

USA Gymnastics Safe Sport

SAFE SPORT INTAKE PROCESS



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Each matter reported to USA Gymnastics through the USA Gymnastics Safe Sport reporting portal generates an Incident Report, or "IR." Any matter reported to USA Gymnastics outside the portal, such as an email, will be used to generate an IR.

USA Gymnastics Safe Sport uses a 5 Tier System to assess each IR to:

- identify those reports that need immediate attention
- allocate investigative resources
- determine appropriate resolution.

The tier system is intended to assess the matter for initial response. Reports will be tiered based on the information originally submitted to USA Gymnastics Safe Sport, or information provided by the US Center for SafeSport at the time of referral. Reports may be reclassified to another tier upon completion of an investigation and review of findings if the assigned tier is no longer appropriate.

USA Gymnastics will follow state and federal law when presented with any report of child abuse or criminal activity, including immediate referral to Law Enforcement and the US Center for SafeSport. Such reports will be immediately classified as Tier 5. Tiers 4, 3 and 2, will be assigned for further assessment by USA Gymnastics Safe Sport staff and investigators. Reports of issues that are not considered Safe Sport matters (internally designated as "Tier 1 Reports") are referred to the relevant party for resolution.

Non-safety reports that are determined to be code of ethical conduct concerns will be referred to the Ethics and Grievance Committee.

The [USA Gymnastics Safe Sport Investigation and Resolution Procedures policy](#) fully explains the process for resolution of a case. A brief overview of each tier is on the following pages.

TIER 2 REPORTS

TIER 2 INCLUDES

Tier 2 may include (a) prevention policy reports that do not contain elements of predatory behavior or (b) non-misconduct safety concerns.

TIER 2 PROCESS

Tier 2 reports may not require a full investigation. They can often be resolved informally based on the report information and discussions with the involved parties.

TIER 2 RESOLUTIONS

This type of violation tier may be addressed by the USA Gymnastics Safe Sport department through corrective measures like the issuance of a warning letter or required education.

EXAMPLES *(may include, but not limited to)*

- one-on-one social media contact where the content does not suggest inappropriate intent
- open practice policy violation

TIER 3 REPORTS

TIER 3 INCLUDES

Tier 3 may include code or policy defined prohibited conduct, including prevention policy concerns, misconduct and abuse of process.

TIER 3 PROCESS

Tier 3 complaint reports will be assigned to a USA Gymnastics investigator.

TIER 3 RESOLUTIONS

Tier 3 cases may be addressed by the USA Gymnastics Safe Sport department through resolutions that do not prohibit the respondent from participating in amateur athletic competition, including, but not limited to: required education, review/revision of club policies, completion of an action plan to resolve issues and/or a probationary period.

EXAMPLES *(may include, but not limited to)*

- violations of prevention policies that are without predatory intent
- use of negative coaching techniques
- limited use of conditioning/denying hydration as punishment
- isolating athletes
- disregarding a medical restriction
- limited violations of the open practice policy

TIER 4 REPORTS

TIER 4 INCLUDES

Tier 4 may include any conduct identified as severe based on frequency, intensity, number of independent reports, or a possibility for escalation in a matter not subject to the Center's exclusive jurisdiction.

TIER 4 PROCESS

Tier 4 complaint reports will be assigned to a USA Gymnastics investigator.

TIER 4 RESOLUTIONS

Tier 4 cases may be addressed by a hearing panel or through an alternative, agreed-upon resolution which may include additional education, policy reviews/updates, action plans to resolve issues, probation or other measures. Interim measures may be implemented as appropriate.

EXAMPLES *(may include, but not limited to)*

- egregious or severe acts of prohibited conduct, including repeated use of demeaning or harmful coaching techniques or conditioning as punishment
- Policy violations indicating grooming behavior such as social media invitations and activities away from the sport
- violations of the one-on-one travel or lodging policy
- retaliation against a Safe Sport reporter
- abuse of process such as intimidating witnesses, intentionally misleading an investigator or interfering in an investigation.

TIER 5 REPORTS

TIER 5 INCLUDES

Tier 5 includes any sexual conduct, child abuse reports, or matters subject to the Center's defined "Exclusive Jurisdiction." This includes, but is not limited to, "sexual misconduct" or "other inappropriate conduct" in the SafeSport Code, criminal allegations involving child abuse or sexual content, or any matter related to a case already under investigation by the Center.

TIER 5 PROCESS

Conflict of Interest: USA Gymnastics will assign a Tier 5 status to any case referred to the US Center for SafeSport where there is the potential for a conflict of interest for USA Gymnastics to investigate the case.

USA Gymnastics may assign Tier 5 status to any case involving sufficiently elevated risk to athletes or the organization, even if the matter does not fall under the Center's jurisdiction.

A Tier 5 report is immediately filed with law enforcement and/or the US Center for SafeSport as appropriate. The US Center for SafeSport is responsible to investigate and resolve any case under its exclusive jurisdiction.

TIER 5 RESOLUTIONS

Tier 5 matters will be promptly reviewed for interim measures, including suspension from unsupervised contact with minors or suspension from all contact, as appropriate. USA Gymnastics will adopt any measures or remedies imposed by the Center. In matters not under the Center's jurisdiction, USA Gymnastics will consider remedies including suspensions, along with permanent ineligibility from participation in our sport. Law enforcement may impose criminal charges.

EXAMPLES *(may include, but not limited to)*

- criminal activity
- child abuse reports
- elevated threats of violence
- sexual conduct involving minors
- sexual misconduct
- conduct involving force



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