
SAFE SPORT
POLICY
US
EQUESTRIAN
FEDERATION
Recognizing, Reducing, and Responding to Abuse in Sport

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I. 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, coach, trainer, 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 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 him or her to drop out of sport entirely.

The U.S. Center for SafeSport (the "Center") is recognized by the United States Congress, the United States Olympic Committee ("USOC"), and United States Equestrian Federation ("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 Code that binds all Participants, defined below, and subjects them to discipline for Code violations.

Participants are responsible for knowing the information outlined herein and in the Center's Code, and by virtue of being a Participant have expressly agreed to this Safe Sport Policy and the Code, including the applicable practices and procedures.

In addition to being bound by the Center's Code and this Safe Sport Policy, 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, and USEF's Minor Athlete Abuse Prevention Policies.

All suspected child abuse, including sexual abuse must be reported to law enforcement. Additionally, suspected sexual misconduct in violation of the Center's Code or this Safe Sport Policy must be reported to the Center at 720-524-5640 or www.safesport.org. Note: Nothing in this Policy shall be construed to require a victim of child abuse or other misconduct to self-report.

For state-by-state reporting information, see https://www.childwelfare.gov/topics/can/ and click the State Child Abuse Reporting Numbers link. You may also use a search engine to research "Child abuse reporting ("state name").

For reports of misconduct under this Safe Spoirt Policy that are non-sexual in nature, report to USEF by submitting a USEF Incident Report Form, which can be found at safesport@usef.org, or by contacting one of the members of the Athlete Protection Team:

Teresa Roper, troper@usef.org | 859 225 6915

Emily Pratt, epratt@usef.org | 859 225 6956

Sonja S. Keating, General Counsel, skeating@usef.org | 859 225 2045

No one should investigate suspicions or allegations of child abuse or other Prohibited Conduct, or attempt to evaluate the credibility or validity of allegations as a condition of reporting to the Center or to appropriate authorities. USEF will report allegations of child abuse, including sexual abuse, to the authorities and to the Center.

Any inquiries about this Safe Sport Policy can be directed to safesport@usef.org or one of the members of the Athlete Protection Team above.

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. Aiding and Abetting, when it relates to the Center's process;
5. Misconduct Related to the Center's Process;
6. Other Inappropriate Conduct, as defined in the Code.

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 or other similar proactive policy violations;

III. DEFINITIONS

The following definitions apply to all sections of this Safe Sport Policy:

a. Athlete - Any rider, driver, handler, vaulter, or longeur who participates in any USEF Licensed Competition or USEF sanctioned event.

b. 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 Safe Sport Policy.

c. 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.

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

e. 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 Safe Sport Policy.

f. Consent - Consent is (a) informed (knowing), (b) voluntary (freely given), (c) active (not passive). Consent must be demonstrated by clear words or actions, indicating that a person who is legally and functionally competent has indicated permission to engage in mutually agreed-upon sexual activity.

Consent to any one form of sexual activity does not automatically imply Consent for any other forms of sexual activity. Previous relationships or prior Consent does not imply Consent to future sexual activity. Once given, Consent can be withdrawn through clear communication. Consent cannot be obtained: (a) by force, (b) by taking advantage of the Incapacitation of another, where the person initiating sexual activity knew or reasonably should have known that the other was Incapacitated, (c) from someone who lacks legal capacity, (d) where a Power Imbalance exists.

1. Force

   Force includes (a) the use of physical violence, (b) threats, (c) intimidation, and (d) coercion.

   a. Physical violence means that a person is exerting control over another person using physical force. Examples of physical violence include hitting, punching, slapping, kicking, restraining, choking, and brandishing or using any weapon.

   b. Threats are words or actions that would compel a reasonable person to engage in unwanted sexual activity. Examples include threats to harm a person physically, to reveal private information to harm a person's reputation, or to cause a person sporting harm.

   c. Intimidation is an implied threat that menaces or causes reasonable fear in another person. A person's size, alone, does not constitute intimidation; however, a person's size may be used in a way that constitutes intimidation (e.g., blocking access to an exit).

   d. Coercion is the use of an unreasonable amount of pressure to gain intimate and/or sexual access. Coercion is more than an effort to persuade, entice, or attract another person to engage in sexual activity. When a person makes clear their decision not to participate in a form of Sexual Contact or Sexual Intercourse, their decision to stop, or their decision not to go beyond a certain sexual interaction, continued pressure can be coercive.

   Whether conduct is coercive depends on: (i) the frequency of the application of the pressure, (ii) the intensity of the pressure, (iii) the degree of isolation of the person being pressured, and (iv) the duration of the pressure.

2. Legal Capacity

   Minors cannot Consent to conduct of a sexual nature. While the legal age of Consent varies under state and federal law, the legal age of capacity under the Code is 18.

A three-year close-in-age exception will be applied to any policy violation between an adult and a Minor, or between two Minors, where there is no Power Imbalance.

When the assessment of whether a Participant's conduct violates the Code depends upon another individual being below a certain specified age, ignorance of their actual age is no defense. Neither shall misrepresentation of age by such person, nor a Participant's bona fide belief that such person is over the specified age, be a defense.

3. Incapacitation

Incapacitation means that a person lacks the ability to make informed, rational judgments about whether to engage in sexual activity. A person who is incapacitated is unable, temporarily or permanently, to give Consent because of mental or physical helplessness, sleep, unconsciousness, or lack of awareness that sexual activity is taking place. A person may be incapacitated because of consuming alcohol or other drugs, or due to a temporary or permanent physical or mental health condition.

Incapacitation is a state beyond drunkenness or intoxication. A person is not necessarily incapacitated merely because of drinking or using drugs. The impact of alcohol and other drugs varies from person to person and is evaluated under the specific circumstances of a matter.

A Respondent's being impaired by alcohol or other drugs is not a defense to any violation of the Code.

g. Event - the term "Event" shall have the meaning set forth in the Victims of Child Abuse Act of 1990 (34 U.S.C. § 20341). As of the effective date of these policies and procedures, "Event" includes travel, lodging, practice, competition, and health or medical treatment.

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

i. Participant - Any individual 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. The term USEF Participant and Participant are used interchangeably throughout this Policy.

j. 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. 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 an aggressor; whether there is a significant disparity in age, size, strength, or mental capacity.

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 20 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).

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

l. 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."

m. USEF Designee - USEF staff, USEF Licensed Officials, USEF Board Members, US Team Coaches and Technical Advisors, US Team Chefs d'Equipe, US Team Veterinarians, Human Physio Therapists, or any other individual that USEF formally authorizes, approves, or appoints (a) to a position of authority over, or (b) to have frequent contact with any Athlete as defined above.

IV. PROHIBITED CONDUCT

All Participants, as defined above, are bound by and must comply with the Center's SafeSport Code, which can be found at www.safesport.org. USEF hereby incorporates by reference the definitions of certain prohibited conduct from the Center's SafeSport Code. Participants are responsible for knowing the information outlined herein and in the Center's SafeSport Code, and by virtue of being a Participant have expressly agreed to this Safe Sport Policy and the Center's SafeSport Code, including the applicable policies and procedures.

Participation in USEF licensed, endorsed, sponsored, and related 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 Center's SafeSport Code, this Safe Sport Policy and/or the best interest of sport and those who participate in it.

It is a violation of the Center's SafeSport Code and the Safe Sport Policy for a Participant to engage in or tolerate: (1) Prohibited Conduct, as outlined in the Center's Code; (2) 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 (3) 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 SafeSport Code, effective April 15, 2019, and set forth below. Any changes to the Code's categories and definitions of Prohibited Conduct 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. Criminal Charge or Disposition
b. Child Abuse
c. Sexual Misconduct
d. Emotional and Physical Misconduct, including Stalking, Bullying, Hazing, and Harassment

e. Aiding and Abetting
f. Other Inappropriate Conduct
g. Violation of USEF Minor Athlete Abuse Prevention Policies/Proactive Policies

A. CRIMINAL CHARGE OR DISPOSITION

It is a violation of this Policy for a Participant to have a Criminal Charge or Disposition.

Criminal Conduct is relevant to an individual's fitness to participate in sport. The age of a Criminal Charge or Disposition is not relevant to whether a violation of this Policy occurred, but may be considered for sanctioning purposes. The Center reviews Criminal Charges or Dispositions involving sexual misconduct or child abuse de novo; any prior consideration or finding by an National Governing Body (NGB) or Local Affiliate Organization (LAO) regarding a Criminal Disposition involving sexual misconduct or child abuse is not relevant to the Center's determination.

1. Definitions

a. Criminal Disposition

It is a violation of this Policy for a Participant to be or have been subject to any disposition or resolution of a criminal proceeding, other than an adjudication of not guilty, including, but 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, juvenile delinquency adjudication, or similar arrangement.

b. Criminal Charge, including Warrant for Arrest

It is a violation of this Policy for a Participant to have any pending criminal charge(s) or warrant(s) for arrest.

When assessing whether conduct constitutes a Criminal Charge or Disposition, the Center may assess and rely upon the original charges, amended charges, or those to which a plea was entered.

2. Sex Offender Registry

A Participant who is currently on any state, federal, territorial, or tribal sex offender registry is ineligible to participate.

B. CHILD ABUSE

It is a violation of this Policy for a Participant to engage in Child Abuse.

C. SEXUAL MISCONDUCT

It is a violation of this Policy for a Participant to engage in Sexual Misconduct. Sexual Misconduct offenses include, but are not limited to:

1. Sexual or Gender-related Harassment
2. Non-consensual Sexual Contact (or attempts to commit the same)
3. Non-consensual Sexual Intercourse (or attempts to commit the same)
4. Sexual Exploitation
5. Bullying or hazing, or other inappropriate conduct of a sexual nature

1. Sexual or Gender-related Harassment

Sexual harassment is any unwelcome sexual advance, request for sexual favors, or other unwanted conduct of a sexual nature, whether verbal, non-verbal, graphic, physical, or otherwise, when the conditions outlined in (a) and/or (b), below, are present.

Sexual harassment includes harassment related to gender, sexual orientation, gender identity, or gender expression, which may include acts of aggression, intimidation, or hostility, whether verbal or non-verbal, graphic, physical, or otherwise, even if the acts do not involve conduct of a sexual nature, when the conditions outlined in (a) and/or (b), below, are present.

a. Submission to such conduct is made, either explicitly or implicitly, a term or condition of any person's employment, standing in sport, or participation in events, sports programs and/or activities; or when submission to or rejection of such conduct is used as the basis for sporting decisions affecting the individual (often referred to as "quid pro quo" harassment); or
b. Such conduct creates a hostile environment. A "hostile environment" exists when the conduct is sufficiently severe, persistent, and/or pervasive such that it interferes with, limits, or deprives any individual of the opportunity to participate in any program or activity. Conduct must be deemed severe, persistent, or pervasive from both a subjective and an objective perspective.

Whether a hostile environment exists depends on the totality of known circumstances, including, but not limited to:

i. The frequency, nature, and severity of the conduct;
ii. Whether the conduct was physically threatening;
iii. The effect of the conduct on the Claimant's mental or emotional state;
iv. Whether the conduct was directed at more than one person;
v. Whether the conduct arose in the context of other discriminatory conduct;
vi. Whether the conduct unreasonably interfered with any person's educational or work performance and/or sport programs or activities; and
vii. Whether the conduct implicates concerns related to protected speech.

A hostile environment can be created by persistent or pervasive conduct or by a single or isolated incident that is sufficiently severe. The more severe the conduct, the less need there is to show a repetitive series of incidents to prove a hostile environment, particularly if the conduct is physical. A single incident of sexual contact without consent, for example, may be sufficiently severe to constitute a hostile environment. In contrast, the perceived offensiveness of a single verbal or written expression, standing alone, is typically not sufficient to constitute a hostile environment.

2. Nonconsensual Sexual Contact

It is a violation of this Policy for a Participant to engage in Sexual Contact without Consent.

Sexual Contact is any intentional touching of a sexual nature, however slight, with any object or body part (as described below), by a person upon another person.

Sexual Contact includes but is not limited to: (a) kissing, (b) intentional touching of the breasts, buttocks, groin or genitals, whether clothed or unclothed, or intentionally touching of another with any of these body parts; and (c) making another touch themselves, the Participant, or someone else with or on any of these body parts.

3. Nonconsensual Sexual Intercourse

It is a violation of this Policy for a Participant to engage in Sexual Intercourse without Consent.

Sexual Intercourse is any penetration, however slight, with any object or body part (as described below), by a person upon another person.

Sexual Intercourse includes (a) vaginal penetration by a penis, object, tongue, or finger; (b) anal penetration by a penis, object, tongue, or finger; and (c) any contact, no matter how slight, between the mouth of one person and the genitalia of another person.

4. Sexual Exploitation

It is a violation of this Policy for a Participant to engage in Sexual Exploitation. Sexual Exploitation occurs when a Participant purposely or knowingly:

a. Allows third parties to observe private sexual activity from a hidden location (e.g., closet) or through electronic means (e.g., Skype or live-streaming of images) without Consent of all parties involved in the sexual activity.
b. Records or photographs private sexual activity and/or a person's intimate parts (including genitalia, groin, breasts or buttocks) without Consent of all parties in the recording or photo.
c. Engages in voyeurism (e.g., watching private sexual activity or viewing another person's intimate parts when that person would have a reasonable expectation of privacy), without Consent of all parties being viewed.
d. Disseminates, shows, or posts images of private sexual activity and/or a person's intimate parts (including genitalia, groin, breasts or buttocks) without prior Consent of the person depicted in the images.
e. Intentionally exposes another person to a sexually transmitted infection or virus without that person's knowledge.
f. Engages in prostituting or trafficking another person.

5. Bullying, hazing, or other inappropriate conduct of a sexual nature.

It is a violation of this Policy for a Participant to engage in bullying, hazing, and other inappropriate conduct of a sexual nature, as further defined in the corresponding sections below.

D. EMOTIONAL AND PHYSICAL MISCONDUCT

It is a Code violation 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
2. Physical Misconduct
3. Bullying Behaviors
4. Hazing
5. Harassment

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 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) 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, choking or slapping another; intentionally hitting another with objects, such as sporting equipment; encouraging or knowingly permitting an Athlete to return to play prematurely following a serious injury (e.g., a concussion) and without the clearance of a medical professional.

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.

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 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.

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

a. Physical

Hitting, pushing, punching, beating, biting, striking, kicking, choking, spitting or slapping, or throwing objects (such as sporting equipment) at another person.

b. Verbal

Ridiculing, taunting, name-calling or intimidating or threatening to cause someone harm.

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.

d. Sexual

Ridiculing or taunting based on gender or sexual orientation (real or perceived), gender traits or behavior, or teasing someone about their looks or behavior as it relates to sexual attractiveness.

e. Criminal Conduct

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

f. Exclusion

Conduct may not rise to the level of Bullying Behavior 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. Bullying does not include professionally accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline, or improved Athlete performance.

4. Hazing

Any conduct that subjects another person, whether physically, mentally, emotionally or psychologically, to anything that may endanger, abuse, humiliate, degrade, or intimidate the person as a condition of joining or being socially accepted by a group, team, or organization. Purported consent by the person 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. Sexualized Acts

Actual or simulated conduct of a sexual nature.

d. Criminal Acts

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

e. 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 that (a) causes fear, humiliation or annoyance, (b) offends or degrades, (c) creates a hostile environment (as defined above), or (d) reflects 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.

Conduct may not rise to the level of Harassment 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. Harassment does not include professionally accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline, or improved Athlete performance.

E. AIDING AND ABETTING

Aiding and Abetting is any act taken with the purpose of facilitating, promoting, or encouraging the commission of Prohibited Conduct by a Participant. Aiding and Abetting also includes, without limitation, knowingly:

1. Allowing any person who has been identified as suspended or otherwise ineligible by the Center to be in any way associated with or employed by an organization affiliated with or holding itself out as affiliated with an NGB, LAO, the USOC or the Olympic Movement;
2. Allowing any person who has been identified as suspended or otherwise ineligible by the Center to coach or instruct Participants;
3. Allowing any person who has been identified as ineligible by the Center 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, USOC or the Olympic Movement;
4. Providing any coaching-related advice or service to an Athlete who has been identified as suspended or otherwise ineligible by the Center;
5. Allowing any person to violate the terms of their suspension or any other sanctions imposed by the Center;
6. 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.

F. OTHER INAPPROPRIATE CONDUCT

1. Intimate Relationship

An Adult Participant violates this Policy by engaging in an intimate or romantic relationship where a Power Imbalance exists.

An Intimate or Romantic relationship is a close personal relationship—other than a familial relationship—that exists independently and outside of the sport relationship. Whether a relationship is intimate is based on the totality of the circumstances, including regular contact and/or interactions outside of or unrelated to the sport relationship (electronically or in person), the parties' emotional connectedness, the exchange of gifts, ongoing physical and/or intimate contact and/or sexual activity, identity as a couple, the sharing of sensitive personal information, and/or intimate knowledge about each other's lives outside the sport relationship.

2. Exposing a Minor to Imagery

An Adult Participant violates this Policy by intentionally exposing a Minor to imagery of a sexual nature. This provision does not exclude the possibility that similar behavior between Adults could constitute Sexual Harassment, as defined in this Policy.

3. Intentional Exposure of Private Areas

An Adult Participant violates this Policy by intentionally exposing breasts, buttocks, groin, or genitals, or induces another to do so, to an Adult where there is a Power Imbalance, or to a Minor.

4. Inappropriate Physical Contact

An Adult Participant violates this Policy by engaging in inappropriate physical contact with a Participant where there is a Power Imbalance. Such inappropriate contact includes, but is not limited to, intentionally touching, slapping, or otherwise contacting the buttocks or genitals of a Participant; excessively touching or hugging a Participant; kissing a Participant.

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 or other proactive policies adopted by the Center, USOC, and/or 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.1

V. REPORTING

a. Retaliation

Retaliation is any adverse action taken by a Participant against a person participating in USEF proceedings. Retaliation by a Participant against a person for making an allegation, supporting a reporting party, or providing information relevant to an allegation is a serious violation of this Safe Sport Policy.

b. Reporting Sexual Misconduct – www.safesport.org

All reports of sexual misconduct and violations of this Safe Sport Policy of a sexual nature must be reported directly to the Center at www.safesport.org or 720-531-0340.

All reports of sexual misconduct received by USEF will be forwarded to the Center.

No statutes of limitation apply to reports of incidents of sexual misconduct.

c. Reporting Non-Sexual Misconduct

For reporting any non-sexual misconduct, USEF will take a report, in the way that is most comfortable for the person initiating the report, including an anonymous, in-person, verbal, or written report. Regardless of the method of reporting, it is helpful to USEF to get the following information: (1) the name(s) of the claimant(s); (2) the type of misconduct alleged; (3) the name(s) of the alleged victim(s); and (4) the name(s) of the individual(s) alleged to have committed the misconduct.

Individuals may complete an Incident Report Form. Information on this form will include:

1. the name(s) of the claimant(s);

[1] 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 vulnerable Minor. Once they have selected a Minor, offenders will then earn the Minor's trust, and potentially the trust of the Minor's family. After the offender has engaged the Minor in sexually inappropriate behavior, the offender seeks to maintain control over him/her. Grooming occurs through direct, in-person and/or online contact.

2. the type of misconduct alleged;

3. the name(s) of the alleged victim(s);

4. the name(s) of the individual(s) alleged to have committed the misconduct;

5. the approximate date(s) and location(s) where the misconduct was committed;

6. the names of other individuals who might have information regarding the alleged misconduct; and

7. a summary statement of the reasons to believe that misconduct has occurred.

Except for mandatory reporting to the authorities and the Center, USEF will withhold the claimant's name upon request, to the extent permitted by law. A copy of the USEF Incident Report Form can be found at safesport.usef.org

d. Confidentiality and Anonymous Reporting

i. 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), reporting party, or accused person(s); however, USEF may disclose such names on a limited basis when conducting an investigation, reporting to the Center, or reporting to law enforcement authorities.

ii. 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. Anonymous reports may be made without the formality of completing an Incident Report Form:

1. by completing the Incident Report Form without including their name;

2. by expressing concerns of misconduct to USEF; or

3. by expressing concerns verbally to one of the following individuals on the Athlete Protection Team:
   a. Teresa Roper, troper@usef.org | 859 225 6915
   b. Emily Pratt, epratt@usef.org | 859 225 6956
   c. Sonja S. Keating, General Counsel, skeating@usef.org | 859 225 2045

Anonymous reporting may make it difficult to investigate or properly address allegations.

e. How Reports Are Handled

i. Suspicions or Allegations of Child Physical or Sexual Abuse Reported to Law Enforcement and/or Child Protective Services - All allegations of child physical or sexual abuse will be reported to law enforcement authorities and the Center. USEF does not attempt to evaluate the credibility or validity of child physical or sexual abuse as a condition for reporting to appropriate law enforcement authorities. As necessary, however, USEF may ask a few clarifying questions of the person making the report to adequately report the suspicion or allegation to law enforcement authorities.

ii. Misconduct and Policy Violations - USEF will address all alleged non-sexual violations of this Safe Sport Policy.

iii. Notification - Following USEF's receipt of an allegation involving Safe Sport-related prohibited conduct, 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 is investigating. Advising others of an allegation may lead to additional reports of child physical or sexual abuse and other prohibited conduct.

VI. CRIMINAL BACKGROUND CHECK

All USEF Designees, 18 years of age and older, shall undergo a criminal background check that complies with the Fair Credit Reporting Act. Through this criminal background check, USEF will utilize reasonable efforts to ascertain criminal history. The USEF Criminal Background Check Policy assists USEF in promoting the safety and welfare of athletes.

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

Beginning October 1, 2019, USEF will require background checks in accordance with the USOC Responsible Member Organization Policy. Until this effective date, this criminal background check policy applies. As of December 1, 2020, all USEF Designees and any other individual completing the background check shall have completed a background check in accordance with the new policy.

a. Process

The Criminal Background Check Consent and Waiver Release Form must be submitted to USEF's third-party criminal background check vendor and the USEF Designee cleared before he or she may perform services for USEF. Upon submission of the Criminal Background Check Consent and Waiver Release Form, USEF will request that its vendor perform the criminal background check. As part of its criminal background check, the vendor will:

1. perform a national criminal record search;

2. perform a search of state sexual offender registries; and

3. verify a person's identification against his or her social security number or other personal identifier.

b. Criminal History

USEF will use a criminal background check agency to gather information about criminal history. The information revealed by the criminal background check may disqualify an individual from serving as a USEF Designee. Unless adjudicated not guilty, the presence of any of the following will result in disqualificat**ion.**

i. Sex Offenses

All Sex Offenses - Regardless of time since the offense. Examples include: child molestation, rape, sexual assault, sexual battery, sodomy, prostitu-

tion, solicitation, indecent exposure, **etc.**

ii. Felony Offenses
1. All Felony Violence Offenses - Regardless of the amount of time since the offense. Examples include: murder, manslaughter, aggravated assault, kidnapping, robbery, aggravated burglary, etc.

2. All Felony Offenses other than violence or sex within the past 10 years. Examples include: drug offenses, theft, embezzlement, fraud, child endangerment, **etc.**

iii. Misdemeanors
1. All Misdemeanor Violence offenses within the past 7 years. Examples include: simple assault, battery, domestic violence, hit & run, etc.

2. Two or more Misdemeanor Drug and/or Alcohol Offenses within the past 7 years. Examples include: driving under the influence, simple drug possession, drunk and disorderly, public intoxication, possession of drug paraphernalia, etc.

3. Any other Misdemeanor within the past 7 years that would be considered a potential danger to children, including any crimes involving cruelty to ani**mals.**

iv. Disqualifying Criteria
For the purposes of this Policy, any reportable record or disclosure that contains a disposition or resolution of a criminal proceeding, other than an adjudication of not guilty, or the existence of a pending charge, for any criminal offenses identified above will result in a red light. This 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, juvenile delinquency adjudication, or similar arrangement, or the existence of an ongoing criminal investigation, a warrant for arrest, or any pending charges.

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. 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.

i. If a prospective USEF Designee has been or (1) accused, (2) arrested, (3) charged, (4) indicted, (5) has an adjudication other than not guilty, or (6) is convicted of any offense identified above during the application process, he is required to disclose such information immediately.
ii. In the event a USEF Designee has been or is (1) is accused, (2) arrested, (3) charged, (4) indicted, (5) has an adjudication other than not guilty, or (6) is 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 safesport@usef.org or 859-225-2045.
iii. 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 safesport@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.

Notice of findings will be provided to the USEF Legal Department.

e. Appeal to Criminal 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 Safe Sport 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. The individual shall demonstrate that the conviction or charge does not violate the spirit of Safe Sport and that he or she poses no risk to the sport.

In order to seek an exemption from disqualification contact Sonja S. Keating, USEF General Counsel, at safesport@usef.org or 859-225-2045 or submit an Exemption Request Form to USEF found at safesport.usef.org.

g. Frequency of Criminal Background Checks
Criminal background checks for USEF Designees will be refreshed every two years or as otherwise required by 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:

i. Been held liable for civil penalties or damages involving sexual or physical abuse of a minor;
ii. Been subject to any court order involving any sexual or physical abuse of a minor, including but not limited to, domestic order or protection;
iii. A history with another organization (employment, volunteer, etc.) of complaints of sexual or physical abuse of minors;
iv. 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;
v. A history of other behavior that indicates the individual may be a danger to athletes and participants; or
vi. Failed to disclose criminal background in accordance with this Policy.

i. Review of Disqualifiers

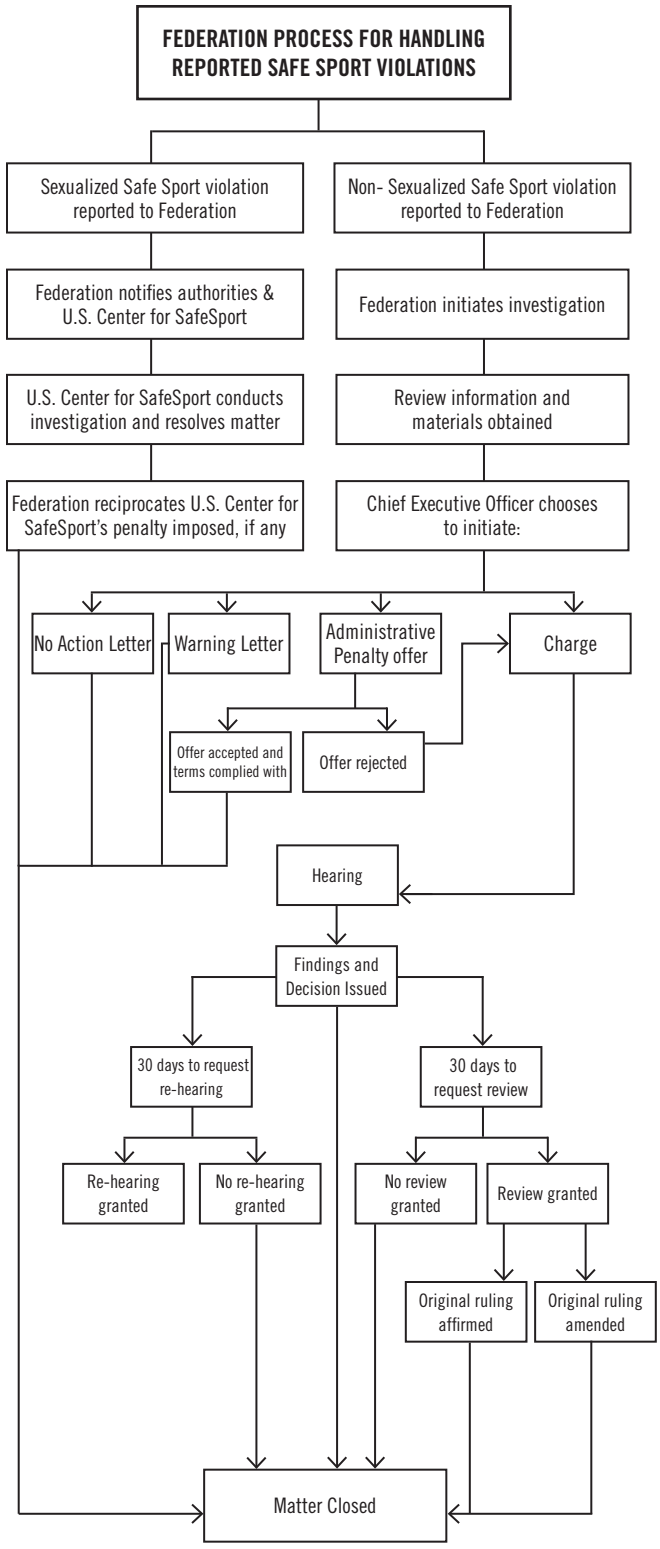
USEF will review its disqualifiers from time to time or as otherwise required or modified by law.

VII. ENFORCEMENT

The enforcement of this Safe Sport Policy falls under the jurisdiction of the USEF Hearing Committee, except (i) allegations of sexual misconduct, which falls under the exclusive jurisdiction of the Center; and (ii) allegations of non-sexual misconduct that the Center and USEF agree fall under the discretionary jurisdiction of the Center.

USEF shall recognize and reciprocate all penalties imposed by the Center, including lifetime bans. Temporary Suspensions apply to the person only, but not to the person's business or horses he owns. 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.

USEF shall conduct periodic compliance audits.



APPENDIX A
MINOR ATHLETE ABUSE PREVENTION POLICIES

INTRODUCTION

The U.S. Center for SafeSport (the "Center") is committed to building a sports community where participants can work and learn together in an atmosphere free of emotional, physical, and sexual misconduct. The United States Equestrian Federation ("USEF") supports this mission and is committed to ensuring our competition and training environments are free from abuse.

Authority: Prevention Training and Policies

Federal law authorizes the Center to address the risk of emotional, physical, and sexual abuse of amateur athletes in the U.S. Olympic and Paralympic Movements. See Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017.

Prevention Training

Federal law authorizes the Center to develop training to prevent abuse, including emotional, physical, and sexual abuse, of any amateur athlete. At a minimum, USEF, along with other national governing bodies and paralympic sports organizations, must offer and give consistent training related to the prevention of child abuse to: (1) adult members who are in regular contact with amateur athletes who are minors and, (2) subject to parental consent, to members who are minors.

Prevention Policies

Federal law also authorizes the Center to develop policies and procedures for implementation by USEF and other national governing bodies or paralympic sports organizations to prevent abuse, including emotional, physical, and sexual abuse, of any amateur athlete. As a part of these policies and procedures, USEF and other national governing bodies and paralympic sports organizations must implement reasonable procedures to limit one-on-one interactions between an amateur athlete who is a minor and an adult (who is not the minor's legal guardian) at a facility under the jurisdiction of a national governing body or paralympic sports organization without being in an observable and interruptible distance from another adult, except under emergency circumstances.

Application and Implementation

The U.S. Olympic Committee, USEF, and national governing bodies (collectively, "Covered Organizations") are required to follow these Minor Athlete Abuse Prevention Policies. At a minimum, these policies are also strongly recommended for USEF Recognized Affiliates, National Member Organizations, and Local Affiliated Organizations. USEF is responsible for implementing and monitoring compliance with these policies. Each policy specifically defines who must adhere to it.

The policies and procedures set forth herein are promulgated *by the Center to assist Covered Organizations in meeting their obligations under federal law. All USEF Recognized Affiliates, National Member Organizations and Local Affiliated Organizations shall implement policies and procedures sufficient to comply with federal require*ments.

Reporting Violations

Violations of these policies can be reported to USEF by submitting a USEF Incident Report Form, which can be found at safesport.usef.org, or by

contacting one of the members of the Athlete Protection Team:

Teresa Roper, troper@usef.org | 859 225 6915
Emily Pratt, epratt@usef.org | 859 225 6956
Sonja S. Keating, General Counsel, skeating@usef.org | 859 225 2045

TERMINOLOGY

Covered Organizations: The U.S. Olympic Committee and a national governing body, including USEF.

Facility partially or fully under the jurisdiction of USEF: Any facility that USEF owns, leases, or uses at no cost. Additionally, this definition covers all USEF licensed and endorsed competitions, USEF training sessions, USEF clinics, and observation events.

Jurisdiction: Authority or control.

Local Affiliated Organization ("LAO"): A regional, state, or local club or organization that is directly affiliated with USEF or that is affiliated with USEF by its direct affiliation with a regional or state affiliate of USEF. A LAO does not include a regional, state, or local club or organization that is only a member of a National Member Organization of USEF. (e.g. if the ABC State Association is a member of a Recognized Affiliate but not USEF then the ABC State Association is not covered by these policies as a LAO).

Minor, child, or minor athlete: An amateur athlete under 18 years of age.

National Governing Body ("NGB"): USEF and any amateur sports organization affiliated with a sport included on the program of the Olympic, Paralympic, or Pan-American Games, which is also recognized by the United States Olympic Committee (USOC) pursuant to the Ted Stevens Olympic and Amateur Sports Act, 36 U.S.C. §§ 220501-220529. This definition shall also apply to the USOC, or other sports entity approved by the USOC, when they have assumed responsibility for the management and/or governance of a sport included on the program of the Olympic, Paralympic, or Pan-American Games.

National Member Organization ("NMO"): A national organization that is directly affiliated with USEF, over which the USEF has jurisdiction (without respect to whether USEF has disciplinary authority over individual members of that national organization), and is: (a) an Amateur Sports Organization requesting sanction from an NGB; or (b) an Applicable Amateur Sports Organization under the Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017. Recognized Affiliates fall under this definition.

POLICIES EXPLAINED

National Member Organizations

- YES - USEF Recognized Affiliates, Alliance Partners covered by Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017

Local Affiliated Organizations

- YES - Alliance Partners that are a regional, state, local club or organization that is not also a member of a Recognized Affiliate or other National Member Organization

NOTE
The Safe Sport Policy must be followed at USEF licensed and endorsed competitions and other sanctioned activities such as USEF clinics and training sessions.

PART I

EDUCATION & TRAINING POLICY

A. Adults Required to Complete Mandatory Training

The following adults shall complete the Center's Core Center for SafeSport Training on child abuse prevention:

USEF:

- Adult members who have regular contact with amateur athletes who are minors
- Senior Active Members and Life Members
- Any adult authorized by USEF to have regular contact with or authority over an amateur athlete, including:
  a. Licensed Officials
  b. Chefs d'Equipe
  c. Coaches
  d. Team Vets
  e. Selectors
  f. Medical Directors
  g. Human Physical Therapists, Masseurs & Healthcare Providers
  h. Para Equestrian Personal Care Providers
  i. Vaulting Attendants
  j. Testing Veterinarians
- USEF Adult staff, board, council, committee, and task force members.

("USEF Adults")

National Member Organizations and Local Affiliated Organizations:

- Adult members at a NMO or a LAO who have regular contact with amateur athletes who are minors
- An adult authorized by a NMO or a LAO to have regular contact with or authority over an amateur athlete who is a minor
- Adult staff and board members of a NMO or a LAO. ("NMO and LAO Adults")

(Collectively "Required Adults")

To satisfy the training obligations, USEF, NMOs, and LAOs shall adhere to parts A.1 and A.2 below, of this Education & Training Policy.

To satisfy the training obligations, it is strongly recommended that National Member Organizations and Local Affiliated Organizations adhere to part B, below, of this Education & Training Policy. The Center's "Core Center for SafeSport Training" provides the required child abuse prevention training mandated by federal law.

1. Core Center for SafeSport Training

The above listed Required Adults are required to complete the Center's

Core Center for SafeSport Training before regular contact with an amateur athlete who is a minor begins or by the latter of the following unless regular contact with a minor amateur athlete has not begun:

USEF Adults, whichever occurs first:

- No later than January 1, 2019; or
- Before regular contact with minor athletes begins; or
- Before authorized contact with minor athletes begins; or
- Within the first 30 days of initial membership, or upon beginning a new role subjecting the adult to this policy.

NMO and LMO Adults, whichever occurs first:

- No later than July 31, 2019; or
- Within the first 30 days of initial membership, or upon beginning a new role subjecting the adult to this policy.

Training other than the Core Cent*er for SafeSport Training does not satisfy this po*licy. Training in addition to the Core Center for SafeSport Training may be provided. However, if an organization provides additional training, it shall not refer to such training as "SafeSport" Training.

2. Refresher Course(s)

A refresher course is required on an annual basis effective the calendar year following the completion of the Core Center for SafeSport Training for USEF Adults (USEF access to the refresher course is detailed in Appendix A). Policies, procedures and/or communications to said adults concerning refresher course requirements must be updated by September 1, 2019.

B. Minor Athletes

USEF shall, subject to parental consent, annually offer and provide training to members who are minors regarding prevention and reporting of child abuse. USEF shall track:

- A description of the training(s);
- The date the training(s) was offered and given; and
- A description of how the training(s) was offered and given.

C. Exemptions

Exemptions from this Education & Training Policy may be made on a case-by-case basis for victims/survivors. Requests may be made directly to troper@usef.org, skeating@usef.org, or the U.S. Center for SafeSport, ngbservices@safesport.org.

The Center will work with USEF regarding appropriate accommodations for persons with disabilities to satisfy the training requirements herein.

POLICIES EXPLAINED

National Member Organizations.

- Regular contact – Neither the federal statute, the U.S. Center for SafeSport, nor the USOC define the term "regular contact;" therefore determining "regular contact" should be through a process of risk analysis:
  - ◊ Is the person in a position of authority over a minor (e.g., trainer/coach)?
  - ◊ Is the person likely to be in a chaperoned one-on-one situation with the minor?
  - ◊ Is the person going to have reoccurring contact with the minor to an extent where they could develop a trusting relationship that would create an environment where any type of abuse could take place?

PART II

REQUIRED PREVENTION POLICIES

A. Required policies

The following athlete abuse prevention policies go into effect June 1, 2019:

1. One-on-One Interactions, including meetings and individual training sessions (USEF is required to establish reasonable procedures to limit one-on-one interactions, as set forth in federal law.)
2. Massages and Rubdowns/Athletic Training Modalities
3. Areas where Athletes Change
4. Social Media and Electronic Communications
5. Local Travel
6. Team Travel

To satisfy these requirements, these policies (including the mandatory components identified in the model policies) are strongly recommended for implementation by USEF Recognized Affiliates, National Member Organizations, and Local Affiliated Organizations. If these organizations choose not to implement these, they must implement policies and procedures sufficient to meet requirements *under federa*l law.

B. Model policies

To satisfy these requirements, the Center provides model policies to assist USEF Recognized Affiliates, National Member Organizations, and Local Affiliated Organizations in developing and implementing the required policies under federal law. The model policies can be found at www.safesport.org and www.usef.org.

C. Minor athletes who become adult athletes

With the exception of athletes who are members of the same team, Minor Athletes who reach their 18th birthday (not their sport age but their actual age) must adhere to the provisions found in the Minor Athlete Abuse Prevention Policies when interacting with minor athletes who are 14 years of age or younger.

Minor Athletes who reach the age of majority and then obtain a position of authority that presents a power imbalance, such as becoming a coach or official, must also comply with these prevention policies regardless of the age of the minor athletes with whom they will interact. (For example, Minor Athlete A has her 18th birthday the week before NAYC and her teammates are under 18. She is required to follow these policies when interacting with minor athletes under 14 except for athletes under 14 who are on her team. Unless she's in a position of authority over the minor athletes, these policies do not apply to interactions with teammates.)

PART III

REQUIRED POLICIES FOR ONE-ON-ONE INTERACTIONS

The majority of child sexual abuse is perpetrated in isolated, one-on-one situations. By reducing such interactions between children and adults, programs reduce the risk of child sexual abuse. However, one-on-one time with trusted adults is also healthy and valuable for a child. Policies concerning one-on-one interactions protect children while allowing for these beneficial relationships.

ONE-ON-ONE INTERACTIONS

A. Mandatory Components

This policy shall apply to:

1. Adult members who have regular contact with amateur athletes who are minors;
2. Any adult authorized by USEF to have regular contact with or authority over an amateur athlete who is a minor;
3. Adult members at a facility that is either partially or fully under the jurisdiction of USEF or at USEF licensed, endorsed, sponsored activity; and
4. Adult staff and board members of USEF.

(Collectively "Applicable Adult" for the purposes of this Policy.)

a. Observable and interruptible

- One-on-one interactions between a minor athlete and an Applicable Adult (who is not the minor's legal guardian) at a facility partially or fully under USEF's jurisdiction or at a USEF licensed, endorsed, sponsored activity are permitted if they occur at an observable and interruptible distance by another adult.
- One-on-one interactions between minor athletes and an Applicable Adult (who is not the minor's legal guardian) at a facility partially or fully under USEF's jurisdiction or at a USEF licensed, endorsed, sponsored activity are prohibited or at a USEF licensed, endorsed, sponsored activity, except in the circumstances described in subpart d of this section and under emergency circumstances.

POLICIES EXPLAINED

Best Practice for Observable and Interruptible might include:

- Wherever possible keeping a physical distance from an athlete in order to ensure no allegation of inappropriate physical contact
- If physical contact is required (adjusting a riding position) the athlete's permission must be sought and the contact should be in full view of others.
- If words of admonishment or similar are required, seeking a third party as a witness is advisable.

b. Meetings

- Meetings between Applicable Adults and minor athletes at a facility partially or fully under USEF's jurisdiction or at a USEF licensed, endorsed, sponsored activity, may only occur if another adult is present, except under emergency circumstances. Such meetings must occur where interactions can be easily observed and at an interruptible distance from another adult.
- If a one-on-one meeting takes place in an office or tack room at a facility partially or fully under USEF's jurisdiction, the door to the office must remain unlocked and open. If available, it will occur in an office that has windows, with the windows, blinds, and/or curtains remaining open during the meeting.

c. Meetings with mental health care professionals and health care providers

If a mental health care professional and/or health care provider meets with minor athletes at a facility partially or fully under USEF's jurisdiction, a closed-door meeting may be permitted to protect patient privacy provided that: (1) the door remains unlocked; (2) another adult is present at the facility; (3) the other adult is advised that a closed-door meeting is occurring; and (4) written legal guardian consent is obtained in advance by the mental health care professional and/or health care provider, with a copy provided to USEF.

d. Individual training sessions

Individual training sessions between Applicable Adults and minor athletes are permitted at a facility partially or fully under USEF's jurisdiction or at USEF licensed, endorsed, sponsored activity if the training session is observable and interruptible by another adult. It is the responsibility of the Applicable Adult to obtain the written permission of the minor's legal guardian in advance of the individual training session if the individual training session is not observable and interruptible by another adult. Permission for individual training sessions must be obtained at least every six months. Parents, guardians, and other caretakers must be allowed to observe the training session.

e. Monitoring

When one-on-one interactions between Applicable Adults and minor athletes occur at a facility partially or fully under USEF's jurisdiction, Applicable Adults will monitor these interactions. Monitoring includes: knowing that the one-on-one interaction is occurring, the approximate planned duration of the interaction, and randomly dropping in on health professionals.

B. Recommended Best Practices

USEF recommends the following components:

Out-of-program contacts

USEF recommends that Applicable Adults refrain from interacting one-on-one with unrelated minor athletes in settings outside of the program that are not observable and interruptible (including, but not limited to, one's home and individual transportation), unless parent/legal guardian consent is provided for each out-of-program contact.

Such arrangements are strongly discouraged.

MASSAGES AND RUBDOWNS/ATHLETIC TRAINING MODALITIES (ALL HUMAN HEALTHCARE PROVISION)

A. Mandatory components

Application

This policy shall apply to:

1. Adult members who have regular contact with amateur athletes who are minors;
2. Physical therapists, chiropractor, masseurs, physicians, and other healthcare providers;

3. Any adult authorized by USEF to have regular contact with or authority over an amateur athlete who is a minor;
4. Adult members at a facility that is either partially or fully under the jurisdiction of USEF; and
5. Adult staff and board members of USEF.

(Collectively "Applicable Adult" for the purposes of this Policy.)

a. Massage or rubdown/athletic training modality
Any massage or rubdown/athletic training modality performed at a facility or a training or competition venue must be conducted in an open and interruptible location. Any massage of a minor athlete must be done with at least one other adult present and must never be done with only the minor athlete and the person performing the massage or rubdown/athletic training modality in the room.

POLICIES EXPLAINED

An "open and interruptible location"

Doors not locked but suitable privacy maintained. If a tack room is used it must be screened from the front as well as the stables either side.

Be of a suitable temperature where possible (fans or heaters may be required)

Not be covered by Stable Cameras (e.g. FEI)

Practitioners should seek to ensure they never place themselves between the athlete and the door

B. Recommended Best Practices

USEF recommends the following component:

USEF recommends obtaining written consent from a legal guardian before providing each massage or rubdown/athletic training modality on a minor athlete. Parents should be permitted to be in the room as an observer.

AREAS WHERE ATHLETES CHANGE

MANDATORY COMPONENTS

This policy shall apply to:

1. Adult members who have regular contact with amateur athletes who are minors;
2. Any adult authorized by USEF to have regular contact with or authority over an amateur athlete who is a minor;
3. Adult members at a facility that is either partially or fully under the jurisdiction of USEF; and
4. Adult staff and board members of USEF.

(Collectively "Applicable Adult" for purposes of this policy.)

a. Non-exclusive facility
If USEF uses a facility not fully under USEF's jurisdiction (for, e.g., training or competition or similar events) and the facility is used by multiple constituents, Applicable Adults in categories 1 through 4 are nonetheless required to adhere to the rules set forth herein.

b. Use of recording devices
Use of any device's (including a cell phone's) recording capabilities, including voice recording, still cameras and video cameras in locker rooms, changing areas, or similar spaces at a facility under USEF's jurisdiction is prohibited. Exceptions may be made for media and championship celebrations, provided that such exceptions are approved by USEF and two or more Applicable Adults are present.

c. Undress
Under no circumstances shall an unrelated Applicable Adult at a facility under USEF's jurisdiction intentionally expose his or her breasts, buttocks, groin, or genitals to a minor athlete.

d. One-on-one interactions
- Except for athletes on the same team, at no time are unrelated Applicable Adults permitted to be alone with a minor athlete in a locker room or changing area when at a facility under USEF's partial or full jurisdiction, except under emergency circumstances.
- If USEF is using a facility that only has a single locker room or changing area, it will designate separate times for use by Applicable Adults, if any.

e. Monitoring
USEF will regularly and randomly monitor the use of and areas where athletes change at facilities under USEF's jurisdiction to ensure compliance with these policies.

B. Recommended Components

1. USEF recommends the following components:

a. Under no circumstances should an unrelated Applicable Adult at a facility under USEF's jurisdiction or at an event licensed, endorsed, or sanctioned by USEF expose his or her breasts, buttocks, groin, or genitals to a minor athlete.

b. Applicable Adults should make every effort to recognize when a minor athlete goes to a locker room or changing area during practice and competition and, if they do not return in a timely fashion, check on the minor athlete's whereabouts.

c. Parents should not enter locker rooms and changing areas unless it is truly necessary. In those instances, it should only be a same-sex parent when other minor athletes are changing in the same locker room or changing area. If this is necessary, parents should let a coach or administrator know about this in advance.

POLICIES EXPLAINED

It is very rare that dedicated Locker Rooms or Changing Rooms are provided at equestrian venues:

- At Team competitions the Chef d'Equipe should identify a changing area, ensure its privacy and ensure that when minor athletes are changing, access to the changing area is controlled.
- Where a Vaulting Squad consists of Minors and Adults, the Adults must be made aware of these Policies and conduct themselves professionally understanding that the Squad will change and prepare as a unit.

SOCIAL MEDIA & ELECTRONIC COMMUNICATIONS

A. Mandatory components

a. Application
This policy shall apply to:

1. Adult members who have regular contact with amateur athletes who are minors;
2. Any adult authorized by USEF to have regular contact with or authority over an amateur athlete who is a minor; and
3. Adult staff and board members at USEF.

(Collectively "Applicable Adult" for the purposes of this Policy.)

b. Content

All electronic communication originating from Applicable Adults to minor athletes must be professional in nature. On mass communications, "bcc" should be used for recipients.

c. Open and transparent

- Absent emergency circumstances, if an Applicable Adult with authority over minor athletes needs to communicate directly with a minor athlete via electronic communications (including social media), another Applicable Adult or the minor's legal guardian must be copied.
- If a minor athlete communicates to the Applicable Adult (with authority over the minor athlete) privately first, said Applicable Adult should respond to the minor athlete with a copy to another Applicable Adult or the minor's legal guardian.
- When an Applicable Adult with authority over minor athletes communicates electronically to the entire team, said Applicable Adult will copy another adult.
- Minor athletes may "friend" the organization's official page.

d. Requests to discontinue

Legal guardians may request in writing that their minor athlete not be contacted through any form of electronic communication by USEF or by the Applicable Adults subject to this policy. USEF will abide by any such request that their minor athlete not be contacted via electronic communication, absent emergency circumstances.

B. Recommended components

USEF recommends the following components:

a. Hours

Electronic communications should generally only be sent between the hours of 8:00 a.m. and 8:00 p.m., unless emergency circumstances exist, or while traveling internationally or during competition travel.

b. Prohibited electronic communication

Applicable Adults with authority over minor athletes should not maintain private social media connections with unrelated minor athletes and such Applicable Adults should not accept new personal page requests on social media platforms from amateur athletes who are minors, unless the Applicable Adult has a fan page, or the contact is deemed as celebrity contact vs. regular contact. Existing social media connections on personal pages with minor athletes should be discontinued.

LOCAL TRAVEL

A. Mandatory Components

1. Local travel consists of travel to training, practice, and competition that occurs locally and does not include coordinated overnight stay(s).

a. Application

This policy shall apply to:

1. Adult members who have regular contact with amateur athletes who are minors;
2. Any adult authorized by USEF to have regular contact with or authority over an amateur athlete who is a minor; and
3. Adult staff and board members at USEF.

(Collectively "Applicable Adult" for the purposes of this Policy.)

b. Transportation

Applicable Adults who are not also acting as a legal guardian, shall not ride in a vehicle alone with an unrelated minor athlete, absent emergency circumstances, and must have at least two minor athletes or another adult at all times, unless otherwise agreed to in writing by the minor athlete's parent/legal guardian in advance of each local travel. In emergency situations this permission can be sought verbally but should be followed up with written confirmation as soon as possible.

B. Recommended Components

1. USEF recommends the following components:

a. Shared or Carpool Travel Arrangement

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

b. Parents/legal guardians should receive education concerning child abuse prevention before providing consent for their minor athlete to travel alone with an Applicable Adult who is subject to these policies.

TEAM TRAVEL

A. Mandatory Components

Team travel is minor athlete travel to a competition or other team activity that USEF plans, books, and supervises the minor athlete's travel.

a. Application

This policy shall apply to:

1. Adult members who have regular contact with amateur athletes who are minors;
2. Any adult authorized by USEF to have regular contact with or authority over an amateur athlete who is a minor; and
3. Adult staff and board members at USEF.

(Collectively "Applicable Adult" for the purposes of this Policy.)

b. Team/competition travel

Team travel policies must be signed and agreed to by all minor athletes, parents, and Applicable Adults traveling with the USEF. When only one Applicable Adult and one minor athlete travel to a competition, the minor athlete must have his/her legal guardian's written permission in advance and for each competition to travel alone with said Applicable Adult.

Applicable Adults who travel with a USEF Team that includes a minor athlete must successfully pass a criminal background check and other

screening requirements consistent with USEF's policies.

c. Hotel rooms

Applicable Adults shall not share a hotel room or other sleeping arrangement with a minor athlete (unless the Applicable Adult is the legal guardian, sibling, or is otherwise related to the minor athlete). However, a parent/legal guardian may consent to such an arrangement in advance and in writing. Furthermore, a parent/legal guardian may consent in advance and in writing to the minor athlete sharing a hotel room or other sleeping arrangement with an adult athlete.

During team travel, when doing room checks, attending team meetings and/or other activities, two-deep leadership (two Applicable Adults should be present) and observable and interruptible environments should be maintained.

Meetings should not be conducted in a hotel room.

d. Meetings

Meetings shall be conducted consistent with USEF's policy for one-on-one interactions (i.e., any such meeting shall be observable and interruptible).

B. Recommended Component

USEF recommends that Parents/legal guardians receive education concerning child abuse prevention before providing consent for their minor athlete to travel alone with an Applicable Adult who is subject to these policies.

APPENDIX A

TRAINING ACCESS REQUIREMENTS

Access

The U.S. Center for SafeSport makes required prevention training free to those individuals to whom the Education & Training Policy applies. Free access for individuals with National Member Organizations should be submitted by the relevant NGB and approved in writing by the Center.

Requirements

Free access is contingent on USEF complying with the following training access requirements. In delivering the training, USEF shall not:

- Post the access code, coupon, or other access information publicly;
- Post U.S. Center for SafeSport Core or Refresher online training content developed by the Center on a public site without the Center's prior written consent;
- Make such training available to organizations other than National Member Organizations, as submitted to and approved by the Center;
- Charge a separate fee for the Center's training;
- Advertise the Center's training as free to anyone other than those individuals to whom the policy applies; and
- Refer to the Center's training as a "certification," or to individuals who have completed the training as "certified" or "licensed." (Instead, it shall be referred to as a "completion").

Fees

The Center may impose a fee, including retroactively, and/or revoke access to the training for failing to comply with these training access requirements.



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