



USA Dance Policy on SafeSport and Harassment

Keeping Our Participants Safe



Introduction - Goals

- To educate on USA Dance's policy
- To comply with changes in laws
- To define expectations



Why This Policy

- Replaces USA Dance Abuse and Harassment Guidelines
- To keep our participants safe
- Required by law
- An Expectation as a Recognized Sport Organization under the USOC Multisport Organizations



Public Law No: 115-126

- Effective 02/14/2018
- Amends two federal statutes:
 - The Victims of Child Abuse Act of 1990
 - The Amateur Sports Act of 1978 (Ted Stevens Act)



Victims of Child Abuse Act Changes

- Extends Reporting Duties
 - Certain adults (defined later in this presentation) are required to report suspected child abuse, including sexual abuse within 24 hours.
 - Failure to do so, is subject to criminal penalties
- Civil Remedies
 - Changes civil statute of limitations to 10 years from the date the victim discovers the violation or injury
 - Extends the statute of limitations for a minor victim to file a civil action to 10 years from the date such individual reaches age 18



Amateur Sports Act of 1978 Changes

Designation of US Center for SafeSport

- Now an independent national safe sport organization (no longer under the USOC)
- Responsible for developing policies and procedures to prevent the emotional, physical, and sexual abuse of amateur athletes



Amateur Sports Act of 1978 Changes - cont

- Reporting Requirement

- All adult members of a national governing body or a facility under the jurisdiction of a national governing body or at any event sanctioned by a national governing body, and
- All adults authorized by such members to interact with an amateur athlete

MUST

- Immediately report an allegation of child abuse of a minor to the USA Dance SafeSport Hotline and law enforcement



Amateur Sports Act of 1978 Changes - cont

- Additional requirements
 - Mechanism for easily reporting allegations
 - Reasonable procedures to limit one-on-one interactions between a minor and an adult
 - Procedures to prohibit retaliation
 - Audits to ensure policies and procedures are being followed
 - Consistent training



Amateur Sports Act of 1978 Changes - cont

General requirements for youth-serving amateur athletic organizations

- Amateur sports organization seeking a sanction for amateur athletic competition must implement and abide by policies and procedures to prevent emotional, physical, and child abuse of amateur athletes



Amateur Sports Act of 1978 Changes - cont

- Amateur sports organizations, which participate in an interstate or international amateur athletic competition, and whose membership includes any adult who is in regular contact with an amateur athlete who is a minor, must:
 - Comply with the reporting requirements of the Victims of Child Abuse Act
 - Offer and provide consistent training to adult members who are in contact with amateur athletes who are minors
 - Prohibit retaliation
- This is not an exhaustive list of changes to this Act



Center for SafeSport

- Created by the USOC following USA Gymnastics ordeal
- Independent non-profit organization
- Committed to ending all forms of abuse in sport
- www.safesport.org
- USA Dance SafeSport and Harassment Policy modeled after SafeSport Code

USA Dance SafeSport and Harassment Policy

- **Your responsibilities:**
 - Become familiar with Policy definition and terms
 - Comply with Policy
 - Commit to obligations
 - Seek help if questions
 - Report suspected policy violations

USA Dance Policy

USA Dance being a USOC designated, Recognized Sport Organization, to the extent appropriate, abides by the policies and procedures of the USOC and the USOC-designated independent safe sport entity, the US Center for SafeSport (the “SafeSport Entity”). Furthermore, SafeSport establishes a new standard of care or protection that will likely be applied to all sports organizations.

This policy sets out these obligations and how they are related to one another.

USA Dance Policy

- USA Dance will maintain an effective safety program. This safety program includes, at a minimum, the following components, all of which are published on the USA Dance web site: www.usadance.org
 - Prohibited conduct – defined in this policy
 - Criminal background checks – annually for all individuals who are:
 - in a position of control over and/or
 - who have frequent contact with athletes (the “Subject Group”)
 - and, as defined later in this policy
 - Education and training
 - Reporting – mandatory reporting to USA Dance for policy violations
 - Enforcement – there is a mechanism to enforce

USA Dance SafeSport and Harassment Policy

Applies to:

Application

- SafeSport policies and procedures, and the amendments to the Victims of Child Abuse Act of 1990 and the Amateur Sports Act of 1978 (the Ted Stevens Olympic and Amateur Sports Act) as signed into law on February 14, 2018, are intended to protect amateur athletes.
- The USA Dance Policy extends these protections to others within USA Dance.

Application

- To the extent relevant, this policy applies to:
 - all USA Dance members including,
 - USA Dance Board of Directors
 - Employees
 - USA Dance members
 - Athletes
 - Adjudicators
 - Coaches
 - Organizers
 - Others as determined by the USA Dance Board of Directors

Application

- Applies to, continued
 - Officials
 - Contractors while on contract with USA Dance
 - Volunteers at USA Dance events
 - Any USA Dance individuals who sponsor or arrange national or international amateur athletic competitions.
- While not all members need have a criminal background check as defined in policy, no USA Dance member should be subjected to harassment or abuse of any kind.

USA Dance SafeSport and Harassment Policy

Introduction

Introduction

- This policy may be applied to behavior conducted:
 - On line
 - Distributed electronically using
 - email
 - text messages or
 - any other electronic medium.
 - This includes without limitation blogs, web postings, chats and social networking sites.

Introduction

- This policy applies to all USA Dance members without respect to
 - Age
 - Membership status
 - Competitor
 - Social dancer
 - Etc.
 - Except where specifically noted.

Introduction

- This policy does not replace:
 - The Ted Stevens Olympic and Amateur Act
 - USA Dance's employment practices or policies; or
 - Applicable federal or state law.

Introduction

- This policy does not extend or restrict a person's right to file charges or claims with any other agency, law enforcement or court.
- Individuals are encouraged to ensure their rights have not expired through these other avenues.

USA DANCE SAFESPORT AND HARASSMENT POLICY

Definitions

The following definitions are taken directly from the Center for SafeSport Code.

Definitions

To properly understand, implement and enforce this policy, it is imperative that one is familiar with these definitions. The following terms as used in this policy have the following definitions:

- **Athlete**

- Any individual recognized as an athlete by USA Dance under its bylaws, rules, regulations, guidelines or other governing documents.

Bullying

Bullying Behavior

- Repeated and/or severe aggressive behavior that is intended or likely to hurt, control or diminish another person emotionally, physically, or sexually.

Bullying

- **Sexual**

- Teasing ridiculing or taunting based on
 - Gender or sexual orientation (real or implied),
 - Gender traits or behavior (e.g., taunting someone for being too effeminate), or
 - Teasing someone about their looks or behavior as it relates to sexual attractiveness.

Forms of Bullying

- **Physical** –
 - Hitting
 - Pushing
 - Punching
 - Beating
 - Biting, striking, kicking, choking, spitting or slapping
 - Throwing objects such as sporting equipment at another person

Forms of Bullying

- Verbal
 - Teasing
 - Ridiculing
 - Taunting
 - Name-calling
 - Intimidating or threatening to cause someone harm

Forms of Bullying

- **Social**, including
 - Cyber bullying
 - Using 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 or asking others to do the same

Forms of Bullying

- Conduct may not rise to the level of Bullying Behavior if
 - It is rude (inadvertently saying or doing something hurtful)
 - It is mean (purposely saying or doing something hurtful, but not as part of a pattern of behavior)
 - It arises from conflict or struggle between persons, absent a Power Imbalance, who perceived they have incompatible goals
- Criminal conduct
 - Bullying Behavior includes any conduct described as bullying under federal or state law.

Consent

- Freely given agreement by all people involved. As it relates to sexual conduct, consent requires words or actions by a person who is legally and functionally competent to give informed permission for specific sexual activity.

Consent

- Consents to any one form of sexual activity are not automatically implied consent for any other forms of sexual activity. Previous relationships or prior consent does not imply consent to future sexual activity.

Consent

Once given,
consent can be withdrawn through a clear
communication

Consent

Consent does not exist if a person does not give Consent, or has an Inability to Consent or Inability to Refuse exists.

Inability to Consent

- An inability to Consent exists when Consent cannot be given because the person
 - lacks legal capacity or
 - Is incapacitated.

Inability to Consent

Incapacitated

- A state where a person cannot make a rational, reasonable decision because they lack the capacity to give informed consent (i.e. to understand the “who, what, when, where, why, or how” of the sexual interaction).

Inability to Consent

Incapacitated

- A person may be incapacitated because of a developmental or mental disability, illness, injury, alcohol or other drug use (voluntary or involuntary), blackout, sleep, unconsciousness or involuntary physical restraint.

Consent – Inability to Refuse

An inability to refuse exists when the effective Consent cannot be given because of the use of

- Coercion
- Force
- Intimidation
- Creating or misusing a Power Imbalance.

Consent – Inability to Refuse

Coercion

- Unreasonable pressure to engage in Sexual Conduct.
- Whether pressure is unreasonable depends on four factors considered together:
 - (a) frequency
 - (b) intensity,
 - (c) isolation and
 - (d) duration.

Consent – Inability to Refuse

Force

- The use or threat of physical force that overcomes free will or resistance.

Consent – Inability to Refuse

Intimidation

- Implied threats or acts that reasonably cause a fear of harm in another.

Definitions

Covered Adult

- A Covered Individual who is 18 years of age or older.

Covered Minor

- A Covered individual who is under the age of 18.

Covered Individual

Any individual who:

- (a) currently is, or was at the time of the possible violation of this policy, within the governance or disciplinary jurisdiction of USA Dance or who is seeking to be within that governance or disciplinary jurisdiction of USA dance (through application for membership)

Covered Individual

- (b) is an athlete or non-athlete participant that USA Dance or the USOC formally authorizes, approves or appoints to a position of authority over athletes or to have frequent contact with athletes or

Covered Individual

- (c) USA Dance identifies as being within its jurisdiction.

Criminal Disposition

- Any disposition of a criminal proceeding, other than an adjudication of not guilty, including an adjudication of guilt or admission to criminal violation;
- A plea to a lesser included offense;
- A plea of no contest;
- The disposition of the proceeding to a diversionary program, deferred adjudication, disposition of supervision, conditional dismissal, or similar arrangement; or
- The existence of a warrant for arrest or any pending charges.

Emotional Misconduct

- Repeated and/or severe non-contact behavior involving
 - (a) Verbal Acts,
 - (b) Physical Acts and/or
 - (c) Acts that Deny Attention or Support.
- Emotional Misconduct is determined by the objective behaviors, not whether harm is intended or results from the behavior.

Emotional Misconduct

Verbal Acts

- Verbal assault that repeatedly attacks someone personally (e.g., calling a person worthless, fat or disgusting; taunting a person for being too effeminate);
- Repeatedly and excessively yelling at a particular athlete or other participant in a manner that serves no productive training or motivational purpose.

Emotional Misconduct

Physical Acts

- Physically aggressive behaviors, such as
 - Throwing sport equipment, water bottles or chairs at or in the presence of others; punching walls, windows or other objects.

Emotional Misconduct

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.

Criminal conduct

- Emotional Misconduct includes any act or conduct (e.g., psychological abuse, emotional abuse, mental abuse, child abuse) that can be described as emotional abuse under applicable federal or state law.

Emotional Misconduct

Exclusions

- Emotional Misconduct does not include professionally accepted and age appropriate coaching methods for skill and performance enhancement, physical conditioning, teambuilding or appropriate discipline.

Grooming

The grooming process begins with identifying potential victims, gaining their trust and breaking down their defenses.

These grooming tactics are often directed at

- potential youth victims as well as adult caregivers – parents,
- other youth-serving professionals, and the community-at-large.

Grooming

- **Grooming Steps Include**
 - Identifying and targeting the victim
 - Gaining trust and access
 - Playing a role in the child's life
 - Isolating the child
 - Creating secrecy around the relationship
 - Initiating sexual contact
 - Controlling the relationship

Grooming

- **Sexual Grooming**

- Finding a vulnerable child lacking self-confidence, low self-esteem, or parental attention
- Involving the child in peer-like activities
- Desensitizing the child to touch such as by tickling, patting, stroking, or wrestling
- Isolating by spending a large amount of time alone with the child and urging them to keep secrets.
- Making the child feel responsible for the sexual misconduct that has occurred

Grooming

• **Inappropriate Boundary Invasions**

- Showing undue interest in a child
- Giving gifts
- Peer-like behavior like hanging out
- Granting special privileges
- Discussing adult matters
- Keeping secrets
- Being alone with, attending outings with, transporting to school and events
- Telling sexual jokes, showing pornography, asking sexual questions.
- Hugging, kissing, physical contact

Harassment

- **Repeated and/or severe conduct that**
 - (a) causes fear, humiliation or annoyance,
 - (b) offends or degrades,
 - (c) creates a hostile environment, or

Harassment

- **Repeated and/or severe conduct that**
 - (d) reflects discriminatory bias in an attempt to establish dominance, superiority or power over an individual athlete or group based on age, gender, sexual orientation, gender expression, gender identity, race, ethnicity, culture, religion, national origin, or mental or physical disability;

Harassment

- **Repeated and/or sever conduct that**
 - (e) is 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.

Harassment

Harassment, which may be a form of Emotional, Physical or Sexual Misconduct, includes but is not limited to:

- **Discriminatory Harassment**
 - Conduct with the design or effect of establishing dominance, superiority or power over an individual or group based on age, sex, race, color, ethnicity, culture, national origin, religion, sexual orientation, gender expression, gender identity, or mental or physical disability.

Harassment

Stalking

- Conduct directed at a specific person that would cause a reasonable person to fear for his or her safety or the safety of others, or to suffer substantial emotional distress. Stalking generally involves a course of conduct, which includes two or more, acts, involving persistent and frequent unwanted in-person contact, surveillance or unwanted telephone and/or other electronic contact.

Harassment

Stalking Examples

- Stalking behaviors include without limitation:
 - following a person
 - appearing at a person's home, class, work or practice;
 - frequent phone calls, emails, or text messages
 - continuing to contact a person after receiving requests to stop
 - leaving unwanted written messages, objects or gifts;
 - vandalizing a person's property
 - threatening, intimidating or intrusive behavior; and
 - violating a lawful order preventing contact with a person

Harassment

Sexual Harassment

- Conduct by a Covered Adult toward an Athlete, employee, USA Dance member or Non-athlete Participant that includes
 - (a) sexual advances, requests for sexual favors, or other verbal or physical behaviors of a sexual nature; or
 - (b) is sufficiently severe, persistent or pervasive and objectively offensive that it negatively affects an individual's performance.

Harassment

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 subject to Hazing is not a defense, regardless of the person's perceived willingness to cooperate or participate.

Harassment

Examples of Hazing include:

Contact acts

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

Harassment

Examples of Hazing, cont

Sexual Acts

- Actual or simulated Sexual Conduct of any nature

Criminal Acts

- Any act of conduct that constitutes hazing under applicable federal or state law

Harassment

Examples of Hazing, cont

Non-contact acts

- Requiring or forcing the consumption of alcohol, illegal drugs or other substances in an effort to elicit a negative physiological response, including participation in binge drinking and drinking games; personal servitude;

Harassment

Examples of Hazing, cont

- Those acts 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;

Harassment

Examples of Hazing, cont

- 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; restriction on personal hygiene.

Intimate Relationships

Intimate Relationship

- A close personal 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 contact and/or Sexual Conduct
 - identity as a couple
 - the sharing of sensitive personal information
 - knowledge about each other's lives outside the sport relationship

Definitions

Minor

- An individual under the age of eighteen.

Non-athlete Participant

- Any coach, trainer, team staff, medical or paramedical personnel, administrator, official, or other athlete support personnel, employee or volunteer who participates.

Physical Misconduct

Physical Misconduct

- Any contact or non-contact conduct that causes or reasonably threatens to cause physical harm to another person.

Physical Misconduct

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.

Physical Misconduct

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):

Physical Misconduct

Non-contact violations, cont

- Withholding, recommending against, or denying adequate hydration, nutrition, medical attention or sleep;
- Providing alcohol to a person under the U.S - legal drinking age; providing illegal drugs or non-prescribed medications to another.

Physical Misconduct

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).

Physical Misconduct

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 dancing.

Positions of Power

When one person has direct supervisory, evaluative (Adjudicators) or other authority over another.

Example

- A person who may be in a Position of Power includes someone such as a coach, boss, employer, adjudicator or medical personnel.

Power Imbalance

A power Imbalance is presumed to exist:

- Where one person is in a Position of Power such that, based on the totality of the circumstances, there is a Power Imbalance.

Power Imbalance

- Whether someone occupies a Position of Power such that there is a Power Imbalance depends on several factors, including:
 - the nature and extent of the supervisory relationship,
 - evaluative or other authority over the person;
 - the actual relationship between the parties;
 - the parties' respective roles;
 - the nature and duration of the relationship;
 - the age of the adult;
 - the age of the people involved.

Power Imbalance

- Once a coach-Athlete relationship is established, a Power Imbalance is presumed.
- A Power Imbalance is presumed to exist throughout the coach-Athlete relationship (regardless of age) and is presumed to continue for Minor Athletes after the coach-Athlete relationship terminates and the Athlete reaches 20 years of age.

Power Imbalance

- A Power Imbalance may exist, but is not presumed, where an Intimate Relationship existed before the sport relationship (e.g., a relationship between two spouses or life partners that preceded the sport relationship).

Definitions

Reporting Party

- The person alleging a violation of this policy.

Responding Party

- The person who is alleged to have violated this policy.

Definitions

Sexual Conduct

- Contact and non-contact behaviors of a sexual nature.

Contact behaviors of a sexual nature

- Any intentional bodily contact of a sexual nature, however slight, whether clothed or unclothed, of a person's intimate body parts with any object or body part up to and including a completed or attempted penetration

Sexual Contact

- **Sexual contact** is
 - (a) any intentional bodily contact, however slight, whether clothed or unclothed, of a person's intimate body parts (primarily genital area, groin, inner thigh, buttock or breast) with any object or body part and/or
 - (b) any other intentional bodily contact in a sexual manner.

Sexual Contact

Sexual Intercourse

- Sexual intercourse is
 - (a) a completed or attempted penetration of the vulva or anus by a penis, object, tongue or finger; and/or
 - (b) contact between the mouth and the penis, vulva or anus.

Non-contact Behaviors of a Sexual Nature

- **Non-contact behaviors of a sexual nature include**
 - (a) exposure to sexual situations (e.g., pornography, voyeurism, and exhibitionism);
 - (b) sexual comments, sexually explicit photographs; or
 - (c) filming, taking or disseminating photographs of a sexual nature.

Exploitation

- Non-contact behavior of a sexual nature includes Exploitation (taking sexual advantage of another to benefit or gratify one's self or any person other than the person or persons being exploited).

Exploitation

- Exploitation includes, but is not limited to
 - (a) voyeurism or spying on persons engaged in intimate or sexual behavior,
 - (b) exposing genitals or inducing another person to expose his or her genitals without Consent,

Exploitation

- Exploitation includes, but is not limited to
 - (c) taking pictures or video or audio recordings of another in a sexual act or in any other private activity, without the Consent of all involved in the activity or
 - (d) disseminating or threatening to disseminate pictures, video recording or audio recordings of another person in a sexual act or any other private activity.

Definitions

Third-party Reporter

- A person who reports or discloses a possible violation of this policy, if not the Reporting Party.

Third-party Reports

- Reports or disclosures of a possible violation of this policy brought by a person other than a Reporting Party.

Prohibited Conduct

Sexual misconduct

- Generally sexual misconduct offenses include:
 - Sexual Conduct (or attempts to commit the same), without consent.
 - Sexual Conduct (or attempts to commit the same), where there is a Power Imbalance, regardless of purported Consent.
 - Sexual Harassment
 - An Intimate Relationship involving a person in a Position of Power where a Power Imbalance exists.

Sexual Misconduct

Sexual misconduct involving Minors

- Regardless of any purported Consent, a sexual misconduct offense involving a Minor includes:
 - Sexual Conduct (or attempt to commit the same) between a Covered Adult and a Minor where the age difference is three or more years,
 - Sexual Conduct (or attempt to commit the same) between a Covered Adult and a Minor where the age difference is less than three years, but a Power Imbalance exists.

Sexual Misconduct

Sexual misconduct involving Minors

- Regardless of any purported Consent, a sexual misconduct offense involving a Minor includes:
 - An Intimate Relationship (or attempt to establish the same) between a Covered Adult and a Minor where the age difference is three or more years and a Power Imbalance exists.

Sexual Misconduct

Sexual misconduct involving Minors

- Regardless of any purported Consent, a sexual misconduct offense involving a Minor includes:
 - Sexual Conduct between a Covered Minor and another Minor if:
 - (1) the age difference is three or more years, or
 - (2) there is a Power Imbalance based on the totality of the circumstances.

Child Sexual Abuse

Child Sexual Abuse

- A Covered Individual shall not engage in any behavior that constitutes child sexual abuse as defined by federal or applicable state law.

Criminal Disposition

- It is a violation of USA Dance policy for a Covered Individual to be convicted of or subject to a Criminal Disposition.

Child Sexual Abuse

A Covered Individual shall not engage in any other form of sexual misconduct, including Bullying Behaviors or Hazing of a sexual nature.

Other Misconduct

Other Misconduct

- **Emotional or Physical Misconduct**
 - A Covered Individual shall not engage in Emotional or Physical Misconduct. Emotional or Physical Misconduct may include Bullying, Hazing or Harassment.

Definitions – Other Misconduct

Retaliation

- Retaliation is any adverse action taken by a Covered Individual against a person participating in an investigation.
- Retaliation by a Covered Individual against a person for making an allegation or for supporting a Reporting Party by providing information relevant to an allegation is a serious policy violation.

USA Dance



POLICY ON SAFESPORT AND HARASSMENT

USA Dance Policy



1. It is the policy of USA Dance that a Covered Individual, any USA Dance member, an associate or affiliate USA Dance member organization must not engage in Prohibited Conduct, including Sexual Misconduct, Physical Misconduct, Bullying, Hazing, Harassment, or Emotional/Verbal Misconduct as defined in this policy and the SafeSport Code.

USA Dance Policy, cont



2. The following behaviors by a Covered Individual, any USA Dance member, an associate or affiliate USA Dance member organization, may be considered misconduct as defined in this policy and the SafeSport Code:

- Abuse of Process,
- Failure to Report,
- Intentionally Making a False Report or
- Retaliation.

These behaviors are a violation of this policy and/or the SafeSport Code.

USA Dance Policy, cont



3. Criminal Background Checks are required for those individuals who USA Dance formally authorizes, approves or appoints

- (a) to a position of authority over, or
- (b) to have frequent contact with athletes.

Individuals must provide proof of a Criminal Background Check from an approved provider as selected by USA Dance. The expenses associated with these bi-annual checks are the responsibility of the individual.

USA Dance Policy, cont



4. Education and Training

Individuals who USA Dance formally authorizes, approves or appoints (a) to a position of authority over, or (b) to have frequent contact with athletes, must complete SafeSport education and training every two years.

Others, because of their position within USA Dance may also be required to complete SafeSport education.

USA Dance Policy, cont



5. Reporting

- Individuals aware of violations or suspected violations of this policy are required to report to one of the following:
- For Calls within the US: 855-444-6011
- For Calls outside the US: 646-291-8999

USA Dance Policy, cont



6. The USA Dance Board of Directors may initiate actions against an individual accused of violating this policy, including restricting the individual from participating in USA Dance activities, prior to the completion of an investigation. These actions are intended to protect USA Dance members and the accused.

USA Dance Policy, cont



7. The USA Dance Ethics Committee will conduct investigations of alleged policy violations. When there is an active police investigation the Ethics Committee investigation may be delayed until the police investigation or court proceedings are complete. Due to the potential sensitivity of these investigations, findings will initially be reported to the Executive Committee before discussions and disposition at the USA Dance Board of Directors.

USA Dance Policy, cont



8. Individuals found in violation of this policy will be sanctioned. This may include loss of all privileges within USA Dance, suspension of USA Dance membership for a determined period of time or other sanctions that are appropriate to the policy violation. These decisions will be made at the USA Dance Board of Directors and are final. Documents relating to the violation report, investigation and conclusion will be retained permanently and posted on the USA Dance website.



USA Dance SafeSport Hotline

Do's and Don'ts for Reporting



Reporting

- USA Dance SafeSport Hotline – available 24/7
 - Domestic telephone number, toll free
 - **855-444-6011**
 - International telephone number for reporting
 - **646-291-8999**
- A report may be made to a woman or a man
- All calls are confidential to the extent confidentiality can be maintained.
 - Required investigations may necessitate disclosure of confidential information to appropriately investigate an allegation
- **If you have a reasonable suspicion or belief of child sexual abuse, law enforcement must also be contacted within 24 hours.**



Reporting

- Report only what you have been told
- Ask individual only to be as specific as possible
 - Who was involved
 - When did the situation occur
 - What occurred
- Do not ask leading questions
- Your job is not to evaluate, judge, or investigate
- It is ONLY to report



Reporting

- Concerning behaviors may be reportable behaviors. These may not be criminal behaviors but are still concerning and should be reported.
- These behaviors could be between:
 - Participants
 - Coaches and participants
 - Adjudicators and participants
 - Adults and minors
- If you observe a concerning behavior or if it is shared with you - REPORT



Reporting

- If a minor shares with you, any of the following – REPORT
 - There has been texting or emailing of sexual photos or images
 - The minor has received the same
 - The minor feels inappropriate touching has occurred
 - The minor feels she or he is being or has been propositioned



Reporting

- Suspicion or Knowledge of Child Sexual Abuse
 - Report it if a minor shares knowledge of abuse
 - Report it if a minor disclosed a friend has been abused
- It doesn't matter how long ago the alleged abuse or behavior occurred, Report
- You may be legally required to report within 24 hours if you have "reasonable suspicion or belief" of Child Sexual Abuse
- Never contact a minor's parents or guardian in these situations, leave it to law enforcement

FUTURE IMPACT OF SAFESPORT

The Center for SafeSport only has legal jurisdiction over USOPC designated National Governing Bodies at this time.

However, the safety standards as developed by the Center and the changes in law, may lead to new safety standards or expectations that may impact one's private coaching practice.



BACKGROUND CHECK SUBMISSION

USA Dance Board of Directors is delaying the required background check for 6 months due to COVID.

By making the Attestation on the following slide, I hereby certify that, since my last background check, I have not been accused of, investigated or arrested for, or convicted of any action or crime that would be a violation of USA Dance's SafeSport policy.

ATTESTATION

I understand that this policy applies to me in my capacity with USA Dance. I agree to comply with this policy and to report suspicious and suspected inappropriate behavior to the USA Dance SafeSport and Compliance Hotline.

Click the link below to fill out the short form and complete the process.

[SafeSport Attestation Form](#)

