

ZERO TOLERANCE

FOR ABUSE & HARASSMENT



Summary of U.S. Figure Skating's SafeSport policy

Even before the origin of the word "SafeSport," U.S. Figure Skating was working diligently to provide a safe environment that is free of harassment, misconduct and abusive practices. While a summary of the SafeSport Handbook is below, all members are strongly encouraged to read the entire handbook.

- To read the SafeSport Handbook, [click here](#).

'See Something, Say Something'

In May 2000, the U.S. Figure Skating Governing Council approved General Rule 1:03, which not only mandates a member's responsibility to report suspected child abuse to law enforcement, it also has the authority to discipline a member who does not report such an incident.

GR 1.03 U.S. Figure Skating will not tolerate or condone any form of harassment (including sexual harassment), misconduct, (including sexual, physical and emotional misconduct), bullying or hazing of any of its members including coaches, officials, directors, employees, parents, athletes and volunteers — or any other persons — while they are participating in or preparing for a figure skating activity or event conducted under the auspices of U.S. Figure Skating. The U.S. Figure Skating Policy Statement on Harassment and Abuse may be found in its entirety online at usfigureskating.org. Harassment of such nature between or among U.S. Figure Skating members shall be reported to the chair of the Ethics or Grievance Committee as soon as is practicably possible, per rules ECR 2.00 and GCR 2.00. A. If any form of child abuse is observed or suspected, the observer should immediately contact either local law enforcement or a public child welfare agency and make a report. B. Any person who violates this rule, who fails to appropriately report or who makes a false report or otherwise violates U.S. Figure Skating's Policy on Harassment and Abuse will be subject to disciplinary action in accordance with Article XXV, Section 3, of the U.S. Figure Skating bylaws.

SafeSport: Key elements

U.S. Figure Skating has long maintained and enforced rules and policies that help ensure the safety and well-being of its members. U.S. Figure Skating's SafeSport Program is comprised of these key components:

- Policies prohibiting abuse and misconduct
- Monitoring and supervision of SafeSport program
- Education and awareness training
- Mandatory background checks
- Responding to reports of abuse
- Reporting concerns of abuse

Education and awareness training

Education is a key component to preventing abuse and misconduct. And while sexual abuse can be a difficult topic for young children, all people involved in youth sports – participants, rink employees, coaches, officials, parents – should report suspected abuse or misconduct.

Who is required to take SafeSport Training?

Those required to complete an approved SafeSport Training course include the following members and individuals:

- All member coaches
- U.S. Figure Skating team leaders
- Team managers for synchronized skating and Theatre on Ice teams
- Team physicians

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- Team support staff selected by U.S. Figure Skating
- U.S. Figure Skating staff and S.T.A.R.S. anchors (instructors)
- U.S. Figure Skating-hired independent contractors and/or vendors who come into contact with athletes
- U.S. Figure Skating board members and committee chairs
- Registered Learn to Skate USA instructors
- U.S. Figure Skating-appointed staff or chaperones at U.S. Figure Skating camps

Effective July 1, 2018, the following members and individuals will also be required to complete an approved SafeSport Training course:

- Registered Learn to Skate USA instructors
- Club SafeSport Compliance Chairs
- U.S. Figure Skating officials
 - To register for SafeSport Training, log in to Member's Only and click the SafeSport icon. Coaches: This SafeSport Training is separate and in addition to CER requirements.

Supervision of minor athletes

Keeping a minor athlete safe means not putting her or him in a situation where misconduct may occur.

- Two-Deep Leadership: At least two individuals, preferably adults (i.e. "rule of three") should be present at all times with individual minors when off the ice.
- Public individual meetings: Make sure others are present and in a location where interactions can be easily observed.
- Locker Rooms and Changing Areas: ALL locker rooms and changing areas must be monitored. Clubs must prominently post the SafeSport policy near each locker room or changing area.
- Travel policy: Regardless of gender, a coach shall not share a hotel room or other sleeping arrangements with a minor athlete. (Exception: The coach is the parent, legal guardian, or sibling of the athlete).
 - Athlete Protection Policies begin on Page 19 of the SafeSport Handbook.

Criminal Background checks

U.S. Figure Skating requires the successful completion of criminal background checks on individuals who come into contact with athletes. Using two independent national databases, these checks are performed by the National Center for Safety Initiatives, which adheres to the Recommended Guidelines established by the National Council on Youth Sports.

What information is checked?

- Sex-offender registries of all available states
- Social Security number and address verification
- Federal terrorist database search
- Non-database (county courthouse runner) search of county criminal records in the jurisdiction of longest and most recent residence in the past five years
- International background checks for countries where the individual has lived, worked, or studied for three or more consecutive months during the past five years

Who is required to have a background check?

- All member coaches

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Effective July 1, 2018, the following members and individuals will also be required to complete a background check:

- Club SafeSport Compliance Chairs
- U.S. Figure Skating officials

Suspended and banned list

U.S. Figure Skating publicly posts the names of members who have been suspended or banned from the organization by the Grievance Committee and/or Ethics Committee and/or the U.S. Center for SafeSport. This is a useful resource for parents, clubs and rink management.

- To view the suspended/banned list, [click here](#)

SafeSport: It's everyone's responsibility

U.S. Figure Skating has ZERO TOLERANCE for sexual misconduct. Members of U.S. Figure Skating are required to report suspected or alleged sexual misconduct.

"SafeSport is not just the responsibility of the U.S. Center for SafeSport, the SafeSport Committee and/or the hundreds of SafeSport Compliance Chairs across the organization. This responsibility lies with every member and participant in the sport of figure skating. It is the commitment we make to our sport, to our community and to each other." -- Kris Arneson Cutler, Chair, U.S. Figure Skating SafeSport Committee

HOW TO FILE A REPORT

Sexual misconduct: If you have a reasonable suspicion of sexual misconduct, such as child sex abuse, non-consensual sexual conduct, sexual harassment or intimate relationships involving an imbalance of power, you must contact local law enforcement and make a report to the U.S. Center for SafeSport. Reports to the U.S. Center for SafeSport are made online or on the phone and may be made anonymously.

The U.S. Center for SafeSport

- Online: [SafeSport.org](https://safesport.org)
- Phone: (720) 524-5640

*The Center will share the report with U.S. Figure Skating.

Other misconduct: All individuals, regardless of membership with U.S. Figure Skating, are encouraged to report suspected violations of SafeSport by a U.S. Figure Skating member, such as emotional or physical misconduct, bullying, hazing or harassment.

U.S. Figure Skating SafeSport

- Email: safesport@usfigureskating.org
- Phone: 719.635.5200