliance renewal dates or lapses of such Compliance.

As a condition of membership, USATT requires each and every Adult Participant to declare either that he or she: (i) must be fully Safe Sport Compliant (Safe Sport Trained and Undergo a Criminal Background Screen); or (ii) SafeSport Trained (only) under the Minor Athlete Abuse Prevention Policy; or (iii) not required to be either fully Safe Sport Compliant or SafeSport Trained (only).

DEFINITION OF AN "ADULT PARTICIPANT"

USATT Safe Sport Policy defines an **Adult Participant** as:

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

a. A member or license holder of USATT and/or a USATT Affiliated Member Clubs;
b. An employee or board member of USATT and/or a USATT Affiliated Member Club;
c. Within the governance or disciplinary jurisdiction of USATT and/or USATT Affiliated Member Clubs;
d. Authorized, approved, or appointed by USATT and/or USATT Affiliated Member Clubs to have regular contact with or authority over Minor Athletes.

ADULT PARTICIPANTS IN USATT POSITIONS OF AUTHORITY REQUIRING FULL SAFE SPORT COMPLIANCE

The USATT **Positions of Authority** requiring **Full Safe Sport Compliance** are:

1. All persons authorized, approved or appointed by USATT: (i) to a Position of Authority over athletes, or (ii) to have frequent contact with athletes;
2. All USATT office staff, members of the Board of Directors, and Committee Members;
3. All USATT Certified Coaches;
4. All adults acting in an official, professional, regular coaching capacity for any other person (adult or Minor Athlete) at a USATT Affiliated Member Club;
5. All adults in any way coaching and/or providing playing advice of any type whatsoever to a Minor Athlete at a USATT Affiliated Member Club;
6. All adults serving as an in-tournament match coach for a Minor Athlete at a USATT Sanctioned Tournament;

7. All athletes designated for the USADA required testing pool (RTP);
8. All athletes and alternates, training partners, guides, medical personnel, or other team leaders 18 years of age or older who are selected by USATT to participate in national or international competitions and/or Delegation Events; and/or are selected by USATT to train at any Olympic and Paralympic Training Center, USOPC Training Center, or USATT Training Site;
9. All USATT National Team coaches, leaders and/or chaperones;
10. All tournament officials, including umpires and referees, at USATT Sanctioned Events;
11. All persons, including Tournament Directors and Competition Managers, placed in Positions of Authority for USATT Sanctioned Events;
12. All persons serving on a medical staff and/or serving as medical trainers at USATT Affiliated Clubs or USATT Sanctioned Events;
13. All persons in a position of actual, perceived or implied authority in a USATT Affiliated Member Club, including (but not limited to) owners, directors, and employees;
14. All persons credentialed as a member of the working media for USATT Sanctioned Events;
15. All independent contractors and volunteers providing support to USATT which involves direct interaction with the USATT membership, as well as patrons and participants of USATT Affiliated Member Clubs or sanctioned events;
16. Assistants, or personal care assistants who are funded, have a contractual obligation with, or are credentialed by a NGB, or otherwise have regular contact with NGB athletes; and
17. All other adult members, including athletes, of USATT who could reasonably be considered as having regular contact athletes who are minors at a USATT Member Club and/or a USATT Sanctioned Tournament.

OTHER CIRCUMSTANCES REQUIRING FULL SAFE SPORT COMPLIANCE

Each USATT Training Site shall require Full Safe Sport Compliance, including criminal background checks, as set out in the USATT Safe Sport Policy, for those individuals it formally authorizes, approves or appoints (a) to serve in a position of authority over athletes, or (b) to have regular contact with athletes.

ADDITIONAL CIRCUMSTANCES REQUIRING CRIMINAL BACKGROUND CHECKS

1. Contracts with third-party vendors/contractors that are (a) in a position of authority over or (b) in regular contact with athletes must include compliance with USATT criminal background check policies and protocols. The contracts shall also specify that certification must be provided by the vendor/contractor upon request by the NGB, to establish that the mandated background checks were conducted;

2. When partnering with community organizations for events, the partnership agreement shall include language regarding background check requirements. Such agreements require that the community organization upon request by USATT, to establish that the mandated background checks were conducted.

VOLUNTEERS AT USATT SANCTIONED EVENTS

All volunteers at USATT Sanctioned Events who hold Positions of Authority at such an Event, as defined by the USATT Safe Sport Policy, must be fully Safe Sport Compliant. Volunteers at USATT Sanctioned Events, who do not hold Positions of Authority as defined by the USATT Safe Sport Policy, but who are required as a part of their role or duties as a Volunteer at such Event to interact with Minor Athletes, or who could be reasonably expected to have direct interaction with Minor Athletes, must be SafeSport Trained. Volunteers who serve in operational positions for the set up or tear down of a USATT Sanctioned Event, only, and who do not have a reasonable expectation of interacting with Minor Athletes are not required to be Safe Sport Compliant or SafeSport Trained.

FULL SAFE SPORT COMPLIANCE

Full SafeSport Compliance is a two-part process: (i) **annual** completion of SafeSport Training presented by the US Center for SafeSport at **SafeSportTrained.Org**; and (ii) submission to a criminal background check **every two years**.

SafeSport Training must be successfully completed every twelve (12) months. The first time a person takes SafeSport Training, that person must complete the **Core Training Course**. After that first year, that person may be eligible to take a **Refresher Course**, which presumes a certain level of knowledge and experience with SafeSport and, thus, requires less time to complete. Please see below on how to log into **SafeSportTrained.Org**.

The Criminal Background Check must be completed every twenty-four (24) months. There are certain rules and procedures related to criminal convictions that may disqualify an individual from holding certain roles at USATT, including membership. Please see the USATT Safe Sport Policy for a description of the "Red Light Review" procedure related to potentially disqualifying criminal convictions and the procedures related to the "Red Light Review" process.

Persons who are not fully Safe Sport Compliant shall not serve in a Position of Authority. Persons undertaking a new Position of Authority must undergo a new Criminal Background Screening prior to commencing such new role or competition.

ADULT PARTICIPANTS REQUIRING TRAINING

USATT's Safe Sport Policy also requires that Adult Participants in the sport of table tennis who do not hold – or are not seeking to hold – USATT Positions of Authority (noted above) but who have Regular Contact and/or Authority Over Minor Athletes must undergo annual Training provided by the US Center for SafeSport at **SafeSportTrained.Org**.

Such persons are referred to as **Adult Participants Requiring Training**.

An **Adult Participant Requiring Training** is defined as:

> An Adult Participant who has Regular Contact with, or Authority Over, a minor-aged amateur athlete, who is not the Adult Participant's own child.
>
> For the purpose of USATT's Safe Sport and Minor Athlete Abuse Prevention Policy:
>
> 1. **Regular Contact** is defined as: ongoing interactions during a 12-month period wherein an Adult Participant is in a role of direct and active engagement with any Minor Athlete(s); and
> 2. **Authority Over** is defined as: 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.

Adult Participants Requiring Training must complete SafeSport Training provided by the US Center for SafeSport (**SafeSportTrained.org**) on an annual basis.

US Center for SafeSport Training at SafeSportTrained.Org

If you have never previously completed SafeSport Training, please proceed to SafeSport Training Log-In INSTRUCTIONS NUMBER TWO BELOW

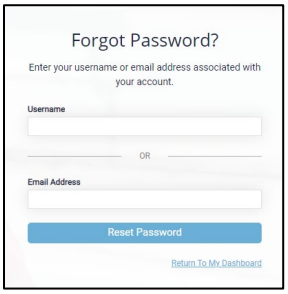
SAFESPORT TRAINING LOG-IN INSTRUCTIONS NUMBER ONE

For Persons Who Have Previously Completed a SafeSport Training Course Through Their USATT Membership Profile (SimplyCompete) or Directly Through SafeSport.Org for USATT

1. Navigate to https://safesporttrained.org/

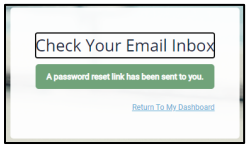
2. If you have not yet used the new system implemented in August of 2021 on **SafeSportTrained.Org**, the system will ask that you reset your password to access your previous account and training record. You can simply click here to access the Reset Password page: **Forgot Password? | U.S. Center for SafeSport (safesporttrained.org)**

3. Enter your email address you previously used to take training into the **Email Address** field.

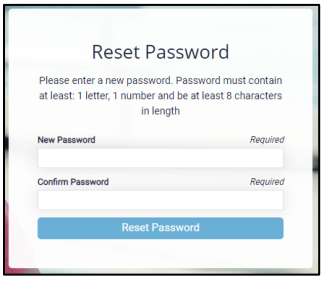


4. Then, select the **Reset Password** button.

5. You are notified to check your email. Check your email and select the link provided to reset your account.

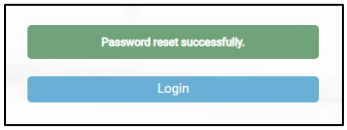


6. Upon selecting the link, you are directed to the Reset Password page. Enter your new password in the New Password field then reenter your password in the Confirm Password field.



7. Then select the **Reset Password** button.

8. You will receive a prompt letting you know that your password was reset successfully. Select the **Login** button.
   Note: If your passwords do not match or the format is incorrect, you will receive an error message to try again.



9. You are redirected to the Login page to enter your new credentials. Enter your username and new password then select the **Login** button.

10. You are now signed into the **https://safesporttrained.org** website and can proceed with your SafeSport Training.

SAFESPORT TRAINING LOG-IN INSTRUCTIONS NUMBER TWO

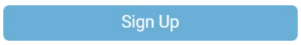
For Persons Who Have Never Previously Completed a SafeSport Training Course for USATT

1. Select the following URL: ***https://safesporttrained.org?KeyName=NGBUSATT-sN6jc2***

2. Enter the required information needed as well as any optional information you want to include.



3. Select the **Sign Up** button.



4. You are successfully logged into the website and your information will be properly reported to USA Table Tennis.

Criminal Background Check Procedure

1. Contact USATT's Headquarters in Colorado Springs (719-866-2267) (Tina.Ren@USATT.org) to obtain the direct link for USATT's background check process.

2. Follow the prompts and fill in all the information requested. Failure to fill in all required fields will result in an incomplete background check.

3. Please note that background checks are **free for USATT Certified Officials (Referees and Umpires), ONLY**. All other persons seeking to undergo the criminal background check must pay the fee associated with the service directly to USATT prior to obtaining the link to undergo the background check. Currently, the cost for a domestic criminal background check is $35.00. For all persons requiring an international background check, there is a separate international processing fee of $150.00 to be paid directly to USATT's third-party background check company.

4. It will take 3-5 business days for background checks to process.

End. 26 09-01a

USATT ATHLETE SAFETY POLICY – Safe Sport Quality Control Protocol

COMMUNICATION OF QUALITY CONTROL PROTOCOL TO TOURNAMENT DIRECTORS

USATT shall on an annual basis communicate the organization's Safe Sport Quality Control Protocol to all Tournament Directors of USATT Sanctioned Tournaments.

TOURNAMENT DIRECTORS - MANDATORY COMPLIANCE WITH USATT QUALITY CONTROL PROTOCOL

All Tournament Directors must follow and implement the USATT Athlete Safety Policy Quality Control at all USATT Sanctioned Events.

COMMUNICATION OF SAFE SPORT POLICY TO ALL PARTICIPANTS AT USATT SANCTIONED EVENTS

Pursuant to the established USATT Athlete Safety Policy – Protocol for Communication of Safe Sport Policy to All Participants at USATT Sanctioned Events, Tournament Directors are required to communicate USATT's Safe Sport Policy including provisions related to the organization's Minor Athlete Abuse Prevention Policy and guidance on reporting procedures, to all tournament participants, including on-site registrants, day-of participants, and last-minute substitutions, day-of coach registrants (including a parent coaching his or her own child), and all scorekeepers.

PREVENTION OF PARTICIPATION BY PERSONS ON EXCLUSION LIST

Unless otherwise expressly stated in the terms of Exclusion, USATT's Safe Sport Policy prohibits participation of persons on USATT's Exclusion List from receiving benefits of USATT Membership, undertaking any roles related to Sanctioned Events and Tournaments (including playing or serving as a scorekeeper), and/or participation in any form at USATT Member Clubs.

All Persons holding a position of authority with USATT, including Tournament Directors and Club Administrators shall be notified on an annual basis regarding USATT's Safe Sport Policy regarding the organization's Exclusion List.

When a person is placed on the USATT Excluded List, the Excluded Person's (i) Name; (ii) Date of Birth; (iii) Membership Number; (iv) effective date of suspension; and (v) date of suspension completion (if any) shall be published on the USATT website on the Suspended Members List page. A short statement of publicly available information regarding the basis for Exclusion shall be included.

When a person is placed on the USATT Excluded List, the Excluded Person's (i) Name; (ii) Date of Birth; (iii) Membership Number; (iv) effective date of suspension; and (v) date of suspension completion date of birth, and Membership Number shall be sent directly to all USATT Staff, Board Members, Tournament Directors, Club Administrators, and relevant Committee Members (including the Tournament Committee, the Umpire and Referee Committee, the Club Committee, and the Ethics and Grievance Committee). A short statement of publicly available information regarding the basis for Exclusion shall be included.

USATT shall also review the US Center for SafeSport's list of persons on Administrative Hold and shall include those persons currently on Administrative Hold, who are members of USATT, on the organization's weekly Excluded List, so that such persons are properly identified and precluded from participation until such Administrative Hold is resolved.

Once per week, USATT staff shall send to Tournament Directors and Club Administrators a complete list of all persons listed on the USATT Exclusion List, including those persons currently on Administrative Hold. The weekly list shall state the Excluded Person's (i) Name, (ii) Date of Birth, (iii) Membership Number, (iv) effective date of suspension, and (v) date of completion of suspension (if any). A short statement of publicly available information regarding the basis for Exclusion shall be included.

REGULAR REVIEW OF USATT'S I-SIGHT ACCOUNT

USATT's Athlete Protection Officer shall review at least once every thirty (30) days, the organization's I-Sight Account to ensure that any and all persons listed on the I-Sight Account who are not otherwise listed on the Center's Centralized Disciplinary Database are identified and properly excluded from participation, if necessary.

PROHIBITION AGAINST USATT EMPLOYEES, CONTRACTORS OR AGENTS FROM ASSISTING MEMBERS AND FORMER MEMBERS WHO ARE CONVICTED OF VIOLATIONS OF SEXUAL MISCONDUCT FROM OBTAINING EMPLOYMENT

Any individual who is an employee, contractor, or agent of USATT is prohibited from assisting a USATT Member or former USATT Member in obtaining a new job (except for the routine transmission of administrative and personnel files) if the individual knows that this Member or Former Member violated the policies or procedures of the United States Center for SafeSport ["USCSS"] related to sexual misconduct or was convicted of a crime involving sexual misconduct with a minor in violation of applicable law or the policies or procedures of the Center ["USCSS"].

PARTICIPATION OF ADULT PARTICIPANTS HOLDING POSITIONS OF AUTHORITY

USATT's Safe Sport Policy prohibits the participation of any person deemed to be an **Adult Participant** Holding, or Seeking to Hold, a **Position of Authority** unless such Adult Participant is **fully Safe Sport Compliant.**

Full Safe Sport Compliance is a two-step process requiring the Adult Participant to: (i) complete SafeSport Training provided by the US Center for SafeSport on an annual basis; and (ii) undertake a Criminal Background Check through USATT's Service Provider every two (2) years.

USATT Safe Sport Policy defines an **Adult Participant** as:

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

a. A member or license holder of USATT and/or a USATT Affiliated Member Clubs;
b. An employee or board member of USATT and/or a USATT Affiliated Member Club;
c. Within the governance or disciplinary jurisdiction of USATT and/or USATT Affiliated Member Clubs;
d. Authorized, approved, or appointed by USATT and/or USATT Affiliated Member Clubs to have regular contact with or authority over Minor Athletes.

USATT **Positions of Authority** requiring full Safe Sport Compliance are defined by USATT Safe Sport Policy as:

1. All persons authorized, approved or appointed by USATT: (i) to a Position of Authority over athletes, or (ii) to have frequent contact with athletes;
2. All USATT office staff, members of the Board of Directors, and Committee Members;
3. All USATT Certified Coaches;
4. All adults acting in an official, professional, regular coaching capacity for any other person (adult or Minor Athlete) at a USATT Affiliated Member Club;
5. All adults in any way coaching and/or providing playing advice of any type whatsoever to a Minor Athlete at a USATT Affiliated Member Club;
6. All adults serving as an in-tournament match coach for a Minor Athlete at a USATT Sanctioned Tournament;
7. All athletes designated for the USADA required testing pool (RTP);

8. All athletes and alternates, training partners, guides, medical personnel, or other team leaders 18 years of age or older who are selected by USATT to participate in national or international competitions and/or Delegation Events; and/or are selected by USATT to train at any Olympic and Paralympic Training Center, USOPC Training Center, or USATT Training Site;
9. All USATT National Team coaches, leaders and/or chaperones;
10. All tournament officials, including umpires and referees, at USATT Sanctioned Events;
11. All persons, including Tournament Directors and Competition Managers, placed in Positions of Authority for USATT Sanctioned Events;
12. All persons serving on a medical staff and/or serving as medical trainers at USATT Affiliated Clubs or USATT Sanctioned Events;
13. All persons in a position of actual, perceived or implied authority in a USATT Affiliated Member Club, including (but not limited to) owners, directors, and employees;
14. All persons credentialed as a member of the working media for USATT Sanctioned Events;
15. All independent contractors and volunteers providing support to USATT which involves direct interaction with the USATT membership, as well as patrons and participants of USATT Affiliated Member Clubs or sanctioned events;
16. Assistants, or personal care assistants who are funded, have a contractual obligation with, or are credentialed by a NGB, or otherwise have regular contact with NGB athletes; and
17. All other adult members, including athletes, of USATT who could reasonably be considered as having regular contact athletes who are minors at a USATT Member Club and/or a USATT Sanctioned Tournament.

PARTICIPATION OF ADULT PARTICIPANTS REQUIRING TRAINING

USATT's Safe Sport Policy prohibits the participation of any person deemed to be an **Adult Participant Requiring Training** in activities related to table tennis at USATT Sanctioned Events and/or at USATT Member Clubs that in any way involve minor age athletes, unless such Adult Participant Requiring Training is current in his or her training requirements from the US Center for SafeSport ["USCSS"].

An **Adult Participant Requiring Training** is defined by USATT Safe Sport Policy as:

> Any **Adult Participant**, not otherwise holding a USATT **Position of Authority** (which requires full Safe Sport Compliance), who has Regular Contact with, or Authority Over, a minor-aged amateur athlete, who is not the Adult Participant's own child.
>
> For the purpose of USATT's Safe Sport and Minor Athlete Abuse Prevention Policy:
>
> 1. **Regular Contact** is defined as: ongoing interactions during a 12-month period wherein an Adult Participant is in a role of direct and active engagement with any Minor Athlete(s); and
> 2. **Authority Over** is defined as: 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.

Adult Participants Requiring Training must complete SafeSport Training provided by the US Center for SafeSport on an annual basis.

VOLUNTEERS AT USATT SANCTIONED EVENTS

All volunteers at USATT Sanctioned Events who hold Positions of Authority at such an Event, as defined by the USATT Safe Sport Policy, must be fully Safe Sport Compliant. Volunteers at USATT Sanctioned Events, who do not hold Positions of Authority as defined by the USATT Safe Sport Policy, but who are required as a part of their role or duties as a Volunteer

at such Event to interact with Minor Athletes, or who could be reasonably expected to have direct interaction with Minor Athletes, must be SafeSport Trained. Volunteers who serve in operational positions for the set up or tear down of a USATT Sanctioned Event, only, and who do not have a reasonable expectation of interacting with Minor Athletes are not required to be Safe Sport Compliant or SafeSport Trained.

COACHING POLICY AT USATT SANCTIONED EVENTS

Effective September 1, 2026, pursuant to guidance received by USATT from the United States Olympic and Paralympic Committee ["USOPC"], a revision to the USATT Safe Sport Coaching Policy was implemented.

Under the revised USATT Coaching Policy, ALL ADULTS COACHING MINOR-AGED ATHLETES at USATT Sanctioned Tournaments, including parents coaching their own children, MUST BE FULLY SAFE SPORT COMPLIANT, which means:

(i) completion of SafeSport Training offered by the US Center for SafeSport within the past twelve (12) months; and

(ii) completion of a criminal background screen conducted by USATT's third party contractor, the National Center for Safety Initiatives (NCSI), within the past twenty-four (24) months.

Please contact USATT's Athlete Protection Officer, Mark Thompson (Mark.Thompson@USATT.org) if you have any questions about this revised policy or need further guidance in the steps required to become Safe Sport Compliant.

USATT Safe Sport Coaching Policy at USATT Sanctioned Tournaments

The following individuals must maintain Full Safe Sport Compliance to engage in table tennis coaching activities at USATT Sanctioned Tournaments:

1. USATT Certified Coaches; and

2. All adults who are in any way coaching and/or providing table tennis playing advice of any type whatsoever to a Minor Athlete participating in a USATT Sanctioned Tournament.

Adults are permitted to serve as an in-tournament match coach for an Adult participating in the tournament without being SafeSport Trained or fully Safe Sport Compliant.

A Minor is permitted to serve as an in-tournament match coach for a Minor Athlete participating in the tournament without being SafeSport Trained or fully Safe Sport Compliant.

All individuals seeking to serve as in-tournament match coach at a USATT Sanctioned Event are subject to review by the Tournament Director, Referee, Umpire(s) and/or Competition Manager for authorization to occupy the Coach's Corner for a designated competitor.

For USATT operated events, such as the US Nationals, the US Open, US Open Teams, and USATT Regional Championships, an individual serving as an in-match tournament coach must wear an appropriate credential to occupy the Coach's Corner.

For USATT Sanctioned Tournaments not directly operated by USATT, if reasonably practical, an individual serving as an in-match tournament coach should wear an appropriate identifying credential to occupy the Coach's Corner.

For the purposes of this policy,

An "Adult" is a person is a person who is 18 years of age or older.

A "Minor Athlete" is a person under the age of 18 years old who is participating in table tennis related activities.

The "Coach's Corner" is the designated space adjacent to the field of play where an authorized individual is permitted to provide table tennis coaching and/or playing advice to an active competitor.

QUALITY CONTROL OF THE PROHIBITION AGAINST PARTICIPATION DUE TO NON-COMPLIANCE OF USATT'S SAFE SPORT POLICY

Once per week, USATT Staff shall transmit to all persons holding oversight roles of Adult Participants in Positions of Authority and/or Adult Participants Requiring Training, including Supervisor(s) of Officials, Regional and National Sanctioning Coordinators, Tournament Directors, Competition Managers, Volunteer Managers, Club Owners and Club Administrators, an up-to-date list showing the Safe Sport Compliance Status of all Adult Participants Holding Positions of Authority and Adult Participants Requiring Training.

DUTY TO ENFORCE PROHIBITION AGAINST PARTICIPATION DUE TO NON-COMPLIANCE OF USATT'S SAFE SPORT POLICY

The prohibition against participation by non-compliant Adult Participants Holding Positions of Authority and/or Adults Participants Requiring Training shall be enforced by USATT Staff and all persons in oversight roles of persons in Positions of Authority, including Supervisor(s) of Officials, Regional and National Sanctioning Coordinators, Tournament Directors, Competition Managers, Volunteer Managers, Club Owners and Club Administrators.

USATT SAFE SPORT POLICY ONE-DAY/SHORT TERM MEMBERSHIPS

USATT does not have a One-Day or Short-Term Memberships. All memberships at USATT are either one-year or "lifetime" in length. USATT currently does have a Tournament Pass which allows a player to play in a single tournament. Persons playing under a Tournament Pass are prohibited from holding any position of authority at a USATT Sanctioned Tournament.

All persons playing in a USATT sanctioned tournament, regardless of when such participant registers for the sanctioned tournament, including "day of" registrations and those persons playing under a Tournament Pass, must be fully vetted and cleared to play under the Banned and/or Suspended Member List.

USATT Safe Sport Policy prohibits issuing a short-term license to a person whose position requires SafeSport compliance, such as engaging in coaching activities, if that person is not fully Safe Sport compliant. The only exception to this is for individuals who wish to coach their own children and no other athletes.

USATT's Safe Sport Policy prohibits persons over the age of 18 who have not completed SafeSport Training from having regular contact or authority over minor age athletes. USATT Safe Sport Policy prohibits a person whose position requires SafeSport Compliance from engaging in such activities without demonstrating proper confirmation of compliance.

USATT SAFE SPORT POLICY DAY OF TOURNAMENT REGISTRATION AND PARTICIPATION

USATT Safe Sport Policy does not permit any exemptions to this policy due to "last-minute" and/or "day of" registrations or participation in a Sanctioned Tournament for any person regardless of role, including volunteers, coaches, athletes, and referees.

All persons participating in USATT Sanctioned Tournaments must meet all requirements of the position that they hold at that tournament, including full SafeSport Compliance (e.g., for tournament directors, coaches and officials) and/or SafeSport Training (for Adults Requiring Training when their role involves regular contact with or authority over minor age athletes).

USATT Staff, Tournament Directors, and Club Administrators are charged with the responsibility for enforcing USATT Safe Sport Policy.

End. 26 09-01a

USATT Athlete Safety – Safe Sport Response and Resolution Protocol

USATT is committed to maintaining a safe and healthy environment in which our members and athletes can train and compete.

USATT is further committed to resolve all Reports of Misconduct potentially impacting Athlete Safety ("Reports of Misconduct") fairly, efficiently and with respect to observing the principle of neutrality toward the person(s) involved.

USATT Response and Resolution Policies regarding Reports of Misconduct are set out within the organization's Safe Sport Policy, which can be accessed on the USATT website at: https://www.usatt.org/athlete-resources/safesport ["USATT Safe Sport Policy"].

Fundamental Fairness of the Response and Resolution Process

USATT Safe Sport Policy establishes:

- The parameters of the Policy's Subject Matter Jurisdiction. **USATT Safe Sport Policy, Section I, Part Four (Jurisdiction).**
- The persons to whom the Policy applies. **USATT Safe Sport Policy, Section III, A**.
- The burden of proof in athlete safety matters as the preponderance of the evidence standard. **USATT Safe Sport Policy, Section V (Reporting and Discipline), Section F, 8.**
- The right to personal representation during all phases of the Response and Resolution process. **Safe Sport Policy, Section V (Reporting and Discipline), Section F, 5.**

Efficient Resolution of Allegations of Misconduct

- USATT Safe Sport Policy is committed to reviewing and investigating all Reports of Misconduct within the jurisdiction of USATT so that:
  - All reasonable investigative leads are pursued and considered;
  - Appropriate resources are dedicated to the proper investigation of allegations of misconduct; and
  - All stages of the Report and Resolution Process are completed in a timely fashion.
- **USATT Safe Sport Policy, Section V (Reporting and Discipline)**

Maintaining Neutrality in the Response and Resolution of Process

- USATT Safe Sport Policy is committed to maintaining neutrality and impartiality within the Response and Resolution process so that:
  - No actual or implied conflicts of interest inhibit a fundamentally fair Response and Resolution process;
  - All persons with an appropriate interest in a Report of Misconduct are provided with an opportunity to submit testimony, evidence, and any other relevant information for consideration; and
  - All staff are properly trained and vetted to undertake and complete their duties during the Response and Resolution Process without bias.
- For any Report of Misconduct over which the USCSS has taken jurisdiction, USATT and its representatives will refrain from any further action, including comment, unless expressly directed by the USCSS;

Reports of Misconduct – Intake and Investigation

- USATT will receive and process Reports of Misconduct in any and all reasonable form(s) or format(s) submitted by a Claimant, although USATT does publish and encourage use of a sport specific Safe Sport Abuse Reporting Form. **USATT Safe Sport Policy, Section V (Reporting and Discipline), Section F, 8; "USATT Safe Sport and Minor Athlete Abuse Prevention Policy Report of Misconduct Form";**
- USATT's Athlete Protection Officer ("APO") shall receive and process all Reports of Misconduct, unless an impermissible conflict exists for the APO, in which case USATT's Chief Executive Officer shall appoint an appropriate person to administer the Report of Misconduct;
- The APO shall acknowledge a Report of Misconduct to the person(s) submitting the Report and provide an explanation regarding USATT's Response and Resolution Policy and procedures to such person(s), including USATT Policy to submit all Safe Sport Reports of Misconduct to the US Center for SafeSport for consideration of jurisdiction;
- The APO shall promptly determine whether any Temporary Measures should be imposed to mitigate the potential risk of imminent harm to athlete(s), other person(s), or the table tennis community;
    - Temporary measures may include a restriction and/or suspension on the ability of the person(s) against whom the Report of Misconduct has been submitted [the "Respondent(s)"] to interact with one or more individuals, perform certain duties, and/or participate in certain programs or events;
    - In undertaking the assessment of whether Temporary Measures should be imposed, the APO is permitted to request the assistance and guidance of any and all reasonable person(s) in positions of authority with USATT, including the Chief Executive Officer and outside Counsel;
    - If Temporary Measures are imposed, the APO shall immediately notify all appropriate person(s) of this decision, including the person(s) against whom the Report of Misconduct has been submitted and the USATT membership via the Suspended Members page on USATT's website;
- The APO shall transmit all Reports of Misconduct to the United States Center for SafeSport ["USCSS"] for a consideration of jurisdiction;
- The APO shall transmit all Reports of Misconduct that fall within the exclusive jurisdiction of the USCSS to the Center within twenty-four (24) hours of receipt;
    - The current Athlete Protection Officer for USA Table Tennis, who is designated to respond to USCSS Requests is:

      Mark Thompson, USATT COO / APO
      Mark.Thompson@usatt.org
      719-329-4200
- The APO shall respond within twenty-four (24) hours for any request made to USATT by the USCSS, including the eligibility of a Respondent as a "Participant," the Respondent's Membership Profile Information (if available), and the existence of any "Temporary Measures" imposed by USATT;
- The APO shall notify all identified Reporting Parties of the jurisdictional determination regarding the Report of Misconduct, and specifically whether jurisdiction has been taken by the USCSS; OR whether the Report of Misconduct will be resolved according to USATT Safe Sport Policy and Procedures; OR whether the Report of Misconduct has been returned to a USATT Member Club for resolution consistent with that Club's policies and procedures;

- For Reports of Misconduct in which the USCSS accepts and undertakes jurisdiction, USATT shall not interfere in, attempt to interfere in, or attempt to influence the outcome of, any investigation conducted by the USCSS.
- For Reports of Misconduct returned by the USCSS to USATT, the APO shall immediately inform the Claimant and provide written notice to the Respondent, which shall include fair notice of the allegations and notify such person(s) of the right to retain personal representation;
- The APO shall undertake a reasonable investigation of all allegations of misconduct. Such investigation shall include, interviewing all known and appropriate witnesses and collecting and reviewing all available documentary evidence;
- The APO shall prepare an Investigative Report summarizing all actions and findings by the APO; and
- The APO Investigative Report shall be submitted to USATT's Chief Executive Officer, who shall undertake the efforts in accordance with USATT's Safe Sport Policy for final resolution of the matter, which can include rendering a CEO Final Decision and/or submitting the matter to the USATT Ethics and Grievance Committee for further proceedings, including a full hearing and ruling.

Confidentiality During the Response and Resolution Process

USATT is committed to protecting the confidentiality of all person(s) involved in a Report of Misconduct, particularly during the Response and Resolution Process. Information shall be limited to only those persons who have a legitimate basis for access to such information. USATT will further respect the request for anonymity to the best of the organization's ability in circumstances where it is requested, although such requests may hinder or completely preclude a full investigation. Where reasonable and necessary, however, USATT may be compelled to notify certain person(s) and/or members of the organization regarding a Report of Misconduct in order to mitigate against the potential risk of harm to athlete(s), person(s), or the table tennis community.

USATT Response and Resolution Staff

All USATT Staff Members, including the APO, involved in the Response and Resolution of Reports of Misconduct, shall have the proper and training and experience to professionally undertake and complete each of their roles and responsibilities.

USATT staff members involved in the Response and Resolution of Reports of Misconduct shall also:

- Be empowered to administer their role and complete their responsibilities without interference.
- Be completely compliant with all policies and regulations for training and background checks, including SafeSport Training; and
- Undertake their roles within the bounds of ethics, transparency and respect for the person(s) involved.

USATT Policy to submit to Data to the US Center for SafeSport

USATT must annually submit to the Center data regarding:

a. Reports of emotional or physical misconduct made to the Organization or USATT Affiliated Member Clubs.

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 or investigations of alleged physical misconduct;

v. Total number of violations for emotional misconduct adjudicated by the Organization, separated by cases adjudicated by NGB and cases adjudicated by its LAOs

vi. Total number of violations for physical misconduct adjudicated by the Organization, separated by cases adjudicated by NGB and cases adjudicated by its LAOs

b. Reports to the Organization or its local affiliated organizations 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 NGB and cases adjudicated by its LAOs.

c. Reports to the Organization or its local affiliated organization 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 NGB and cases adjudicated by LAOs.

End. 24 01-01a

USATT Athlete Safety Policy – Protocol for Communication of Safe Sport Policy To All Participants at USATT Sanctioned Events

USA Table Tennis is committed to maintaining a safe and healthy environment in which our members and athletes can train and compete.

USATT Safe Sport Policy requires that the Tournament Director for all USATT Sanctioned Tournaments must transmit a communication of the organization's Safe Sport Policy, including the provisions related to the organization's Minor Athlete Abuse Prevention Policy and guidance on the reporting procedures, to all tournament participants.

The communication shall be sent by email to all registered tournament participants no earlier than thirty days before the scheduled tournament and no later than seven days before the Sanctioned Tournament.

A written copy of the communication must be provided to all tournament participants at the tournament who have not received an email version of the communication, including on-site registrants, day-of participants, last-minute substitutions, day-of coach registrants (including a parent coaching his or her own child), and all scorekeepers.

The communication shall include the following elements:

1. Specific reference and web link to the USATT Safe Sport Policy, including the provisions related to the Minor Athlete Abuse Prevention Policy;
2. Specific reference and web link to the SafeSport Code;
3. Specific reference and web link to the USATT Athlete Safety Policy – Safe Sport Compliance Protocol;
4. Specific reference and citation to USATT's Minor-Age Athlete Coaching Policy;
5. Specific reference to USATT's Policy Requiring Self-Identification for Adult Participants Requiring SafeSport Training;
6. Specific reference to the reporting options for potential Safe Sport Policy violations, including the direct contact information for the USATT Athlete Protection Officer and contact information for reporting directly to the US Center for SafeSport; and
7. USATT Headquarters' Contact Information for any questions that the Tournament Participants may have.

The USATT Authorized Version of the Communication of Safe Sport Policy to All Participants at USATT Sanctioned Events is attached as Exhibit A and shall be delivered to all USATT Tournament Directors for use as a template to effectuate the communication of USATT's Safe Sport Policy to all Tournament Participants.

COMMUNICATION OF SAFE SPORT POLICY TO "DAY OF" PARTICIPANTS AT USATT SANCTIONED EVENTS

All Tournament Directors are required to communicate USATT's Safe Sport Policy including provisions related to the organization's Minor Athlete Abuse Prevention Policy and guidance on reporting procedures, to all "day of" participants, including day-of coach registrants (including a parent coaching his or her own child), and scorekeepers.

To facilitate this communication, Tournament Directors must make available at the day of registration location USATT's Communication of Safe Sport Policy to Day Of Tournament Participants. Please see: **USATT Safe Sport Policy Template - Communication of Safe Sport Policy to "Day Of" Tournament Participants (25 08-18a).**

End. 26 09-01a

ADDENDUM B

USATT ATHLETE SAFETY POLICY
SAFE SPORT COMPLIANCE TEMPLATES AND FORMS

2026 – 27 USATT Safe Sport Policy Template –
Entry Blank Participant Declaration of Safe Sport Policy Awareness

☐ I understand USATT's Safe Sport Policy including the organization's Coaching Policy, which requires that all adults who are engaged in serving as an in-tournament match coach for a Minor Athlete, including a parent coaching his or her own child, at a USATT Sanctioned Tournament must be fully Safe Sport Compliant, which includes completing SafeSport Training offered by the US Center for SafeSport every year and undergoing a criminal background screen every two years.

☐ I understand that, pursuant to USATT's Minor Athlete Abuse Prevention Policy, all participants at USATT Sanctioned Tournaments who are over the age of 18 and have **regular contact with or authority over** minor athletes must complete annual SafeSport Training offered by the US Center for SafeSport.

More information on USATT's Safe Sport Policy is available at: https://www.usatt.org/athlete-resources/safesport.

End. 26 09-01a

2026 -27 USATT Safe Sport Policy Template
Communication of Safe Sport Policy to Tournament Participants

Full Information for USATT's Safe Sport Policy is available on the Athlete Safety Section of the USATT website: https://www.usatt.org/athlete-resources/safesport.

This page includes links for:

1. The USATT Safe Sport Policy, including the Minor Athlete Abuse Prevention Policy ["MAAPP"];
2. The SafeSport Code for the Olympic and Paralympic Movements;
3. The US Center for SafeSport's Toolkit for Parents;
4. USATT Safe Sport Compliance Protocol (**Who Must Be Safe Sport Compliant and How a Person Becomes Safe Sport Compliant**); and
5. Frequently asked Questions Regarding Safe Sport Compliance.

PERSONS IN POSITIONS OF AUTHORITY MUST BE FULLY SAFE SPORT COMPLIANT

Under USATT Safe Sport Policy, all persons holding certain **Positions of Authority** related to the operations of a USATT Sanctioned Tournament must be **fully Safe Sport Compliant**. Full Safe Sport Compliance means completing the SafeSport Training offered by the US Center for Safe Sport every twelve months and undergoing a criminal background screen every twenty-four months.

The list of Positions of Authority requiring **Full Safe Sport Compliance** is set out in USATT's Safe Sport Policy and the Athlete Safety Section of the USATT Website: https://www.usatt.org/athlete-resources/safesport.

COACHING POLICY AT USATT SANCTIONED TOURNAMENTS

Effective September 1, 2026, pursuant to guidance received by USATT from the United States Olympic and Paralympic Committee ["USOPC"], a revision to the USATT Safe Sport Coaching Policy was implemented.

Under the revised USATT Coaching Policy, the following individuals must maintain Full Safe Sport Compliance to engage in table tennis coaching activities at USATT Sanctioned Tournaments:

1. USATT Certified Coaches; and
2. All adults who are in any way coaching and/or providing table tennis playing advice of any type whatsoever to a Minor Athlete participating in a USATT Sanctioned Tournament.

Adults are permitted to serve as an in-tournament match coach for an Adult participating in the tournament without being SafeSport Trained or fully Safe Sport Compliant.

A Minor is permitted to serve as an in-tournament match coach for a Minor Athlete participating in the tournament without being SafeSport Trained or fully Safe Sport Compliant.

All individuals seeking to serve as in-tournament match coach at a USATT Sanctioned Event are subject to review by the Tournament Director, Referee, Umpire(s) and/or Competition Manager for authorization to occupy the Coach's Corner for a designated competitor.

For USATT operated events, such as the US Nationals, the US Open, US Open Teams, and USATT Regional Championships, an individual serving as an in-match tournament coach must wear an appropriate credential to occupy the Coach's Corner.

For USATT Sanctioned Tournaments not directly operated by USATT, if reasonably practical, an individual serving as an in-match tournament coach should wear an appropriate identifying credential to occupy the Coach's Corner.

For the purposes of this policy,

An "Adult" is a person is a person who is 18 years of age or older.

A "Minor Athlete" is a person under the age of 18 years old who is participating in table tennis related activities.

The "Coach's Corner" is the designated space adjacent to the field of play where an authorized individual is permitted to provide table tennis coaching and/or playing advice to an active competitor.

ADULT PARTICIPANTS REQUIRING SAFESPORT TRAINING

Pursuant to USATT's Minor Athlete Abuse Prevention Policy, **ALL Adult Participants** (participants over the age of 18) **who have regular contact with or authority over minor aged athletes** must complete SafeSport Training offered by the US Center for SafeSport every year ("SafeSport Trained").

CONTACT USATT TO BECOME SAFESPORT TRAINED AND/OR FULLY SAFE SPORT COMPLIANT

USATT is pleased to assist USATT Members in the process of becoming SafeSport Trained and/or Fully Safe Sport Compliant. Please contact USATT at Admin@usatt.org for more information and guidance in this process.

MANDATORY REPORTING

There are certain circumstances where **reporting a potential Safe Sport violation is mandatory**. These circumstances include: (i) child abuse; (ii) sexual misconduct; (iii) emotional and physical misconduct; (iv) criminal charges and/or dispositions involving sexual misconduct or misconduct involving minors; (v) any abuse of the Safe Sport process. **Child abuse must be immediately reported to local law enforcement.** To learn more about the appropriate agency where you can submit a report of child abuse, log onto: https://www.childwelfare.gov/topics/responding/reporting.

HOW TO REPORT SAFE SPORT VIOLATION

Persons can report a suspected violation of USATT's Safe Sport Policy to:

1. The US Center for SafeSport at www.SafeSport.org (or by phone during regular business hours at: 720-531-0340); and/or
2. The USATT Athlete Protection Officer Mark Thompson (mark.thompson@usatt.org) (719-329-4200).

End. 26 09-01a

2026 – 27 USATT Safe Sport Policy Template
Communication of Safe Sport Policy to "Day Of" Tournament Participants

Full Information for USATT's Safe Sport Policy is available on the Athlete Safety Section of the USATT website: https://www.usatt.org/athlete-resources/safesport.

This page includes links for:

1. The USATT Safe Sport Policy, including the Minor Athlete Abuse Prevention Policy ["MAAPP"];
2. The SafeSport Code for the Olympic and Paralympic Movements;
3. The US Center for SafeSport's Toolkit for Parents;
4. USATT Safe Sport Compliance Protocol (**Who Must Be Safe Sport Compliant and How a Person Becomes Safe Sport Compliant**); and
5. Frequently asked Questions Regarding Safe Sport Compliance.

PERSONS IN POSITIONS OF AUTHORITY MUST BE FULLY SAFE SPORT COMPLIANT

Under USATT Safe Sport Policy, all persons holding certain **Positions of Authority** related to the operations of a USATT Sanctioned Tournament must be **fully Safe Sport Compliant**. Full Safe Sport Compliance means completing the SafeSport Training offered by the US Center for Safe Sport every twelve months and undergoing a criminal background screen every twenty-four months.

The list of Positions of Authority requiring **Full Safe Sport Compliance** is set out in USATT's Safe Sport Policy and the Athlete Safety Section of the USATT Website: https://www.usatt.org/athlete-resources/safesport.

COACHING POLICY AT USATT SANCTIONED TOURNAMENTS

Each and every **adult (person over the age of 18)** serving as a tournament coach and/or providing tournament in-match playing advice to a **minor athlete (person under the age of 18), including a parent coaching his or her own child,** must be **fully Safe Sport Compliant**.

An adult is permitted to provide tournament in-match playing advice to another adult participant without being Safe Sport Compliant.

A minor is permitted to provide tournament in-match playing advice to another minor athlete without being Safe Sport Compliant.

Persons serving as a tournament coach and/or providing tournament in-match playing advice to another participant are required to properly display a credential, indicating that such person has been vetted and approved by the Tournament Director to serve in this capacity.

ADULT PARTICIPANTS REQUIRING SAFESPORT TRAINING

Pursuant to USATT's Minor Athlete Abuse Prevention Policy, **ALL Adult Participants** (participants over the age of 18) **who have regular contact with or authority over minor aged athletes** must complete SafeSport Training offered by the US Center for SafeSport every year ("SafeSport Trained").

MINOR ATHLETE ABUSE PREVENTION POLICY

USATT's Minor Athlete Abuse Prevention Policy is set out in full in Section IV the USATT Safe Sport Policy, which can be directly accessed at the following link: https://www.usatt.org/athlete-resources/safesport.

CONTACT USATT TO BECOME SAFESPORT TRAINED AND/OR FULLY SAFE SPORT COMPLIANT

USATT is pleased to assist USATT Members in the process of becoming SafeSport Trained and/or Fully Safe Sport Compliant. Please contact USATT at Admin@usatt.org for more information and guidance in this process.

MANDATORY REPORTING

There are certain circumstances where **reporting a potential Safe Sport violation is mandatory**. These circumstances include: (i) child abuse; (ii) sexual misconduct; (iii) emotional and physical misconduct; (iv) criminal charges and/or dispositions involving sexual misconduct or misconduct involving minors; (v) any abuse of the Safe Sport process. **Child abuse must be immediately reported to local law enforcement.** To learn more about reporting child abuse to law enforcement, please see: https://www.childwelfare.gov/topics/responding/reporting.

HOW TO REPORT SAFE SPORT VIOLATION

Persons can report a suspected violation of USATT's Safe Sport Policy to:

1. The US Center for SafeSport at www.SafeSport.org (or by phone during regular business hours at: 720-531-0340); and/or
2. The USATT Athlete Protection Officer Mark Thompson (mark.thompson@usatt.org) (719-329-4200).

End. 26 09-01a

2026 – 27 Safe Sport Policy Form – Tournament Director
Declaration of Compliance with USATT Safe Sport Policy

I, _____ in my capacity as the Tournament Director for the following USATT Sanctioned Tournament: _____ state the following:

I am familiar with the USATT Safe Sport Policy, including the Minor Athlete Abuse Prevention Policy ["MAAPP"].

I completed the following steps in conjunction with this USATT Sanctioned Tournament:

1. Confirmed that all persons serving in Positions of Authority for this tournament were Safe Sport Compliant at all times relevant to this tournament;
2. To the best of my ability, undertook all known reasonable steps to communicate the USATT Safe Sport Policy to Tournament Participants prior to the start of the tournament, including "Day Of" registrants and participants;
3. Included the USATT Safe Sport Policy Entry Blank Template in the tournament registration process;
4. To the best of my ability, enforced the Coaching Policy for a USATT Sanctioned Tournament, including the requirement that all adult persons coaching minor-aged athletes (including a parent coaching his or her own child) are fully Safe Sport Compliant;
5. To the best of my ability, confirmed that all Adult Participants in this tournament who have authority over or regular contact with minor athletes, of whom I am aware, were Safe Sport Trained at all times relevant to this tournament;
6. Confirmed that all persons listed on the USATT Suspended Member List were excluded from participation in this tournament; and
7. To the best of my ability, communicated and enforced the USATT Coaching Policy.

Signature of Tournament Director: _____

DATE: _____

Printed Name of Tournament Director: _____

Tournament Director E-Mail: _____

Tournament Director Mobile Phone: _____

Address of Tournament Location: _____

_____

_____

End. 26 09-01a

USATT Member Club
Declaration of SafeSport Compliance

I, _____ in my capacity as Club Administrator for USATT Member Club: _____, hereby declare that the Member Club is compliant with USATT SafeSport Policy, which requires that certain persons associated with USATT and the organization's Member Clubs become **fully SafeSport Compliant**, including (but not limited to):

1. All persons in a position of actual, perceived or implied authority in a USATT Affiliated Member Club, including but not limited to owners, directors, committee members and employees; and
2. All persons acting in what could reasonably be considered a coaching capacity at a USATT Affiliated Member Club.

The complete list of persons who must be fully SafeSport Compliant and the process to become Compliant can be found at: https://www.teamusa.org/usa-table-tennis/safesport. Full SafeSport Compliance is a two-step process: (i) successful completion of the SafeSport Training Course and subsequent Refresher Courses provided by the US Center for SafeSport every year; and (ii) satisfactory completion of a criminal background check every two years.

Also, under the Minor Athlete Abuse Prevention Policies ("MAAPP") as adopted by USATT, all Adult Participants (which includes all USATT Members and/or Members of USATT affiliated Member Clubs), who have regular contact with minor-aged amateur athletes at a USATT Member Club must successfully complete the US Center for SafeSport Training Course and subsequent Refresher Courses every year thereafter.

This Declaration of SafeSport Compliance is dated _____.

I understand that the Club Administrator for a USATT Member Club must sign and submit a Declaration of SafeSport Compliance once every year.

Signature of Club Administrator: _____
(Signature)

Name of Club Administrator _____

Club Administrator E-Mail: _____

Club Administrator Phone: _____

Name of Club Location: _____

Address of Club: _____

_____

Club Phone Number: _____

End. 21 08-19a

REPORTING FORM

USATT SAFE SPORT
AND MINOR ATHLETE ABUSE PREVENTION POLICY
REPORT OF MISCONDUCT FORM

USATT SAFE SPORT
AND MINOR ATHLETE ABUSE PREVENTION POLICY
REPORT OF MISCONDUCT FORM

Reporting Abuse

USATT recognizes it can be difficult for an athlete, teammate, friend or family member to report an allegation of misconduct and strives to remove as many barriers to reporting as possible. You may remain anonymous if you wish. However, where appropriate, the investigative process may require further input and anonymous reporting may make it difficult for USATT to move forward with an investigation.

USATT requires reporting of physical, sexual or other misconduct by any member and strongly encourages reporting of any concerns relating to safe sport. USATT also encourages reporting of concerns related to the **Minor Athlete Abuse Prevention Policy** ("MAAPP") contained within USATT's SafeSport Policy. USATT appreciates your willingness to report inappropriate behavior. By submitting this form, you are giving permission to USATT's Safe Sport Program staff to contact you. Out of respect for the importance of this issue and to encourage honest and effective reporting, knowingly making a false or vindictive report will not be tolerated andmay be a violation of USATT'S Code of Conduct.

A report of abuse, misconduct or policy violation that is malicious, frivolous or made in bad faith is prohibited. Such reports will be considered a violation of USATT's SafeSport policies and grounds for disciplinary action. Depending on the nature of the allegation, a person making a malicious, frivolous or bad-faith report may also be subject to civil or criminal proceedings.

* Must be completed Date:

Person Being Reported

Provide as much information as possible about the person you are reporting.

First Name *_____ Last Name*_____

Position or Role*_____ Age or Approximate Age*_____

Gender (circle one): Male Female

Club Affiliation *_____

Position(s) this individual holds or held (circle or insert all that apply):

Head Coach Assistant Coach Athlete

Official Other_____

Alleged Misconduct Information

Please provide as much specific information as you are able.

Type of Misconduct (circle or insert all that apply) *

Bullying Emotional Hazing Physical

Harassment Sexual Other_____

MINOR ATHLETE ABUSE PREVENTION POLICY

Does this matter involve an alleged violation of USATT's Policy regarding One-On-One Contact Between an Adult Participant and Minor-Aged Athlete? _____ Yes _____ No

If so, what area covered by USATT's MAAP Policy is allegedly implicated in this matter?

_____ Meetings and Training Sessions

_____ Athletic Training Modalities, Massages or Rubdowns

_____ Locker Rooms, Changing Areas and Similar Spaces

_____ Electronic Communications

_____ Transportation (In-Program Travel)

_____ Lodging

_____ Gifting

_____ Photography/Video

Details Regarding the Alleged Incident(s)

Location(s) where the incident(s) took place (include any relevant locations with City/State)

_____

Date(s) or Approximate Date(s) of Misconduct:*_____

Description of Alleged Misconduct: Please include as much detail as possible

(Please use a separate sheet and/or Page Five of this Report Form, if necessary)

_____

_____

_____

_____

Victim or Victims

Please identify the victim below. If you wish the victim to remain anonymous (whether the victim is yourself or someone else), then please enter the name as Anonymous. If the Victim is unknown, please enter, "Unknown."

First Name (or Anonymous or Unknown):* _____

Last Name (or Anonymous or Unknown):* _____

Age or Approximate Age* _____ Gender: Male Female

Additional Information: _____

_____

_____

_____

Please List Any and All Additional Victims – Please Use a Separate sheet if necessary

First Name (or Anonymous or Unknown):* _____

Last Name (or Anonymous or Unknown):* _____

Age or Approximate Age* _____ Gender: Male Female

Additional Information: _____

_____

_____

First Name (or Anonymous or Unknown):* _____

Last Name (or Anonymous or Unknown):* _____

Age or Approximate Age* _____ Gender: Male Female

Additional Information: _____

_____

_____

Your Name and Relationship to the Victim(s)

At your option, you may identify yourself and your relationship to the victim. Alternatively, you may remain anonymous. However, where appropriate, the investigative process may require further input, and therefore anonymous reporting may make it difficult for USATT to move forward with an investigation.

First Name (or Anonymous or Unknown):*_____

Last Name (or Anonymous or Unknown):*_____

Age or Approximate Age*_____ Gender: Male Female

Phone: (_____)_____-_____

E-Mail Address:_____

Relationship to Victim:

Self Parent/Guardian Other Family Member

Friend or Acquaintance Club Member Coach or Volunteer

Prefer Not to Say Other_____

Individuals Who May Have Additional Information

List anyone who may be able to provide additional information regarding the alleged offense. We will not identify you when we contact these individuals.

First Name (or Anonymous or Unknown):*_____

Last Name (or Anonymous or Unknown):*_____

Age or Approximate Age*_____ Gender: Male Female

Phone: (_____)_____-_____

E-Mail Address:_____

Relationship to Victim:

Self Parent/Guardian Other Family Member

Friend or Acquaintance Club Member Coach or Volunteer

Prefer Not to Say Other_____

Additional Information

Please provide any other information that you feel would be helpful to an investigation of the alleged offense you have reported