## USA Gymnastics prioritizes athlete welfare

The following list represents some of the notable steps that USA Gymnastics has taken in order to strengthen Athlete Safety.

<table>
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<th>Year</th>
<th>Event Description</th>
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| 1990 | Permanently Ineligible for Membership List Established  
Termination of membership results in placement on the publicly available Permanently Ineligible for Membership List. This lifetime ban means the individual does not have any of the rights or privileges associated with membership in USA Gymnastics, including participation in sanctioned events. [www.usagym.org/ineligible](http://www.usagym.org/ineligible) | 2009 | Code of Ethics Updated  
Additions address sexual misconduct and consequences of associating with individuals on the Permanently Ineligible List. |
| 1994 | Board of Directors adopts Code of Ethics  
General principles guide conduct in situations with ethical implications. |
| 1996 | Member Club Program Launched  
Baseline membership for clubs offers business, educational and marketing benefits. |
| 1998 | Safety/Risk Management Course Mandated  
Required for professional members (coaches, officials), course must be retaken every four years. |
| 2005 | Athlete Wellness Program Introduced  
Educational program is designed to promote the welfare of the sport's participants; also launched the National Sports Science and Healthcare Referral Network. |
| 2007 | Safe Sport training offered at Regional and National Congresses  
Sexual misconduct awareness sessions are offered annually at National and Regional Congresses. |
| 2009 | Participant Welfare Policy Created  
The Policy outlines the scope of USA Gymnastics’ commitment to promoting a safe environment, as well as the requirements and expectations of its members, including definitions of physical and sexual abuse; reporting procedures for suspected abuse; misconduct/grievance procedures; member obligations and recommendations; standards of behavior; and education and communication about the policy. |
| 2009 | Bylaws Amended  
Amendments include streamlining member misconduct and disciplinary proceedings; expanding definition of misconduct; delineating types of complaints; clarifying who can file a grievance; and providing additional information on the Permanently Ineligible List for membership. |
| 2009 | Event Sanctioning Policy Expanded  
USA Gymnastics expands its sanction policy so that only a Member Club of USA Gymnastics can host a sanctioned event. |
| 2011 | Member Club Requirements Established  
Member Clubs must have a policy consistent with USA Gymnastics’ Participant Welfare Policy; certify that no persons permanently ineligible for USA Gymnastics membership are or will be associated with the organization or its activities in any way; and employ at least one staff member who holds a current USA Gymnastics professional membership. |
| 2012 | Athlete Registration Streamlined  
Only Member Clubs may apply for USA Gymnastics membership for an athlete and/or register a team of athletes into sanctioned events.  
Safe Sport Partners Identified  
Educational partners provide content for educational initiatives that range from building awareness to empowering action. They include the U.S. Olympic Committee, Child Lures Prevention, Darkness to Light and Stop It Now! |
| 2013 | Clubs Care/We Care Campaigns Launched  
Educational initiatives target clubs and parents to raise awareness about child sexual abuse.  
Child Sexual Misconduct Education Offered  
Made available within USA Gymnastics University, “Stewards of Children” is a child sexual abuse prevention training created by Darkness to Light.  
Partnership with Positive Coaching Alliance and Growing Champions for Life  
A partnership to redistribute their coursework and resources through Member Services and USA Gymnastics University. |
2014  Athlete Participation Policies Strengthened
Athlete members must be affiliated with a USA Gymnastics Member Club to participate in USA Gymnastics sanctioned events.

2015  Clubs Care Quick Reference Guide
A resource to help clubs take action, as well as establish and maintain a safe environment, including sample policies and policy templates.

Safe Sport Visibility
Increases safe sport content and presence at USA Gymnastics educational events (National and Regional Congresses).

Promote National Child Abuse Prevention Month
Continue to highlight April as National Child Abuse Prevention month with educational content and direct mail pieces to USA Gymnastics Membership.

2016  Independent Review
Former Federal Prosecutor Deborah Daniels was hired by the Board of Directors to spearhead an independent review of USA Gymnastics’ bylaws, policies, procedures and practices related to handling sexual misconduct matters.

Expanded Resources
Additional safe sport provides content, resources and education for all forms of abuse including: bullying, harassment, and hazing, physical, emotional and sexual abuse.

Recognizing and Responding Course Added
Darkness to Light’s Recognizing and Responding Course is provided free of charge for all Member Clubs.

2017  Policy Review Panel
Establish a Policy Review Panel to guide the implementation of the Deborah Daniels recommendations and to review the organization’s policies and procedures.

Addition of a Safe Sport Department
New department led by the Director of Safe Sport and Legal Counsel.

Independent Evaluation Findings
Board of Directors accepts recommendations contained in the Deborah Daniels’ independent “Report to USA Gymnastics on Proposed Policy and Procedural Changes for the Protection of Young Athletes.”

Adopts USA Gymnastics Safe Sport Policy
The new Safe Sport Policy includes: reporting requirements for members; definitions for all six forms of abuse and Proactive Policies that establish professional boundaries between adults and gymnasts.

Bylaws Strengthened
Comprehensive bylaw amendments address many of the Daniels’ report recommendations to strengthen the process of handling complaints.

USA Gymnastics Safe Sport Committee
Establishes a Safe Sport Committee to monitor, assist with the development and implementation of policy, and report to the Board on safe sport matters.

Requires Membership for Club Owners
Member Club owners are required to have USA Gymnastics professional memberships.

2018  Reporting Procedures Expanded
Reporting procedures now include: online form submission, a dedicated e-mail address, and a 24/7 toll free reporting number.

Athlete Assistance Fund
The National Gymnastics Foundation establishes an Athlete Assistance Fund to provide access to counseling services for USA Gymnastics’ gymnasts who suffered sexual abuse in the sport of gymnastics. The Fund is administered by an independent third party, PHP Management Systems.

usagym.org/safesport