

Athlete Ombuds Confidentiality and Privacy Policy:

(A) In general--The Office of the Athlete Ombuds shall maintain as confidential any information communicated or provided to the Office of the Athlete Ombuds in confidence in any matter involving the exercise of the official duties of the Office of the Athlete Ombuds.

(B) Exception--The Office of the Athlete Ombuds may disclose information described in subparagraph (A) as necessary to resolve or mediate a dispute, with the permission of the parties involved.

(C) Judicial and administrative proceedings--

- i. In general--The ombudsman and the staff of the Office of the Athlete Ombuds shall not be compelled to testify or produce evidence in any judicial or administrative proceeding with respect to any matter involving the exercise of the duties of the Office of the Athlete Ombuds.
- ii. Work product--Any memorandum, work product, notes, or case file of the Office of the Athlete Ombuds--
 - I. shall be confidential; and
 - II. shall not be--
 - a. subject to discovery, subpoena, or any other means of legal compulsion; or
 - b. admissible as evidence in a judicial or administrative proceeding.

(D) Applicability--The confidentiality requirements under this paragraph shall not apply to information relating to--

- i. applicable federally mandated reporting requirements;
- ii. a felony personally witnessed by a member of the Office of the Athlete Ombuds;
- iii. a situation, communicated to the Office of the Athlete Ombuds, in which an individual is at imminent risk of serious harm; or
- iv. a congressional subpoena.

Anti-retaliation Statement

No employee, contractor, agent, volunteer, or member of USEF or the USOPC shall take or threaten action against an athlete as a reprisal for disclosing information to or seeking assistance from the Office of the Athlete Ombuds.