



AN OVERVIEW OF *NEW* ELEMENTS IN USA GYMNASTICS' SAFE SPORT POLICY

USA Gymnastics Safe Sport Policy replaces the Participant Welfare Policy. Earlier this year, USA Gymnastics staff and leadership made significant changes and improvements that strengthened the Participant Welfare Policy such that it was renamed the USA Gymnastics Safe Sport Policy.

USA Gymnastics members will see that the Safe Sport Policy is about zero opportunity (for misconduct/abuse) and zero tolerance (for misconduct/abuse).

Below are parts of the Safe Sport Policy that are new:

WHO DOES THE NEW SAFE SPORT POLICY APPLY TO?

PREVIOUS POLICY

Our policies applied to "Current Members".

NOW

USA Gymnastics has done two things:

- 1) expanded who our members are,
- 2) broadened the scope of who is required to follow the policy.

Now, "Covered Individuals" are responsible for knowing and adhering to the new Safe Sport Policy.

Covered Individuals are:

- Current members
- USA Gymnastics staff and board of directors
- Athletes
- Applicants for membership (New)
- Former members who were members at the time of the alleged incident (New)
- Non-Athlete Participants (New)
 - anyone who USA Gymnastics formally authorizes, approves or appoints to a position of authority over athletes
 - anyone with frequent contact with athletes

By broadening who the policy applies to, the pool of people who are held accountable for bad behavior has been enlarged.

WHAT IS NEW?

PREVIOUS POLICY

Abuse was defined as only sexual and physical misconduct.

NOW

There are now six categories of misconduct — physical misconduct, sexual misconduct, verbal/emotional misconduct, bullying, hazing and harassment.

Plus, abuse of process, failure to report, making a false report and retaliation are misconduct related to the grievance and resolution process.

PREVIOUS POLICY

Things were recommended with words like "encourage" "avoid."

NOW

The Safe Sport Policy is a membership requirement. Now, the Safe Sport Policy uses words like "must" and "required."

PREVIOUS POLICY

The policy outlined generalized behaviors.

NOW

Specific behaviors are outlined in Proactive Policies.

The U.S. Center for SafeSport developed and recommended Proactive Policies to all the Olympic National Governing Bodies. USA Gymnastics adopted the recommendation and tailored their Proactive Policies specifically for the sport of gymnastics. These Proactive Policies are designed to prohibit boundary violations and grooming behaviors.

PROACTIVE POLICIES ADDRESS...

- One-on-One Interactions
- Travel
- Social media and Electronic communications
- Photography/Videography
- Locker rooms/ Changing areas
- Gifting
- Massage/ Icing/Taping
- Stretching and other physical contact

It is mandatory for USA Gymnastics covered individuals to abide by these Proactive Policies.

REGARDING REPORTING, JURISDICTION, PROCESSING COMPLAINTS

PREVIOUS POLICY

Members have always had a legal obligation to report a suspicion of abuse — per their state laws.

NOW

Our covered individuals still must follow their state laws. However, in addition, they are required to immediately report a suspicion of abuse to law enforcement — regardless of whether they are a mandatory reporter in their state. This makes it simpler for everyone to decide if they need to report a suspicion of abuse to law enforcement or not. They do — in every case.

PREVIOUS POLICY

Members were encouraged to notify USA Gymnastics of violations of our rules.

NOW

Covered individuals are required to notify USA Gymnastics or the U.S. Center for SafeSport of a violation of our rules, depending on the kind of violation.

It's divided by sexual misconduct and the other five categories of misconduct.

Covered individuals must report a suspicion of sexual misconduct to law enforcement and notify the U.S. Center for SafeSport. **(Please note: Notifying the U.S. Center for SafeSport DOES NOT replace the legal responsibility to report to law enforcement.)**

Covered individuals must report any other misconduct to law enforcement, if appropriate, and notify USA Gymnastics. **(Again: Notifying USA Gymnastics DOES NOT replace your legal responsibility to report to law enforcement.)**

WHAT ELSE IS NEW?

Owners of private gymnastics facilities (or the managing director of large public/nonprofit facility) must be members of USA Gymnastics.

Covered individuals are required to complete a designated Safe Sport course every two years.