

USEF
SAFE SPORT
POLICY

Last Revised January 1, 2026

TABLE OF CONTENTS

INTRODUCTION 1

I. DEFINITIONS 2

II. JURISDICTION 5

III. PROHIBITED CONDUCT 7

IV. REPORTING 20

V. RESPONSE & RESOLUTION 25

VI. BACKGROUND CHECK 27

VII. ENFORCEMENT 34

Minor Athlete Abuse Prevention ("MAAP") Policies .....

INTRODUCTION

There are numerous reasons to engage in equestrian sport at any level, from the beginner to the Olympic athlete. Equestrians share a love for the sport and a personal bond with the horse. People often engage in equestrian sport, whether in the role of an athlete, official, staff member, or other participant, because of their love of horses and simply to have fun. In addition, equestrian sport encourages a healthy lifestyle and builds self-confidence.

Unfortunately, sport can also be a high-risk environment for abuse. All forms of abuse are both intolerable and in direct conflict with the United States Equestrian Federation's ("USEF") Mission Statement, to provide access to and increase participation in equestrian sports at all levels by ensuring fairness, safety, and enjoyment.

Abuse may damage an athlete's psychological well-being. Participants who have been mistreated may experience social embarrassment, emotional turmoil, psychological scars, loss of self-esteem, and negatively affected relationships with family and friends. Abuse often hurts a competitor's performance and may cause them to drop out of sport entirely.

The U.S. Center for SafeSport ("Center") is recognized by the United States Congress, the United States Olympic and Paralympic Committee ("USOPC"), and USEF as the official safe sport organization for all Olympic, Paralympic, Pan American, and Para Pan American sports in the United States. The Center promulgated a SafeSport Code (the "Code") that binds all Participants, as defined below, and subjects them to discipline for Code violations. The Code can be found at https://uscenterforsafesport.org/.

The Code is administered by the Center. USEF must comply, in all respects, with the Code and is prohibited from interfering in, attempting to interfere in, or influencing the outcome of the Center's investigations. (See 36 U.S.C. § 220541(f)(4)).

In addition to being bound by the Code and this USEF Safe Sport Policy ("Policy"), which may change from time to time, all Participants in equestrian sport are bound by and must comply with the *Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017* (see 36 U.S.C. § 101). To effectuate its mandate to protect those involved in amateur athletics from sexual or other forms of abuse, the entity exercising jurisdiction (either the Center or USEF) assesses a Participant's fitness and eligibility to be involved in sport. USEF may make decisions regarding membership, licenses, certifications, eligibility, etc. as permitted by this Policy, the USEF Bylaws, and the Code. Participation in USEF, a private association, is a privilege not a right.

Participants are responsible for knowing the information outlined herein and in the Code**,** and, by virtue of being a Participant, have expressly agreed to this Policy and the Code, including the applicable policies and procedures and arbitration.

I. DEFINITIONS

The definitions below apply to all sections of this Policy. For any definitions not included herein but contained in the Code, the Code definitions are adopted as if they are fully set forth herein:

Athlete – Any rider, driver, handler, vaulter, or longeur who participates in any USEF Licensed Competition or USEF sanctioned activity.

Child, Children, Minor, and Youth- An individual who is, or is believed by the Respondent to be, under the age of 18. The terms child, children, minor, and

youth are used interchangeably throughout this Policy.

Child Abuse – The term "child abuse" has the meaning set forth in Section 203 of the Victims of Child Abuse Act of 1990 (34 U.S.C. § 20341) or any applicable state law.

Claimant – The person who is alleged to have experienced conduct that constitutes a Code or Policy violation.

Coach/Trainer - Any adult who has or shares the responsibility for instructing, teaching, schooling, training, or advising an athlete or horse in the context of equestrian sport. The terms Coach and Trainer are used interchangeably throughout this Policy.

Event - travel, lodging, practice, competition, health or medical treatment, and the meaning set forth in the Victims of Child Abuse Act of 1990 (34 U.S.C. § 20341).

Interaction with athletes - contact in association with any USEF licensed or sanctioned activity or federally defined Event, e.g. travel, lodging, practice, competition, and health or medical treatment.

Participant - Any individual who: (a) currently is, or was at the time of a possible violation under this Policy or the Code, within the governance or disciplinary jurisdiction of USEF or who is seeking to be within the governance or disciplinary jurisdiction of USEF (e.g., through application for membership, license holder, employee), (b) is an Athlete or USEF Designee, or (c) a participant or attendee of a USEF Licensed Competition or sanctioned activity, including team staff, medical or paramedical personnel, administrator, official, groom, or other athlete support personnel, employee, or volunteer. The term USEF Participant and Participant are used interchangeably throughout this Policy.

Power Imbalance - a Power Imbalance may exist where, based on the totality of the circumstances,

one person has supervisory, evaluative, or other authority over another, including between two athletes. Whether there is a Power Imbalance depends on several factors, including but not limited to: the nature and extent of the supervisory, 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 parties involved; whether there is a primary aggressor; whether there is a significant disparity in age, size, strength, or mental capacity, seniority, ability, public profile, real or perceived sexual orientation, real or perceived racial or ethnic identity or national origin, level of physical, intellectual, or other disability. Once a Coach-Athlete relationship is established, 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 until the Athlete reaches 25 years of age. 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).

Respondent - a Participant who is alleged to have violated this Policy.

Third-Party Reporter - reports brought by individuals other than the Claimant are referred to as "third party reports" and those bringing them are "third-party reporters."

USEF Designee - USEF staff, USEF Licensed Officials, USEF Board Members, Competition Managers, USEF Team Coaches and Technical Advisors, USEF Team Chefs d'Equipe, USEF Team Veterinarians, USEF Team Selectors, Athletes/Alternates/Training Partners/Guides selected by USEF to train at any Olympic & Paralympic Training Center/USOPC High Performance Training Center/USEF designated training site, Athletes selected by USEF to represent the USA on a team, or as an individual, in

competition, or any other individual that USEF formally authorizes, approves, or appoints to (a) serve in a position of authority over, or (b) have regular contact with any Athlete, including Human Physio Therapists,other medical personnel, and other individuals nominated by USEF to work with athletes or other sport participants while at a USEF designated training site or competition where USEF sends athletes.

II. JURISDICTION

A. EXCLUSIVE JURISDICTION

The Center has the exclusive jurisdiction to investigate and resolve allegations that a Participant engaged in one or more of the following:

1. Sexual Misconduct, including without limitation child sexual abuse and any misconduct that is reasonably related to an underlying allegation of Sexual Misconduct;

2. Criminal Charges or Dispositions involving Child Abuse or Sexual Misconduct;

3. Misconduct Related to Reporting, where the underlying allegation involves Child Abuse or Sexual Misconduct;

4. Misconduct Related to Aiding and Abetting, Abuse of Process, or Retaliation, when it relates to the Center's process;

5. Other Inappropriate Conduct, as defined in the Code;

6. Wilfull Tolerance or Cyber Abuse when the underlying conduct is related to any allegations of exclusive jurisdiction listed above or the conduct is sexual in nature.

B. DISCRETIONARY JURISDICTION

USEF has jurisdiction and the Center has discretionary jurisdiction to investigate and resolve

allegations that a Participant engaged in one or more of the following:

1. Non-sexual Child Abuse;
2. Emotional and physical misconduct, including stalking, bullying behaviors, hazing, and harassment;
3. Criminal Charges or Dispositions not involving Child Abuse or Sexual Misconduct;
4. USEF Minor Athlete Abuse Prevention Policies ("MAAPP") or other similar Proactive Policy violations;
5. Misconduct Related to Aiding and Abetting, Abuse of Process, or Retaliation, when it relates to the processes of USEF;
6. Willful Tolerance or Cyber Abuse when the underlying conduct is related to any allegations of discretionary jurisdiction listed above or the conduct is non-sexual in nature.

If the Center accepts discretionary jurisdiction over allegations, it will use the response and resolution procedures set forth in the Code.

C. JURISDICTIONAL DETERMINATION

For Reports received directly by the Federation, the Federation must first determine whether the reported misconduct falls under the subject matter jurisdiction of the Federation or the Center. For Reports that fall under the subject matter jurisdiction of the Federation, a determination must be made whether the Federation has personal jurisdiction over the Respondent.

Once a determination has been made, the Federation shall promptly inform an identified Reporting Party of its jurisdictional determination regarding their Report, communicating that the matter either is being referred to the Center or is being reviewed by the Federation.

D. TEMPORARY MEASURES

USEF may, at any point before a matter is final, impose temporary measures[1]. Generally, temporary measures are implemented based on the severity of the allegations, the evidentiary support for the allegations, and/or the perceived risk to athletes or the sport community. When the allegations involve child sexual abuse, the age of those allegations is not relevant to this determination.

Temporary measures may include, but are not limited to, altering training schedules, providing or requiring chaperones, implementing contact limitations, implementing measures prohibiting one-on-one interactions, and suspensions from participation in some or all aspects of sport activity. If measures require monitoring or chaperoning, the Respondent may be required to locate, arrange and/or pay for some or all of those services as a condition of continued participation pending completion of the investigation.

A temporary measure shall be effective immediately upon notice, unless stated otherwise. Temporary measure(s) will remain in effect until expressly removed.

III. PROHIBITED CONDUCT

All Participants, as defined above, are bound by and must comply with this Policy and the Code. USEF hereby incorporates by reference as if fully set forth herein the definitions of Prohibited Conduct from the Code. Participants are responsible for knowing the information outlined herein and in the Code, which may change from time to time, and by virtue of being a Participant have expressly agreed to this Policy and the Code, including the applicable policies and procedures.

[1] For sexual misconduct allegations, USEF may impose temporary measures, including temporary suspensions prior to the Center formally accepting jurisdiction over the reported allegations.

Participation in USEF licensed and sanctioned activities is a privilege not a right and such participation may be limited, conditioned, suspended, terminated, or denied if a Participant's conduct is or was inconsistent with the Code, this Policy, and/or the best interest of sport and those who participate in it.

It is a violation of this Policy for a Participant to engage in or tolerate: (i) Prohibited Conduct; (ii) any conduct prohibited by the Code; (iii) any conduct that would violate any current or previous Center or USEF standards analogous to Prohibited Conduct that existed at the time of the alleged conduct; or (iv) any conduct that would violate community standards analogous to Prohibited Conduct that existed at the time of the alleged conduct, including then applicable criminal and/or civil laws.

USEF formally adopts the definitions of Prohibited Conduct contained in the current Code, effective January 1, 2026, and set forth below. Any changes to the Code's categories and definitions of misconduct are immediately adopted by USEF and effective upon the Center's publication of them unless otherwise noted. It should be noted that criminal charges and dispositions may be defined differently for purposes of the background check policy. Prohibited Conduct:

A. EMOTIONAL AND PHYSICAL MISCONDUCT

It is a violation of this Policy for a Participant to engage in emotional and/or physical misconduct, when that misconduct occurs within a context that is reasonably related to sport, which includes, without limitation:

1. Emotional Misconduct

Emotional Misconduct includes (a) Verbal Acts, (b) Physical Acts, (c) Acts that Deny Attention or Support, (d) Criminal Conduct, and/or (e) Stalking. Emotional Misconduct is determined by the objective behaviors, not whether harm is intended or results from the behavior.

a. Verbal Acts

Repeatedly and excessively verbally assaulting or attacking someone personally in a manner that serves no productive training or motivational purpose.

b. Physical Acts

Repeated and/or severe physically aggressive behaviors, including but not limited to, throwing sport equipment, water bottles, or chairs at someone or a horse or in the presence of others, punching walls, windows, or other objects.

c. 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.

d. Criminal Conduct

Emotional Misconduct includes any act or conduct described as emotional abuse or misconduct under federal or state law (e.g., child abuse, child neglect).

e. Stalking

Stalking occurs when a person purposefully engages in a course of conduct directed at a specific person, and knows or should know, that the course of conduct would cause a reasonable person to (i) fear for their safety, (ii) fear for the safety of a third person, or (iii) to experience substantial emotional distress.

"Course of conduct" means at least two or more acts, in which a person directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about another person, or interferes with another person's property.

"Substantial emotional distress" means significant mental suffering or anguish.

Stalking also includes "cyber-stalking," wherein a person stalks another using electronic media, such as the internet, social networks, blogs, cell phones, texts, or other similar devices or forms of contact.

f. Exclusion

Emotional Misconduct does not include professionally accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline or improved Athlete performance. Emotional Misconduct also does not include conduct reasonably accepted as part of sport and/or conduct reasonably accepted as part of Participant's participation.

2. Physical Misconduct

Physical Misconduct is any intentional contact or non-contact behavior that causes, or reasonably threatens to cause, physical harm to another person. Examples of physical misconduct may include, without limitation:

a. Contact violations

Punching, beating, biting, striking, strangling 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.

b. 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); withholding, recommending against, or denying adequate hydration, nutrition, medical attention or sleep; providing alcohol to a person under the legal drinking age; providing illegal drugs or non-prescribed medications to another; knowingly participating while in an impaired state. This includes, but is not limited to, intoxication due to obvious or suspected substance use/abuse, alcohol use/abuse, or medication use/abuse. Participating while under the influence can create a potential risk of injury to others

c. 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).

d. 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 swimming. Physical Misconduct also does not include conduct reasonably accepted as part of sport and/or conduct reasonably accepted as part of Participant's participation.

3. Bullying Behavior

Repeated and/or severe behavior(s) that are (a) aggressive, (b) directed at or about a Minor, and (c) intended or likely to hurt, control, or diminish the Minor emotionally, physically or sexually.

Bullying-like behaviors directed at adults are addressed under other forms of misconduct, such as Hazing and/or Harassment.

Petty slights, minor inconveniences, and lack of good manners do not constitute Bullying Behavior unless the slights, inconveniences, or lack of manners, when taken individually or in combination and under the totality of the circumstances, meet the standards set forth above.

Examples of bullying behavior may include, without limitation, repeated and/or severe:

a. Physical

Hitting, pushing, punching, beating, biting, striking, kicking, strangling, slapping, spitting at, or throwing objects (such as sporting equipment) at another person; stealing, hiding, defacing, or interfering with another person's belongings.

b. Verbal, Written, or Visual

Ridiculing, taunting, name-calling or intimidating or threatening to cause someone harm; gestures suggesting or threatening violence, with intention to intimidate, frighten, or force submission.

c. Social Media, including Cyberbullying

Use of 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 and asking others to do the same; posting or sending harmful content, including messages and photos (real or manipulated) about a Minor on social media, group chats or text messages, or other public or nonpublic forums.

d. Discriminatory

Engaging in Bullying Behaviors targeted at a Minor based on their real or perceived age, race, ethnicity, culture, religion, national origin, or mental or physical disability.

e. Criminal Conduct

Bullying Behavior includes any conduct described as bullying under federal or state law.

4. Hazing

Any conduct that is intended or likely to subject 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 subjected to Hazing is not a defense, regardless of the person's perceived willingness to cooperate or participate.

Examples of Hazing include:

a. Contact Acts

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

b. Non-Contact Acts

Requiring or forcing the consumption of alcohol, illegal drugs or other substances, including participation in binge drinking and drinking games; personal servitude; 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; 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; restrictions on personal hygiene.

c. Criminal Acts

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

d. Exclusion

Conduct may not rise to the level of Hazing if it is merely rude (inadvertently saying or doing something hurtful), mean (purposefully saying or doing something hurtful, but not as part of a pattern of behavior), or arising from conflict or struggle between persons who perceive they have incompatible views and/or positions. Hazing does not include professionally accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline, or improved Athlete performance.

5. Harassment

Repeated and/or severe conduct directed at or about another person that is intended or is likely to (a) cause fear, humiliation or annoyance, (b) offend or degrade, (c) create a hostile environment (as defined by the Code), or (d) reflect discriminatory bias in an attempt to establish dominance, superiority or power over an individual or group based on age, race, ethnicity, culture, religion, national origin, or mental or physical disability; or (e) any act or conduct 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.

Petty slights, minor inconveniences, and lack of good manners do not constitute Harassment unless the slights, inconveniences, or lack of manners, when taken individually or in combination and under the totality of the circumstances, meet the standards set forth above.

6. Cyber Abuse

Cyber abuse is engaging in repeated and/or severe conduct, directed at or about another, using electronic communications, social media,

or other technology, with the intent to intimidate, abuse, threaten, harass, or frighten another, or for the purpose of causing a third person(s) to intimidate, abuse, threaten, harass, or frighten another. When assessing whether a single act is sufficiently severe to constitute Cyber Abuse, considerations include but are not limited to the conduct itself, and the direct or indirect impact of the conduct.

Petty slights, minor inconveniences, and lack of good manners do not constitute Cyber Abuse unless the slights, inconveniences, or lack of manners, when taken individually or in combination and under the totality of the circumstances, meet the standards set forth above.

Cyber Abuse includes, but is not limited to, doxing (or doxxing), spreading false or malicious rumors, or disseminating real or simulated explicit images without Consent.

B. AIDING AND ABETTING

Aiding and Abetting occurs when one aids, assists, facilitates, promotes, or encourages the commission of Prohibited Conduct by a Participant, including but not limited to, knowingly:

1. Allowing any person who has been identified as suspended or otherwise ineligible by the Center or USEF to be in any way associated with or employed by an organization affiliated with or holding itself out as affiliated with USEF, an NGB, LAO, the USOPC or the Olympic & Paralympic Movement;

2. Allowing any person who has been identified as suspended or otherwise ineligible by the Center or USEF to coach or instruct Participants;

3. Allowing any person who has been identified as ineligible by the Center or USEF to have ownership interest in a facility, an organization, or its related entities, if that

facility/organization/related entity is affiliated with or holds itself out as affiliated with an NGB, LAO, USOPC, or the Olympic & Paralympic Movement;

4. Providing any coaching-related advice or service to an Athlete who has been identified as suspended or otherwise ineligible by the Center or USEF;

5. Allowing any person to violate the terms of any temporary measure, sanction, or conditional or alternative resolution imposed by the Center or USEF.

In addition, a Participant also violates this Policy if someone acts on behalf of the Participant to engage in Aiding or Abetting, or if the guardian, family member, or Advisor of a Participant, including Minor Participants, engages in Aiding or Abetting.

C. MISCONDUCT RELATED TO REPORTING

1. Failure to Report

An Adult Participant who fails to report allegations of Prohibited Conduct under this Policy may be subject to disciplinary action. An Adult Participant who fails to report actual or suspected Sexual Misconduct or Child Abuse to the Center and, when appropriate, to law enforcement, may be subject to disciplinary action under the Center's resolution procedures and may also be subject to federal or state penalties[2].

2. Intentionally Filing a False Allegation

Any person making a knowingly false allegation in a matter over which USEF has jurisdiction shall be subject to disciplinary action by USEF.

[2] See the Code for details regarding reporting.

i. An allegation is false if the events reported did not occur, and the person making the report knows the events did not occur.

ii. A false allegation is different from an unsubstantiated allegation; an unsubstantiated allegation means there is insufficient supporting evidence to determine whether an allegation is true or false. Absent demonstrable misconduct, an unsubstantiated allegation alone is not grounds for a violation.

D. MISCONDUCT RELATED TO PROCESS

A Participant violates this Policy if someone acts on behalf of the Participant and engages in any of the following Prohibited Conduct, including a Participant's Advisor or Representative, significant other, or the guardian, or family member of a Minor Participant. In such a case, the Participant and, if the party acting on behalf of the Participant is also a Participant, that person, may be subject to disciplinary action.

A Participant, or someone acting on behalf of a Participant, violates this Policy by directly or indirectly abusing or interfering with USEF's process by: (a) falsifying, distorting, or misrepresenting information, the resolution process, or an outcome; (b) destroying or concealing information; (c) attempting to discourage an individual's proper participation in, or use of, USEF's processes; (d) harassing or intimidating (verbally, physically, written, or electronically) any person involved in USEF's processes before, during, or following proceedings (including up to, through, and after any appeal to an arbitrator); (e) publicly disclosing a Claimant's identifying information; (f) failing to comply with a temporary measure or other disciplinary action; (g) distributing or otherwise publicizing materials created or produced during an investigation or proceeding as a part of this Policy or the USEF Bylaws, except as required by law or as

expressly permitted by USEF; (h) influencing or attempting to influence another person to commit abuse of process; or (i) using unreasonable pressure to compel someone to participate and recording any stage of the process, including phone or video calls.

E. RETALIATION

Retaliation is any adverse action taken by a Participant or someone acting on behalf of a Participant against a person participating or perceived to be participating in USEF proceedings. Retaliation may occur before, during, or after the process of resolving an abuse or misconduct allegation.

Retaliation occurs when a Participant (directly or indirectly) takes adverse action against a good-faith reporter for reporting a violation of this Policy or engaging in a process regarding a reported violation of this Policy. An adverse action may include an action, threat, or inaction that would seemingly punish or otherwise dissuade a reasonable person from raising a concern about a possible violation of this Policy or engaging in the process regarding the same.

Pursuant to 36 U.S.C. 220524(11), retaliation also includes any adverse or discriminatory action, or the threat of an adverse or discriminatory action, including but not limited to: removal from a training facility, reduced coaching or training, reduced meals or housing, and removal from competition, carried out against a good-faith reporting party as a result of any communication, including the filing of a formal complaint, by the good-faith reporting party or a parent or legal guardian of the good-faith reporting party relating to the allegation of physical abuse or emotional abuse, with—

a) the U.S. Center for SafeSport;
b) a coach, trainer, manager, administrator, or official associated with the USOPC;
c) the Attorney General;

d) Federal or State law enforcement authority;
e) the Equal Employment Opportunity Commission; or
f) Congress.

USEF employees found to have retaliated against a good faith reporter will be immediately terminated or suspended without pay pursuant to 36 U.S.C. §220509(c)(2).

Neither USEF nor any USEF employee, contractor, agent, or volunteer shall take or threaten to take any action against an athlete as a reprisal for disclosing information to or seeking assistance from the Office of Athlete Ombuds as outlined in 36 U.S.C. to §220509(b)(5).

Retaliation may be present even where there is a finding that no underlying violation occurred. Retaliation does not include good-faith actions lawfully pursued in response to a report of a USEF Policy violation.

F. WILLFUL TOLERANCE

A Participant violates this Policy by willfully tolerating any form of Prohibited Misconduct when there is a Power Imbalance between that Participant and the individual(s) who are being subjected to the Prohibited Conduct.

G. MINOR ATHLETE ABUSE PREVENTION POLICIES/PROACTIVE POLICIES

It is a violation of this Policy for a Participant to violate any provision of the Minor Athlete Abuse Prevention Policies ("MAAPP") or other proactive policies adopted by USEF. Proactive policies set standards for professional boundaries, minimize the appearance of impropriety, and have the effect of

preventing boundary violations and prohibiting grooming tactics.[3]

H. OTHER INAPPROPRIATE CONDUCT

Any individual who is a USEF employee, contractor, or agent is prohibited from assisting a USEF member or former USEF member in obtaining a new job (except for the routine transmission of administrative and personnel files) if the individual knows that such USEF member or former member violated the Code, policies, or procedures of the U.S. Center for SafeSport related to sexual misconduct or was convicted of a crime involving sexual misconduct with a minor in violation of applicable law or the policies or procedures of the U.S. Center for SafeSport. (See 36 U.S.C. §220507).

IV. REPORTING

The Policy, the Code, state law, and federal law impose mandatory reporting requirements on adult participants, as defined in the Policy.

The reporting requirements are an obligation of each individual adult Participant. Reporting to the Federation does not relieve an adult Participant of the obligations to report. Adult Participants must report even if they believe someone else has already reported. There shall be no cost or fee associated with reporting a potential violation of this Policy.

A. An Adult Participant who learns of information or reasonably suspects that a child has suffered an incident of child abuse, including sexual abuse, must immediately:

[3] "Grooming" describes the process whereby a person engages in a series or pattern of behaviors with a goal of engaging in sexual misconduct. Grooming is initiated when a person seeks out a minor or vulnerable person. Once selected, offenders will then earn the person's trust, and potentially the trust of the person's family. After the offender has engaged the person in sexually inappropriate behavior, the offender seeks to maintain control over the person. Grooming occurs through direct, in-person or online contact.

1. Make a report to law enforcement[4] AND
2. Make a report to the Center AND
3. Comply with any other applicable reporting requirements under state law[5].

B. In addition to any reporting requirements per federal or state law, Adult Participants must report to the Center in accordance with Section X.A. of the SafeSport Code any allegations of child abuse, including child sexual abuse, involving a person reasonably believed to be a Participant in the movement even if the Adult Participant learned of the allegations prior to becoming an Adult Participant. Nothing in this provision shall be construed to require a victim of Child Abuse or other misconduct to self-report.

C. An Adult Participant who learns of information or reasonably suspects that an incident(s) of Sexual Misconduct has occurred, must report the incident(s) directly to the Center immediately, but no later than 24 hours.

D. In addition to any reporting requirements per federal or state law, Adult Participants must report to the Center in accordance with Section X.A. of the SafeSport Code any allegations of Sexual Misconduct, involving a person reasonably believed to be a Participant in the movement even if the Adult Participant learned of the allegations prior to becoming an Adult Participant. Nothing in this provision shall be construed to require a victim of Child Abuse or other misconduct to self-report.

E. Additional Misconduct that Adult Participants must report to the Center:

[4] The agency designated by the Attorney General, consistent with federal requirements set forth in section 226 of the Victims of Child Abuse Act of 1990 (34 U.S.C. § 20341).

[5] Information about state reporting requirements is available at https://www.childwelfare.gov/topics/responding/reporting

1. Criminal Charge(s) or Disposition(s) involving Sexual Misconduct or misconduct involving minors;

2. Misconduct Related to the Center's process, including any suspected incident of:
    i Aiding and Abetting
    ii Abuse of Process

3. Retaliation

F. An Adult Participant who learns of information or reasonably suspects that an incident(s) of emotional or physical misconduct (including bullying, stalking, hazing, and harassment) prohibited under the Code or this Policy has occurred must report it to USEF.

G. An Adult Participant who learns of information or reasonably suspects a violation of the MAAPP, other proactive policies must report it to USEF.

H. Adult Participants must know their reporting requirements under the Code and this Policy, state law, and federal law. Lack of knowledge about a reporting obligation is not a defense.

I. The reporting requirements are an obligation of each individual adult Participant. Reporting to USEF does not relieve an adult Participant of the obligation to report. Adult Participants must report even if they believe someone else has reported.

J. Nothing in this Policy shall be construed to require a victim of abuse to self-report.

K. No one should investigate suspicions or allegations of Prohibited Conduct, or attempt to evaluate the credibility or validity of the allegations as a condition of reporting to the Center, USEF, or to appropriate authorities.

L. Reports to the Center regarding sexual misconduct must be made:

1. Through the Center's online reporting form; or
2. By phone at 833-5US-SAFE (587-7233).

M. Reports to USEF regarding non-sexual misconduct can be made:

1. By submitting a USEF Incident Report Form (to report anonymously type "Anon" in the name field); or
2. By sending an anonymous text or WhatsApp to 2USEF (28733); or
3. By contacting: Sarah Gilbert, sgilbert@usef.org | 859 225 6915 or Lauren McDowell, ŀmcdowell@usef.org | 859 225 6964

All reports of sexual misconduct received by USEF will be forwarded to the Center. Any Federation staff member who learns of information or reasonably suspects that misconduct has occurred that falls within the Center's exclusive jurisdiction must report the matter to the Center immediately and no later than within 24 hours.

Any misconduct that includes allegations of child abuse, including child sexual abuse must be reported to the appropriate authorities immediately. Information about state reporting requirements is available at:

childwelfare.gov/topics/responding/reporting

Any Federation staff member who learns of information or reasonably suspects that an incident of emotional or physical misconduct or a violation of the MAAPP has occurred must report it to the USEF Safe Sport Senior Program Manager, a USEF Safe Sport Program Manager, USEF Safe Sport Department, General Counsel, or USEF staff attorney.

A. Confidentiality and Anonymous Reporting

1. **Confidentiality** - To the extent permitted by law, and as appropriate, USEF will handle any report it receives confidentially and discretely and will not make public the names of the claimant(s), potential victim(s), or accused person(s); however, USEF may disclose such names on a limited basis when conducting an investigation, or reporting to the Center, or reporting to law enforcement authorities.

2. **Anonymous Reporting** - USEF recognizes it can be difficult to report an allegation of misconduct and strives to remove as many barriers to reporting as possible. Reports may be made anonymously to USEF. Anonymity means USEF will not know the personally identifying information of the reporter. It does not mean that the underlying information will be protected.

   However, an anonymous report may limit USEF's ability to investigate and respond to a report, and it may not be possible for USEF to verify that mandatory reporting obligations have been satisfied. Consequently, USEF strongly encourages Adult Participants to provide their name and contact information when reporting.

B. How Reports Are Handled

Following USEF's receipt of an allegation involving conduct prohibited under this Policy, USEF may consider the circumstances in which it will notify other parents of athletes with whom the accused individual may have had contact. At USEF's discretion, and as appropriate or required by the Center, USEF may notify relevant persons, i.e., competition managers, staff members, contractors, volunteers, parents, and/or athletes of any such allegation that (a) law enforcement authorities are actively investigating; or (b) that the Center or USEF is investigating. Advising others of an allegation may lead to additional reports of Prohibited Conduct.

V. RESPONSE & RESOLUTION

Following USEF's receipt of an allegation involving abuse or misconduct that falls within USEF's jurisdiction or that the Center declines to exercise its discretionary jurisdiction over, USEF will evaluate the appropriate response and action to adequately address the allegation. At any point in time during the response and resolution process, USEF may impose temporary measures as discussed above.

USEF will make reasonable efforts to gather information from individuals and relevant evidentiary materials related to the allegations. As part of its inquiry or investigation, USEF may conduct interviews with the Reporting Party, the Claimant, and any potential witnesses that require disclosure of certain information about an allegation while taking efforts to protect confidentiality or anonymity, as discussed above.

Before pursuing disciplinary action, the Respondent will be provided written notice of the misconduct alleged, the policies or rules that apply to the allegations, the right to representation, an opportunity to respond to the allegations, and an opportunity for an interview. The Respondent is afforded the opportunity to provide an account, any witness information, and any supporting documentation.

Once all reasonable inquiries have been made and information gathered, the matter will be reviewed by the Legal Department to determine whether to resolve the matter informally or file a Disciplinary Action Complaint. If USEF determines informal resolution is appropriate under the circumstances, but the Claimant wishes to pursue a formal Disciplinary Action Compliant, they can do so but the pursuit of the matter and costs related thereto are borne by the Claimant. Potential outcomes for informal resolution include but are not limited to Administrative Closure, Corrective Action, Warning, or Admonishment. For formal resolution the matter

is referred to the Federation's Regulation Department. See Bylaws of USEF, Part VII, Complaints and Disputes, Supplemental Procedures for Grievances & Complaints, and Chapter 7 of the Rulebook for details about the Informal and Formal Resolution process.

A. Policy Compliance and Outcome Tracking

The USEF Safe Sport Senior Program Manager, or designee, will be responsible for tracking reported allegations within the Federation's jurisdiction, reflecting how allegations were responded to, and their respective outcomes for purposes of reporting to the Center.

The Federation may receive anonymized or aggregated data to evaluate trends and allocation of resources.

The USEF Safe Sport Senior Program Manager and Regulations Department will be responsible for ensuring the Response and Resolution procedures are being followed.

B. Requests from the Center

The USEF Safe Sport Senior Program Manager, or their designee, responds within 72 hours to all requests for information from the Center. Such requests include but are not limited to eligibility status of a Participant and existence of temporary measures or safety plans.

C. Enforcement of Policy

The enforcement of this Policy falls under the jurisdiction of the USEF Hearing Committee, except:

1. allegations of misconduct that fall under the exclusive jurisdiction of the Center, to the extent the Code does not expressly authorize USEF to take enumerated actions; and
2. allegations of misconduct that the Center takes discretionary jurisdiction over; and
3. Background Policy exemption requests.

USEF shall recognize and enforce all penalties imposed by the Center, including lifetime bans, without further proceedings. Temporary Suspensions apply to the person only, but not to the person's business or horses they own. Final and non-appealable suspensions and bans apply to the person, the person's horses, any equestrian-related business the suspended or banned person owns. See GR703 and GR704 for more information on suspensions and bans.

VI. BACKGROUND CHECK

Individuals who have regular contact with athletes as determined by USEF, in its discretion[6], and all USEF Designees defined above, 18 years of age and older, shall undergo a background check ***in*** accordance with the USOPC NGB Background Check Policy and that complies with the Fair Credit Reporting Act. Through this background check, USEF will utilize reasonable efforts to ascertain criminal history. The USEF Background Check Policy assists USEF in promoting the safety and welfare of athletes. The USOPC NGB Background Check Policy can be found here.[7]

The background check must be completed before regular contact with any Minor, as defined in Section I, or upon beginning a new role subjecting the adult to this Policy.

Background checks must be refreshed every two years.

[6] This includes individuals affiliated with the media who have unsupervised one-on-one interactions with adult athletes (no such contact is allowed with a minor athlete) and who are authorized or credentialed by USEF to access a training site or attend a USEF owned competition. Additionally, when partnering with community organizations for events, USEF will include in the written agreement with the community organization language regarding background check requirements and that the community organization must certify upon request by USEF that the mandated background checks were conducted.

[7] USEF must comply with the USOPC Background Check Policy and Procedures as it relates to situations under which a secondary review of USEF's determination will be conducted by the USOPC.

A. Process

The Background Check Consent and Waiver Release Form must be submitted to USEF's third-party background check vendor and the USEF Designee cleared before they may perform services for USEF. Upon submission of the Background Check Consent and Waiver Release Form, USEF will request that its vendor perform the background check. As part of its background check, the vendor will run a full background screen that includes at least the following search components below.

1. **Full Background Check**

   - Social Security Number validation;[8]
   - Name and address history records;
   - Multi-Jurisdictional Criminal Database searches covering 50 states plus DC, Guam, and Puerto Rico;
   - Federal District Courts search for each name used and district where the individual currently lives or has lived during the past seven years, going back the length of time records are available and reportable;
   - County Criminal Records for each name used and county where the individual currently lives or has lived during the past seven years, going back the length of time records are available and reportable for each county searched;
   - National Sex Offender Registry database search of all available states, plus DC, Guam, and Puerto Rico;
   - Multiple National Watch Lists;
   - Center's Disciplinary Records;

[8] Or suitable alternative identification verification process as determined by the background check vendor

- NCSI Homeland Security Search or an international records search equivalent for individuals who have lived outside of the United States for six consecutive months within the past seven years. Individuals who are on a current U.S. visa to enter the United States are exempt from this requirement;[9]

- Motor Vehicle Records of at least a 3-year history in the state of licensure; (if driving is required for position).

2. Supplemental Background Checks

A supplemental off-year background check screen will be conducted using at least the following search components:

- Multi-Jurisdictional criminal database covering 50 states plus DC, Guam, and Puerto Rico

- Sex Offender Registry database searches of all available states, plus DC, Guam, and Puerto Rico; and

- Center's Disciplinary Records.

B. Criminal History

Any background check that results in a report of a disposition or resolution of a criminal proceeding, other than an adjudication of not guilty,[10] for any of

[9] International record checks vary from country to country. The background check vendor will provide comparable search components depending on the laws of that specific country. U.S. military service and diplomatic members who lived abroad for more than six consecutive months in the past seven years may be exempt from the Homeland Security Search or equivalent if they resided on a U.S. government compound. Canadian citizens who have a Level 1, 2, or 3 Criminal Record Check conducted within a year of their participation may use this in place of an international background check.

[10] A "disposition or resolution of a criminal proceeding, other than an adjudication of not guilty" shall include, but is not limited to: an adjudication of guilt or admission to a criminal violation, a plea to the charge or a lesser included offense, a plea of no contest, any plea analogous to an Alford or Kennedy plea, the disposition of the proceeding through a diversionary program, deferred adjudication, deferred prosecution, disposition of supervision, conditional dismissal,

the below criminal offenses will be subject to USEF's policies and procedures to determine the individual's level of access and involvement:

Any felony[11].

Any misdemeanor involving:

- All sexual crimes, criminal offenses of a sexual nature to include but not limited to; rape, child molestation, sexual battery, lewd conduct, possession and distribution of child pornography, possession and distribution of obscene material, prostitution, indecent exposure, public indecency, and any sex offender registrant;[12]
- Any drug related offenses;
- Harm to a minor and vulnerable person, including, but not limited to, offenses such as child abandonment, child endangerment/ neglect/abuse, contributing to the delinquency of a minor, and DUI with a minor;[13]
- Violence against a person (including crimes involving firearms and domestic violence);
- Stalking, harassment, blackmail, violation of a protection order and/or threats;
- Destruction of property, including arson, vandalism, and criminal mischief; and

juvenile delinquency adjudication, or similar arrangement, or the existence of an ongoing criminal investigation, a warrant for arrest, or any pending charges.

[11] For purposes of these procedures, the term "felony" shall refer to any criminal offense punishable by imprisonment for more than one year.

[12] Any participant that has been convicted of, received an imposition of a deferred sentence for, or any plea of guilty or no contest for any sexual crime, criminal offense of a sexual nature, and/or is a sex offender registrant must be reported to the U.S. Center for SafeSport.

[13] Any covered individual that has been convicted of, received an imposition of deferred sentence for, or any plea of guilty or no contest for any crime against a minor must be reported to the U.S. Center for SafeSport.

- Animal abuse or neglect.

C. Full Disclosure

Each USEF Designee and prospective USEF Designee has the affirmative duty to disclose his or her criminal history. Failing to disclose or intentionally misrepresenting an arrest, plea, or conviction is grounds for USEF Designee status revocation or restriction, regardless of when the offense is discovered. USEF Designees have the ongoing duty to disclose criminal history, including cases/conviction that were subsequently sealed, set aside, or vacated. USEF Designees need not disclose arrests in which charges are not filed, charges are dismissed, or the USEF Designee is acquitted; however, USEF Designees are required to disclose non-convictions involving deferred sentences, deferred adjudications, or other similar dispositions as well as accusations, arrests, indictments, or convictions of a criminal offense set out above or a criminal offense against a child.

1. If a prospective USEF Designee has been or is (a) accused, (b) arrested, (c) charged, (d) indicted, (e) adjudicated other than not guilty, or (f) convicted of any offense identified above during the application process, he is required to disclose such information immediately.

2. In the event a USEF Designee has been or is (a) accused, (b) arrested, (c) charged, (d) indicted, (e) adjudicated other than not guilty, or (f) convicted of any offense identified above during the application process, he is required to disclose such information immediately to Sonja S. Keating, USEF General Counsel, at skeating@usef.org or 859-225-2045.

3. Any USEF Designee or prospective USEF Designee who has been banned by another national governing body, another sport organization, or the Center has an affirmative duty to disclose such information immediately to Sonja

S. Keating, USEF General Counsel, at skeating@usef.org or 859-225-2045.

D. Findings

USEF's criminal background check report will return a red light or green light finding. A green light finding means that the background check vendor located no records that would disqualify the individual. A green light score, however, is not a certification of safety or permission to bypass/ ignore other screening efforts. Other disqualifying factors may exist and can be revealed through other means.

A red light finding means the criminal background check revealed criminal records that suggest the individual does not meet the criteria and is not suitable for USEF Designee status.

Individuals who are subject to disqualification under a red light finding may challenge the accuracy of the information reported by the criminal background check vendor.

E. Appeal to Background Check Vendor

Any disqualified individual has the right to dispute the findings of the criminal background check directly with the criminal background check vendor. A disqualified individual may not appeal the automatic disqualification or the results of the findings of the criminal background check vendor to USEF. USEF is required by this Policy to accept the findings of the criminal background check vendor.

Individuals disqualified are excluded from participation in any USEF licensed competition and USEF sanctioned events and/or activities as a USEF Designee unless an exemption is granted in accordance with the exemption request process below.

F. Exemption Request to USEF

Any disqualified individual has the right to seek an exemption from the USEF Exemption Panel (Hearing

Committee Co-Chair, Chief Executive Officer or their designee, and a Board Athlete Representative). The disqualified individual shall demonstrate that the conviction or charge does not violate the spirit of athlete safety and that they pose no risk to the sport.

In order to seek an exemption from disqualification contact Sarah Gilbert, at sgilbert@usef.org or 859 225-6915 or submit an Exemption Request Form to USEF at usefsafesport@usef.org.

G. Frequency of Background Checks

Background checks for USEF Designees will be refreshed every two years or as otherwise required by the USOPC or the law.

H. Other Potentially Disqualifying Factors

Even if an individual passes a criminal background check, USEF may determine that an individual may be disqualified and prohibited from USEF Designee status. Disqualification may occur if the individual has:

1. Been held liable for civil penalties or damages involving sexual or physical abuse of a minor;
2. Been subject to any court order involving any sexual or physical abuse of a minor, including but not limited to, domestic order or protection;
3. A history with another organization (employment, volunteer, etc.) of complaints of sexual or physical abuse of minors;
4. Resigned, been terminated, been banned, or been asked to resign from a position- paid or unpaid - due to complaint(s) of sexual or physical abuse of minors;
5. A history of other behavior that indicates the individual may be a danger to athletes and participants; or
6. Failed to disclose criminal background in accordance with this Policy.

I. Review of Disqualifiers

USEF will review its disqualifiers from time to time or as otherwise required or modified by the USOPC or the law.

VII. ENFORCEMENT

The enforcement of this Policy falls under the jurisdiction of the USEF Hearing Committee, except:

- allegations of misconduct that fall under the exclusive jurisdiction of the Center;
- allegations of misconduct that the Center takes discretionary jurisdiction over; and
- background policy exemption requests.

See the Bylaws of USEF, Part VII, Complaints and Disputes, for details about the resolution process.

USEF shall recognize and enforce all penalties and temporary measures imposed by the Center, FEI, and USOPC, including lifetime bans, without further proceedings.

Unless otherwise stated, Temporary Suspensions apply to the person only, but not to the person's business or horses they own.

Final and non-appealable suspensions and bans apply to the person, the person's horses, any equestrian-related business the suspended or banned person owns. See GR 703 and GR 704 for more information on suspensions and bans.

Any person deemed ineligible to participate by the Federation, U.S. Center for SafeSport, FEI, or USOPC for allegations under, or a violation of, the Code, USEF Safe Sport Policy, or other safeguarding policy prohibiting similar conduct, is not permitted on the grounds of a USEF licensed or endorsed competition from the time that competition related participants are permitted on the grounds until after the last participant leaves. Exception: individuals ineligible to participate due solely to the

failure to take SafeSport Training are permitted on the grounds.


MAAPP
Minor Athlete Abuse Prevention Policies
EFFECTIVE 12/1/2024
US EQUESTRIAN FEDERATION
Recognizing, Reducing, and Responding to Abuse in Sport

TABLE OF CONTENTS

MINOR ATHLETE ABUSE PREVENTION POLICIES ("MAAPP") .....

INTRODUCTION 2
Authority 2

DEFINITIONS 4

PART I EDUCATION & TRAINING POLICY 6

PART II 8

REQUIRED POLICIES FOR ONE-ON-ONE INTERACTIONS 8

MEETINGS AND INDIVIDUAL TRAINING SESSIONS POLICY .. 9

MANUAL THERAPY AND THERAPEUTIC AND RECOVERY MODALITIES 11

LOCKER ROOMS AND CHANGING AREAS POLICY 12

ELECTRONIC COMMUNICATIONS POLICY 13

TRANSPORTATION POLICY 15

LODGING AND RESIDENTIAL ENVIRONMENTS POLICY..... 16

PART III RECOMMENDED POLICIES FOR KEEPING YOUNG ATHLETES SAFE 17

APPENDIX 18
ORGANIZATIONAL REQUIREMENTS FOR EDUCATION & TRAINING AND PREVENTION POLICIES 18

INTRODUCTION

The U.S. Center for SafeSport (the "Center") and United States Equestrian Federation ("USEF") are committed to building a sport community where Participants can work and learn together in an atmosphere free of emotional, physical, and sexual misconduct. Throughout this document the most commonly used terms are defined in the Definition section below.

Authority

The *Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017* authorizes the Center to develop training and policies to prevent abuse—including physical, emotional, and sexual abuse— within the U.S. Olympic & Paralympic Movement. 36 U.S.C. § 220542(a)(1). Federal law requires that, at a minimum, USEF must offer and give consistent training related to the prevention of child abuse: (1) to all adult members who are in regular contact with amateur athletes who are minors and (2) subject to parental consent, to members who are minors. 36 U.S.C. § 220542(a)(3). Federal law requires that these policies contain reasonable procedures to limit unobservable and uninterruptible one-on-one interactions between an amateur athlete, who is a minor, and an adult, who is not the minor's legal guardian, at facilities under the jurisdiction of organizations within the U.S. Olympic & Paralympic Movement. 36 U.S.C. § 220542(a)(2)(C).

What is the MAAPP?

To that end, the Center has developed the Minor Athlete Abuse Prevention Policies ("MAAPP"). The MAAPP is a collection of proactive prevention and training policies for the sports within the U.S. Olympic & Paralympic Movement. It has four primary components:

1. Organizational Requirements for Education & Training and Prevention Policies;
2. An Education & Training Policy that requires training for certain Adult Participants within sport;
3. Required prevention policies, focused on limiting one-on-one interactions between Adult Participants and Minor Athletes, that USEF and other youth serving sports associations must implement to prevent abuse; and
4. Recommended prevention policies.

The Center developed the MAAPP to assist National Governing Bodies ("NGBs") like USEF, and other sports organizations to whom these policies apply in meeting their obligations under federal law (Note: implementing these policies does not guarantee that an organization or individual fully complies with federal law or all applicable legal obligations). These policies are available to all Participants and parents/guardians of minor athletes.

What is the focus of the MAAPP?

The MAAPP focuses on just two important aspects of a much larger comprehensive abuse prevention strategy. These policies address training requirements and limiting one-on-one interactions between adults and minor athletes. These policies are intended to be enforceable and reasonable, acknowledging, for example, that when a 17-year-old athlete turns 18, they become an adult athlete, and a complete prohibition of one-on-one interactions may not be necessary or practical. Additionally, there may be other instances when one-on-one interactions could occur, and in those cases, these policies provide strategies so parents/guardians can provide informed consent if they choose to allow a permitted interaction.

The Center and USEF recommend that parents first complete training on abuse prevention to be informed about potential boundary violations and concerns before consenting to the interaction.

The MAAPP in no way can guarantee athlete safety in all circumstances, especially when the policies are not fully implemented, followed, or monitored. These policies are not comprehensive of all prevention strategies, nor are they intended to be. These policies should be implemented alongside the SafeSport Code. Additionally, other resources are available that may assist organizations in improving athlete safety.[1]

[1] Saul, J., & Audage, N.C. (2007). Preventing Child Sexual Abuse Within Youth-Servicing Organization: Getting Started on Policies and Procedures. Atlanta, GA: Centers for Disease Control and Prevention.
Canadian Centre for Child Protection. (2014). Child Sexual Abuse: It Is Your Business. Winnipeg, Manitoba: Canadian Centre for Child Protection.
The Australian Royal Commission Into Institutional Responses to Child Sexual Abuse. (2017). Final Report.

DEFINITIONS

Adult Participant: Any adult (18 years of age or older) who is[2]:

b. A USEF Senior Active member;
c. An employee or board member of USEF;
d. Within the governance or disciplinary jurisdiction of USEF;
e. Authorized, approved, or appointed by USEF or its Recognized Affiliates to have regular contact with or authority over minor athletes e.g. volunteers, medical staff, chaperones, monitors, contract personnel such as Chefs d'Equipe/Technical Advisors or Team Vets, bus/van drivers, officials, adult athletes, staff, board members.

Amateur Athlete: Any athlete who is actively engaged in equestrian competition.

Authority: When one person's position over another person is such that, based on the totality of the circumstances, they have the power or right to direct, control, give orders to, or make decisions for that person. Also see the Power Imbalance definition in the SafeSport Code.
Note: USEF Licensed Officials, USEF Team Chefs d'Equipe, and USEF Technical Advisors fall under this definition.

Billeting: A residential environment facilitated by an Adult Participant, USEF, or the USOPC, or sanctioned event staff in which a Minor Athlete is temporarily housed in a private home with an adult or family who is not related to or known by the Minor Athlete. This lodging arrangement is in conjunction with an activity related to sport. This may include working student relationships where the working student resides on site.

Exception for Close-in-Age: The purpose of this exception is to allow for continued relationships among athletes on the same team. This exception allows for one-on-one In-Program Contact between and Adult Participant and a Minor Athlete if: (i) the Adult Participant has **no** authority over the Minor Athlete; and (ii) the Adult Participant is not more than four years older than the Minor Athlete, determined by actual date of birth.
Note: This exception is different than the close-in-age exception in the SafeSport Code pertaining to. misconduct.

Exception for Dual Relationships: This exception allows for one-on-one In-Program Contact when the Adult Participant has

[2] This also includes the following individuals covered under the USEF Safe Sport Policy, who: (a) currently is, or was at the time of a possible Safe Sport violation, within the governance or disciplinary jurisdiction of USEF or who is seeking to be within the governance or disciplinary jurisdiction of USEF (e.g., through application for membership, license holder, employee), (b) is an Athlete or USEF Designee, or (c) a participant or attendee of a USEF Licensed Competition or sanctioned event, including team staff, medical or paramedical personnel, administrator, official, groom, or other athlete support personnel, employee, or volunteer.

a relationship with a Minor Athlete that is outside of the sport program. This exception requires written consent of the Minor Athlete's parent/guardian, at least annually. The consent must identify which required prevention policies the parent/guardian is allowing the one-on-one In-Program Contact. Parents are urged to take training on child abuse prevention before providing consent to this exception. Free training for parents can be found at safesporttrained.org.

Exception for Emergency: This exception applies for to all required prevention policies where an Adult Participant must violate a MAAPP requirement(s) due to an emergency. Adult Participants must carefully consider whether specific circumstances meet the threshold of "emergency." Adult Participants must document emergency situations.

Exception for Adult Participant Personal Care Assistants Working with a Minor Athlete: This exception is for Adult Participants who also assist a Parasport athlete with activities of daily living and preparation for athletic participation. This exception allows for one-on-one In-Program Contact between an Adult Participant and a Minor Athlete if the following requirements are met: (i) the Minor Athlete's parent/guardian has provided written consent to USEF for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and (ii) the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and (iii) the Adult Participant Personal Care Assistant has complied with USEF's background check policy. Parents are urged to take training on child abuse prevention before providing consent to this exception. Free training for parents can be found at safesporttrained.org.

In-Program Contact: Any contact (including communications, interactions, or activities) between an Adult Participant and any Minor Athlete(s) related to participation in sport.

> *Examples of In-Program Contact include, but are not limited to: competition, practices, camps/clinics, training/instructional sessions, pre/post competition meals or outings, team travel, review of competition footage, team- or sport-related relationship building activities, celebrations, award ceremonies, team- or sport-related fundraising or community service, sport education, competition site visits and course walks.*

Minor Athlete: An Amateur Athlete under 18 years of age who participates in, or participated within the previous 12 months

in, an event, program, activity, or competition that is part of, or partially or fully under the jurisdiction of USEF. [3]

Partial or Full Jurisdiction: Includes any sanctioned event (including all travel and lodging in connection with the event) by USEF, or any facility that USEF owns, leases, or rents for practice, training, or competition. For clarification, the jurisdiction exists during the time that the practice, training, or competition occurs.

National Governing Body (NGB): A U.S. Olympic National Governing Body, Pan American Sport Organization, or Paralympic Sport Organization recognized by the U.S. Olympic & Paralympic Committee pursuant to the Ted Stevens Olympic and Amateur Sports Act, 36 U.S.C. §§ 220501, et seq., such as USEF. This definition shall also apply to the USOPC, or other sports entity approved by the USOPC, when they have assumed responsibility for the management or governance of a sport included on the program of the Olympic, Paralympic, or Pan-American Games.

Residential Environment: A place in which participants live or stay temporarily. Residential environments include, but are not limited to, onsite housing at training facilities, billeting, hotel stays, or rentals (i.e. Airbnb, VRBO, HomeToGo, etc.). See also Billeting.

Regular Contact: Ongoing interactions during a 12-month period wherein an Adult Participant is in a role of direct and active engagement with any amateur athlete(s) who is a minor.

U.S. Olympic & Paralympic Committee (USOPC): A federally chartered nonprofit corporation that serves as the National Olympic Committee and National Paralympic Committee for the United States.

PART I EDUCATION & TRAINING POLICY

A. Mandatory Child Abuse Prevention Training for Adult Participants

1. Adults Required to Complete Mandatory Training

a. The following Adult Participants must complete the *SafeSport® Trained* Core Course through the Center's online training:
   1. Adult Participants who have regular contact with any amateur athlete(s) who is a minor;
   2. Adult Participants who have authority over any amateur athlete(s) who is a minor, e.g. Licensed

[3] This term shall also include any minor who participates in, or participated within the previous 12 months in, a non-athlete role partially or fully under the jurisdiction of USEF.

Officials, USEF Team Technical Advisors; USEF Team Selectors, etc.;

3. USEF Senior Active Members; and
4. Adult Participants who are an employee or board member of USEF.

b. Adult Participants who are medical providers required to take training under Section (a) can take the Health Professionals Course in lieu of the *SafeSport® Trained* Core.

c. In addition to the above identified Adult Participants, all adult employees and board members of Recognized Affiliates must comply with this Education & Training Policy.

2. Timing of Training

Adult Participants must complete this training:

a. Before regular contact with an amateur athlete who is a minor begins; or

b. Within the first 7 days of either initial membership or upon beginning a new role subjecting the adult to this policy, whichever comes first.

3. Refresher Training

The above listed Adult Participants must complete a refresher course every 12 months, beginning the calendar year after completing the *SafeSport® Trained* Core Course. Every four years, Adult Participants will complete the *SafeSport Trained®* Core Course training. Medical providers can take the Health Professionals Course in lieu of the *SafeSport® Trained* Core Course and are required to take the refresher courses on an annual basis if they meet the criteria for A (1).

B. Minor Athlete Training Must Be Offered

1. USEF, every 12 months, must offer and, subject to parental consent, give training to minor athletes on the prevention and reporting of child abuse.
2. The Center offers youth courses, located at www.safesporttrained.org, that meet this requirement.

C. Parent Training Must Be Offered

1. USEF, every 12 months, must offer training to parents on the prevention and reporting of child abuse.
2. The Center offers a parent course, located at www.safesporttrained.org, that meets this requirement.

D. Optional Training

1. Adult Participants serving in a volunteer capacity, who will **not** have regular contact with or authority over minor athletes, are urged to take the Center's brief Volunteer Course (or *SafeSport® Trained* Core Course) before engaging or interacting with any amateur athlete(s) who is a minor.

2. USEF may provide training in addition to the *SafeSport® Trained* Core *Course*, although they cannot refer to this training as "SafeSport" training. **Training other than the *SafeSport® Trained* Core Course or Refresher does not satisfy this policy.**
3. Parents of minor athletes are provided free online access to the Center's parent course and are encouraged to take the training.

E. Exemptions and Accommodations

The Center's online training courses contain information about various forms of abuse. The courses do not include graphic descriptions of abuse or show violent images or video. The content may be uncomfortable or trigger trauma for some participants.

1. Exemptions to the online training requirement may be requested by survivors of abuse and misconduct. Survivors of abuse can request an exemption by contacting USEF at usefsafesport@usef.org or can choose to contact the Center directly to request an exemption at exemptions@safesport.org. All exemptions granted by the Center or USEF in this category are considered indefinite and do not need to be re-requested every year.

2. Exemptions to the online training requirement for reasons other than survivor of abuse and misconduct are limited to cognitive or physical disability or language barrier. Requests for these exemptions must be made by the individual to USEF at usefsafesport@usef.org. USEF will determine whether to grant the exemption. If USEF grants the exemption, it will track the exemption to ensure it is applied to the individual's membership status. USEF must preserve documentation that the exemption was granted and for what duration.

3. The Center has several options available to assist individuals in completing the online training courses, including screen reader-compatible versions and course availability in several languages, including English, Spanish, French, Mandarin, Russian, German, and Japanese. If none of the available options will fit the individual's needs, USEF may determine whether to grant an exemption.

PART II

REQUIRED POLICIES FOR ONE-ON-ONE INTERACTIONS

The U.S. Center for SafeSport and USEF recognize that youth-adult relationships can be healthy and valuable for development. Policies on one-on-one interactions protect

children while allowing for these beneficial relationships. As child sexual abuse is often perpetrated in isolated, one-on-one situations, it is critical that organizations limit such interactions between youth and adults and implement programs that reduce the risk of sexual abuse.

All one-on-one In-Program Contact between an Adult participant and a Minor Athlete must be *observable and interruptible*, unless one of the following exceptions applies.

i. Exception for Emergency; or
ii. Exception for Dual Relationship; or
iii. Exception for Close-in-Age; or
iv. Exception for Personal Care Assistant, and:
   (1.) the Minor Athlete's parent/guardian has provided written consent for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
   (2.) the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and
   (3.) the Adult Participant Personal Care Assistant has complied with the USEF Background Check Policy, if applicable.

MEETINGS AND INDIVIDUAL TRAINING SESSIONS POLICY

Sexual abuse often happens when minor athletes are alone with their abusers. Some abusers will single out athletes for special one-on-one instruction. This kind of isolation provides opportunities for abuse to occur. This section establishes rules for individual training sessions to protect youth athletes from uncomfortable or unsafe situations.

A. Mandatory Components

1. Observable and Interruptible

a. Adult Participants must ensure that all In-Program meetings and individual training sessions with Minor Athletes be observable and interruptible, unless one of the following exceptions applies:

i. Exception for Emergency; or
ii. Exception for Dual Relationship; or
iii. Exception for Close-in-Age; or
iv. Exception for Personal Care Assistant, and:
   (1.) the Minor Athlete's parent/guardian has provided written consent for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
   (2.) the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and

(3.) the Adult Participant Personal Care Assistant has complied with the USEF Background Check Policy, if applicable.

2. Individual Training Sessions

a. The Adult Participant providing the individual training session must receive advance written consent from the Minor Athlete's parent/guardian at least annually, which can be withdrawn at any time; and
b. Parents/guardians must be allowed to observe the individual training session.

3. Meetings with licensed mental health care professionals and health care providers (other than athletic trainers[4])

If a licensed mental health care professional or licensed health care provider, or a student under the supervision of a licensed mental health care professional or licensed health care provider, meets one-on-one with a Minor Athlete at a USEF sanctioned event or facility partially or fully under USEF's jurisdiction, the meeting must be observable and interruptible except:

a. If the door remains unlocked; and
b. Another adult is present at the facility and notified that a meeting is occurring, although the Minor Athlete's identity need not be disclosed; and
c. USEF is notified that the professional or provider will be meeting with the Minor Athlete; and
d. The professional or provider obtains consent from the Minor Athlete's parent/ guardian consistent with applicable laws and ethical standards, which consent can be withdrawn at any time.

B. Recommended Best Practice

1. Monitoring

If a permitted meeting or training session takes place between and Adult participant and a Minor Athlete, another Adult Participant will monitor each meeting and training session. Monitoring includes reviewing the parent/guardian consent form, knowing that the meeting or training session is occurring, knowing the approximate planned duration of the meeting or training session, and dropping in on the meeting or training session.

2. Parent Training

Parents/guardians receive the U.S. Center for SafeSport's education and training on child abuse prevention before providing consent for their Minor Athlete to have a meeting or training session with an Adult Participant subject to these policies.

[4] Athletic trainers who are covered under these policies must follow the "Manual Therapy and Therapeutic and Recovery Modalities policy.

Out-of-Program Contacts

USEF recommends that where interactions are not related to participation in sport, Adult Participants refrain from interacting one-on-one with Minor Athletes in settings that are not observable or interruptible (including, but not limited to, one's home, and individual transportation). If this is not possible, USEF recommends that parent/ guardian written consent is provided for such out-of-program contact.

MANUAL THERAPY AND THERAPEUTIC AND RECOVERY MODALITIES

Many athletes require therapies to prevent or treat injuries. However, these treatment sessions can place children in vulnerable positions, especially if they involve physical contact with adults. This section establishes standards for therapeutic and recovery modalities and manual therapy to reduce the risk of inappropriate contact between youth and adults.[5]

A. Mandatory Components

1. Manual therapy and therapeutic and recovery modalities

All In-Program contact during manual therapy and therapeutic and recovery modalities of a Minor Athlete, unless the Emergency Exception applies, must:

a. Be observable and interruptible; and
b. Have another Adult Participant physically present for the modality or manual therapy; and
c. Have documented consent as explained in subsection (2) below; and
d. Be performed with the Minor Athlete fully or partially clothed, ensuring that the breasts, buttocks, groin, or genitals are always covered; and
e. Allow parents/guardians in the room as an observer, except for competition or training venues that limit credentialing.
f. the provider must narrate the steps in the modality before taking them, seeking assent of the Minor Athlete throughout the process.

2. Consent

Providers of manual therapy, therapeutic modalities, or recovery modalities or USEF, when applicable, must obtain consent at least annually from Minor Athletes'

[5] Manual therapy and therapeutic and recovery modalities can be different for each sport. They can include, but are not limited to: first aid, massage, taping, cupping, stretching, cryotherapy, neuromuscular stimulations, electrical stimulation, or other modalities within the scope of a Healthcare Provider's credentials.

parents/guardians before providing any manual therapy, therapeutic modalities, or recovery modalities. Minor Athletes or their parents/guardians can withdraw consent at any time.

B. Recommended Best Practices

1. Parent Training
   Parents/guardians receive the U.S. Center for SafeSport education and training on child abuse prevention before providing consent for their Minor Athlete to receive manual therapy, therapeutic modalities, or recovery modalities.
2. When possible, techniques should be used to reduce physical touch of Minor Athletes.
3. Only licensed providers should administer manual therapy, therapeutic modalities, or recovery modalities.
4. Coaches, regardless of whether they are licensed massage therapists, should not massage Minor Athletes.

LOCKER ROOMS AND CHANGING AREAS POLICY

A. Mandatory Components

1. Observable and Interruptible

Adult Participants must ensure that all one-on-one In-Program Contact with Minor Athlete(s) in a locker room, changing area, or similar space where Minor Athlete(s) are present is observable and interruptible, unless one of the following exceptions applies:

a. Exception for Emergency; or
b. Exception for Dual Relationship; or
c. Exception for Close-in-Age; or
d. Exception for Personal Care Assistant, and:
   i. the Minor Athlete's parent/guardian has provided written consent for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
   ii. the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and
   iii. the Adult Participant Personal Care Assistant has complied with the USEF Background Check Policy, if applicable.

2. Conduct in Locker Rooms, Changing Areas, and Similar Spaces

a. No Adult Participant or Minor Athlete can use the photographic or recording capabilities of any device in locker rooms, changing areas, or any other area designated as a place for changing clothes or undressing.
b. Adult Participants must not remove their clothes or behave in a manner that intentionally or recklessly

exposes their breasts, buttocks, groins, or genitals to a Minor Athlete.

c. Adult Participants must not shower with Minor Athletes unless**:**
The Adult Participant meets the Exception for Close-in-Age; or the shower is part of a pre- or post-activity rinse while wearing swimwear.

d. Parents/guardians may request in writing that their Minor Athlete(s) not change or shower with Adult Participant(s) during In-Program Contact. USEF as well as the Adult Participant(s) must abide by this request.

3. Media and Championship Celebrations in Locker Rooms

USEF may permit recording or photography in locker rooms for the purpose of highlighting a sport or athletic accomplishment if:

a. Parent/legal guardian consent has been obtained; and
b. USEF approves the specific instance of recording or photography; and
c. Two or more Adult Participants are present; and
d. Everyone is fully clothed.

4. Personal Care Assistants

Adult Participant Personal Care Assistants are permitted to be with and assist Minor Athlete(s) in locker rooms, changing areas, and similar spaces where other Minor Athletes are present, if they meet the requirements in subsection (A)(1)(d) above.

5. Availability and Monitoring of Locker Rooms, Changing Areas, and Similar Spaces

a. If changing areas are designated as such or provided, then Competition Management must cause someone to monitor their use to ensure compliance with these policies at USEF sanctioned events or activities.
b. At team competitions, the Competition Organizer must identify and provide a private or semi-private changing area for Minor Athletes, ensure its privacy, and ensure that when Minor Athletes are changing, access to the changing area is controlled.

ELECTRONIC COMMUNICATIONS[6] POLICY

A. Mandatory Components

1. Open and Transparent

a. All one-on-one electronic communications between an Adult Participant and a Minor Athlete must be

[6] Electronic communications include, but are not limited to: phone calls, videoconferencing, video coaching, texting, social media, and any other electronic medium.

Open and Transparent unless one of the following exceptions applies:

i. Exception for Emergency; or
ii. Exception for Dual Relationship; or
iii. Exception for Close-in-Age; or
iv. Exception for Personal Care Assistant, and:
   (1.) the Minor Athlete's parent/guardian has provided written consent for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
   (2.) the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and
   (3.) the Adult Participant Personal Care Assistant has complied with the USEF Background Check Policy, if applicable.

b. Open and Transparent means that the Adult Participant copies or includes the Minor Athlete's parent/guardian, another adult family member of the Minor Athlete, or another Adult Participant on every communication.
   • If a Minor Athlete communicates with the Adult Participant first, the Adult Participant must follow this policy if the Adult Participant responds.
c. Only platforms that allow for Open and Transparent communication may be used to communicate with Minor Athletes.

2. Team Communication

When an Adult Participant communicates electronically to the entire team or any number of Minor Athletes on the team, the Adult Participant must copy or include the Minor Athletes' parent/guardians, another adult family member of the Minor Athletes, or another Adult Participant.

3. Content

All electronic communication originating from an Adult Participant(s) to a Minor Athlete(s) must be professional in nature unless an exception in (1)(a) exists.

4. Requests to discontinue

Parents/guardians may request in writing that USEF or an Adult Participant subject to this policy not contact their Minor Athlete through any form of electronic communication. USEF and the Adult Participant must abide by any request to discontinue, absent emergency circumstances.

B. Recommended Best Practices

1. Hours

Electronic communications should generally be sent only between the hours of 8:00 a.m. and 8:00 p.m. local time for the location of the Minor Athlete.

2. Social Media Connections

Adult Participants, except those with a Dual Relationship or who meet the Exception for Close-in-Age, are not permitted to maintain private social media connections with Minor Athletes and should discontinue existing social media connections with Minor Athletes.

TRANSPORTATION POLICY

A. Mandatory Components

1. Transportation

a. An Adult Participant must ensure that all In-Program contact during transportation is observable and interruptible. An Adult Participant cannot transport a Minor Athlete one-on-one during In-Program travel, unless one of the following exceptions applies:
   i. Exception for Emergency; or
   ii. Exception for Dual Relationship; or
   iii. Exception for Close-in-Age; or
   iv. Exception for Personal Care Assistant, and:
      (1.) The Minor Athlete's parent/guardian has provided written consent for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
      (2.) The Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and
      (3.) The Adult Participant Personal Care Assistant has complied with the USEF Background Check Policy, if applicable; or
   v. The Adult Participant has advance, written consent to transport the Minor Athlete one-on-one obtained at least annually from the Minor Athlete's parent/guardian**.**

b. An Adult Participant meets the In-Program transportation requirements if the Adult Participant is accompanied by another Adult Participant or at least two minors, who are at least 8 years of age.

c. Written consent from a Minor Athlete's parent/guardian is required for all transportation authorized or funded by USEF at least annually.

d. Minor Athlete(s) or their parent/guardian can withdraw consent at any time.

B. Recommended Best Practices

1. Shared or Carpool Travel Arrangement

USEF encourages parents/guardians to pick up their Minor Athlete first and drop off their Minor Athlete last in any shared or carpool travel arrangement.

2. Parent Training

Parents/guardians receive the U.S. Center for SafeSport education and training on child abuse prevention before providing consent for their Minor Athlete to travel one-on-one with an Adult Participant.

LODGING AND RESIDENTIAL ENVIRONMENTS POLICY

A. Mandatory Components

1. Hotel Rooms and Other Sleeping Arrangements

a. All In-Program Contact at a hotel, rental (i.e. Airbnb, VRBO, HomeToGo etc.), and long-term residential environments, including lodging at training sites and billeting between an Adult Participant and a Minor Athlete must be observable and interruptible, and an Adult Participant cannot share a hotel room or otherwise sleep in the same room with a Minor Athlete(s), unless one of the following exceptions applies:
   i. Exception for Emergency; or
   ii. Exception for Dual Relationship, and the Minor Athlete's parent/ guardian has provided advance, written consent for the lodging arrangement;
   iii. Exception for Close-in-Age, and the Minor Athlete's parent/guardian has provided advance, written consent for the lodging arrangement; or
   iv. Exception for Personal Care Assistant, and:
      (1.) The Minor Athlete's parent/guardian has provided advance, written consent for the Adult Participant Personal Care Assistant to work with the Minor Athlete and for the lodging arrangement;
      (2.) The Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and
      (3.) The Adult Participant Personal Care Assistant has complied with USEF's Background Check Policy, if applicable.

b. Written consent from a Minor Athlete's parent/guardian must be obtained for all In-Program lodging at least annually.

c. Minor Athlete(s) or their parent/guardian can withdraw consent at any time.

2. Monitoring or Room Checks During In-Program Travel

If room checks are performed during In-Program lodging, the one-on-one interaction policy must be followed and at least two adults must be present for the room checks.

3. Additional Requirements for Lodging Authorized or Funded by USEF

a. Adult Participants traveling with USEF must agree to and sign USEF's lodging policy at least annually.
b. Adult Participants that travel overnight with Minor Athlete(s) are assumed to have Authority over Minor Athlete(s) and thus must comply with USEF's Education & Training Policy, unless the Adult Participant meets the Exception for Close-In-Age.

B. Recommended Best Practices

Parent Training

Parents/guardians receive the U.S. Center for SafeSport's education and training on child abuse prevention before providing consent for lodging arrangements under this policy.

PART III RECOMMENDED POLICIES FOR KEEPING YOUNG ATHLETES SAFE

A. Out-of-Program Contact

1. Adult Participants, who do not meet the Exception for Close-in-Age nor have a Dual Relationship with a Minor Athlete, should not have out-of-program contact with Minor Athlete(s) without parent/guardian consent, even if the out-of-program contact is not one-on-one.

B. Gifting

1. Adult Participants, who do not meet the Exception for Close-in-Age nor have a Dual Relationship with a Minor Athlete, should not give personal gifts to Minor Athlete(s).
2. Gifts that are equally distributed to all athletes and serve a motivational or education purpose are permitted.

C. Photography/Video

1. Photographs or videos of athletes may only be taken in public view and must observe generally accepted standards of decency.
2. Adult Participants should not publicly share or post photos or videos of Minor Athlete(s) if the Adult Participant has not obtained the parent/guardian and Minor Athlete's consent.

APPENDIX

ORGANIZATIONAL REQUIREMENTS FOR EDUCATION & TRAINING AND PREVENTION POLICIES

As the National Governing Body for equestrian sport, USEF must implement proactive policies designed to prevent abuse. These organizational requirements are described below.

A. Organizational Requirements for Education & Training

1. USEF must track whether Adult Participants under its jurisdiction complete the required training listed in Part I.
2. USEF must, every 12 months, offer and, subject to parental consent, give training to minor athletes on the prevention and reporting of child abuse.
   a. For training to minor athletes, USEF must track a description of the training and how the training was offered and provided to Minor Athletes.
   b. USEF is not required to track individual course completions of minor athletes.
3. USEF must, every 12 months, offer training to parents on the prevention and reporting of child abuse. For training to parents, USEF must track a description of the training and how the training was offered and provided to parents. USEF is not required to track individual course completions of parents.

B. Required Prevention Policies and Implementation

1. USEF must develop minor athlete abuse prevention policies to limit one-on-one interactions between a Minor Athlete and an Adult Participant. These policies must contain the mandatory components of the Center's model policies in Part III These model policies cover:
   a. Meetings
   b. Individual training sessions
   c. Manual Therapy and Therapeutic and Recovery Modalities
   d. Locker rooms and changing areas
   e. Electronic communications
   f. Transportation
   g. Lodging and Residential Environments
2. The policies must be approved by the Center. The policies may include the recommended components in Parts III and IV. Given the uniqueness of each sport, however, some recommended components or policies may not be feasible or appropriate. Such concerns should be addressed with the Center during the Policy Approval and Submission Process discussed below. USEF may choose to implement stricter standards than the model policies.

3. USEF must also require that its Recognized Affiliates implement these policies within their organizations.
4. USEF must implement these policies for all In-Program Contact.
    a. At sanctioned events and facilities partially or fully under its jurisdiction, the organization must take steps to ensure the policies are implemented and followed.
    b. For In-Program Contact that occurs outside USEF's sanctioned event or facilities, implementing these policies means:
        i. Communicating the policies to individuals under its jurisdiction;
        ii. Establishing a reporting mechanism for violations of the policies;
        iii. Investigating and enforcing violations of the policies.
5. USEF must have a reporting mechanism to accept reports that an Adult Participant is violating USEF's minor athlete abuse prevention policies. USEF must appropriately investigate and resolve any reports received, unless the violation is reported to the Center and it exercises jurisdiction over the report. This requirement is in addition to requirements to report abuse under the SafeSport Code.

C. Policy Approval and Submission Process

1. USEF may adopt the mandatory minimum requirements of the MAAPP as-is or adapt it to fit their needs. Regardless, each Organization must submit their policies to the Center at compliance@safesport.org for review and approval by April 1, 2024. The Center will approve, approve with modifications, or deny the policies. If the Center denies the proposed policy, the mandatory components of Part III become the default policy until the Center approves the policy.
2. USEF has no Local Affiliated Associations (LAO) but if it does in the future, USEF must require their LAOs to incorporate the mandatory components of Part II. NGBs may require that their LAOs implement the NGB's policies, which may be more stringent than the policies in Part II.
3. USEF may, in its discretion, require its Recognized Affiliate to implement these policies.

4. The mandatory components of Part II will serve as the default policy for any organization that fails to develop its own policy as required by this section. Any changes made to an USEF's MAAPP after the policy is approved must be submitted to the Center for approval. The previously approved MAAPP will remain in effect until written approval is provided to the NGB or USOPC from the Center.



usef.org

© All rights reserved. 2020 by United States Equestrian Federation® Reproduction without permission is strictly prohibited.