

**Policy Name:** Athlete Safety

**Date of Issuance:** 1-16-2020

**Policy Owner:** Anschutz Southern California Sports Complex, LLC, which includes the Velo Sports Center (“VELO Sports Center”) (“ASCSC”)

**Applies to:** ASCSC Staff, USOC Staff, USAC staff, LAVRA Board and Others (as below)

**Purpose:**

ASCSC is committed to the development and safety of athletes and participants involved in sport, including by supporting a safe and positive environment for physical, emotional and social development, ensuring a save environment and working cooperatively with U.S. Center for SafeSport (“USCSS”), USOPC, and law enforcement as applicable.. This policy sets forth standards and obligations to achieve that end.

**Policy Statement:**

I. Commitment to Athlete Safety

ASCSC is committed to supporting a safe and positive environment for athletes’ physical, emotional and social development and to ensuring that it promotes a safe environment free of abuse and misconduct including bullying, hazing, harassment (including sexual harassment), and emotional, physical, and sexual abuse.

II. Application

This Policy applies to:

- ASCSC employees, coaches, contracted staff, volunteers, board members, and other individuals working with athletes or other sport participants while at the VELO Sports Center.
- ASCSC employees, coaches, contracted staff, volunteers, board members, athletes and other individuals while attending or participating in a VELO Sports Center hosted event.

Throughout this Policy, “you” and “your” refer to participants that are in the respective categories.

All ASCSC employees, coaches, contracted staff, volunteers, board members, are also subject to all policies and procedures developed and issued by ASCSC internal employment practices, policies and procedures (as applicable); and all federal, state, and local laws.

III. Prohibited Conduct

You must refrain from all forms of misconduct, including bullying, hazing, harassment

(including sexual harassment), emotional misconduct, physical misconduct, and sexual misconduct as set out in the SafeSport Code for the U.S. Olympic and Paralympic Movements (the “Code”) as adopted by the USCSS, and all other policies or procedures issued or adopted by the USCSS.

#### IV. Reporting

##### A. Requirement to Report

You must report your knowledge or suspicion of any form of misconduct or abuse, including bullying, hazing, harassment (including sexual harassment), and emotional, physical, and sexual abuse as set out in the Code, and all other policies or procedures issued or adopted by the USCSS.

If you become aware of possible **sexual misconduct that involves a team USA athlete**, you must report your knowledge to law enforcement and the USCSS within 24 hours.

- In case of an emergency, call 911
- If you suspect or know of child abuse, call local police
- USCSS telephone 720-531-0340
- Online: <https://safesport.org/report-a-concern> Online Reports are accepted 24 hours a day, 7 days a week.

Then follow-up with the USOPC Director of Athlete Safety, or Training Site Program Manager

- Phone: 719-866-3869
- Email: [safesport@usoc.org](mailto:safesport@usoc.org)
- Online: <https://www.teamusa.org/SafeSport-Reporting-Form>

If you become aware of possible **sexual misconduct that involves a non-team USA athlete**, report your knowledge to ASCSC/VELO Sports Center (manager or supervisor on duty).

- Travis Smith  
Phone: 1-310-630-2070
- Email: [trsmith@velosportscenter.com](mailto:trsmith@velosportscenter.com)
- In case of an emergency, call 911
- If you suspect or know of child abuse, call local police

Federal law requires all suspected child abuse, including sexual abuse, to be reported to both the USCSS and appropriate law enforcement authorities. ASCSC and VELO Sports Center do not investigate suspicions or allegations of child physical or sexual abuse or attempt to evaluate the credibility or validity of such allegations as a condition for reporting to the appropriate law enforcement authorities.

If you become aware of possible abuse that is **non-sexual in nature** (e.g., physical misconduct; verbal/emotional misconduct; bullying; hazing, and harassment) you must report your knowledge to ASCSC/VELO Sports Center (manager/supervisor or any staff member on duty).

- Phone: 1-310-630-2070
- Email: [trsmith@velosportscenter.com](mailto:trsmith@velosportscenter.com)

If reports include Team USA athletes as the claimant or respondent, ASCSC will notify the USOPC of the alleged misconduct.

As well, if you suspect or know of child abuse or other criminal activity, appropriate law enforcement authorities.

#### B. How to Report

ASCSC will accept a report in whatever way is most comfortable for you including an anonymous, in-person, verbal, or written report. Reporting misconduct is free of charge and can be anonymous. Regardless of how you choose to report, it is helpful if the report includes the following information:

- the name(s) of the complainant(s);
- the type of misconduct alleged;
- the name(s) of the individual(s) alleged to have committed the misconduct,
- the approximate dates the misconduct was committed;
- the names of other individuals who might have information regarding the alleged misconduct; and,
- a summary statement of the reasons to believe that misconduct has occurred.

Reports to ASCSC may be made by email [trsmith@velosportscenter.com](mailto:trsmith@velosportscenter.com) or phone, [1-310-630-2070](tel:1-310-630-2070).

**All reports of suspected child abuse made to ASCSC will be forwarded to the USOPC, if the suspected abuse involves a participant in the Olympic and Paralympic movement, and appropriate law enforcement authorities.**

#### C. Confidentiality, Anonymous Reporting, and Bad Faith Allegations

To the extent permitted by law, and as appropriate, the ASCSC will keep confidential the names of the complainant on request, the potential victims, and the accused perpetrator. However, anonymous reporting may make it difficult for the ASCSC to properly address allegations.

Regardless of outcome, ASCSC will support the complainant(s) and his or her right to express concerns in good faith. ASCSC will not encourage, allow or tolerate attempts from any individual to retaliate, punish, allow or in any way harm any individual(s) who reports a concern in good faith. Any allegations of such retaliation should be reported

using the same process as for reporting an initial concern.

A report of abuse, misconduct or policy violations that is malicious, frivolous or made in bad faith, is prohibited. Depending on the nature of the allegation, a person making a malicious, frivolous or bad-faith report may also be subject to civil or criminal proceedings.

## Investigation and Resolution

### A. General

Pursuant to the Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017 (“the Act”), the USCSS has jurisdiction with respect to safeguarding amateur athletes against abuse, including emotional, physical, and sexual abuse. The Act requires the USCSS to develop policies and procedures and conduct oversight to prevent the abuse of amateur athletes. ASCSC will adopt and abide by any policies or procedures mandated by the USCSS as required by law, which may necessitate changes or supplements to this Policy.

As required by federal law, all allegations of suspected child abuse will be reported to both the USCSS, if applicable, and appropriate law enforcement authorities.

Other matters reported to ASCSC and not subject to USCSS jurisdiction will be resolved by ASCSC/VELO and USAC as described in subsection C below.

### B. Matters Referred to the U.S. Center for SafeSport

Matters referred to the USCSS will be investigated and resolved by the USCSS pursuant to federal law, the SafeSport Practices and Procedures for the U.S. Olympic and Paralympic Movement, and any other policies and procedures that the USCSS may adopt.

### C. Matters Investigated and Resolved by ASCSC

Matters within the jurisdiction of ASCSC instead of the USCSS may be investigated and resolved pursuant to procedures as determined by ASCSC. For example, employment matters will be determined by ASCSC’s internal policies and procedures affecting their own employees, and contractor matters may be determined as a matter of contract. In other cases, ASCSC may apply the following general steps, subject to any additional procedures that the USCSS may require.

#### 1. Receipt of Report

Upon receipt of a report, ASCSC may determine the appropriate steps to address the conduct based on several factors, including (i) the age of the complainant or victim, (ii) the age of the accused and (iii) the nature, scope and extent of the allegations. Such steps may include:

- Report to law enforcement (if necessary) or the appropriate party who handles such investigations (including, but not limited to, SafeSport, USA Cycling, or USOPC).

## 2. Preliminary Suspension/Interim Measures

If the reported complaint indicates that an individual's continued participation poses a material risk of ongoing physical or emotional harm, ASCSC may preliminarily suspend or impose other interim measures against the accused individual pending final resolution of the complaint to eliminate such risk or harm. In such instances, ASCSC will provide the individual with notice and offer her/him an opportunity for a hearing to contest the preliminary suspension or other interim measure.

For the purposes of this Policy, a preliminary suspension means that the accused individual may not participate in any capacity or in any role in the business, events, or activities of the ASCSC.

Any preliminary suspension or interim measure may be appealed to the American Arbitration Association ("AAA") at the written request of the accused individual within 14 days of the suspension or imposition of the interim measure.

### a. Confidentiality

The conduct of the initial investigation by ASCSC will be private.

## V. Training and Education

The following individuals must complete a SafeSport awareness training and education program at least every two years:

- Certain ASCSC employees

## VI. Background Search

In addition to the background search requirements applicable to ASCSC employees and board members and to individuals attending Delegation Events under other USOPC policies, the following individuals must also undergo a background search every two years:

- individuals the USOC formally authorizes, approves or appoints (a) to position of authority over or (b) to have frequent contact with athletes;
- others as determined by the USOPC in its discretion or as required by USCSS (which includes the participants listed in Section VI above).